

## Techniques for the Assessment of Competence

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### Key Words

Assessment techniques, competency, on-job, simulated, written, oral

### Introduction

There are two accepted forms of assessment, assessing practical performance (**skills**) and assessing theory (**knowledge**). For the assessment of **skills** the assessment can be on-job in an actual work situation or in a simulated environment. For the assessment of **knowledge** the assessment may be written or oral

### On-job Assessment

Some tools for assessment in on-job situations are:

- Direct observation using checklists, workbooks and/or log books
- Practical demonstration using checklists and work samples
- Indirect observation using verifiers to gather the evidence
- Recognition of current competence (RCC) using referees, references, CV's and qualifications
- Video/audio tapes
- Drawings
- Models
- Visual representation

### Simulated Assessment

Some tools for assessment in simulated environments are:

- Direct observation using checklists, workbooks and/or log books
- Practical demonstration using checklists and work samples
- Projects and assignments
- Role play
- Video/audio tapes

### Written Assessment

Some tools for written assessment are:

- Multi choice questions
- Short answer questions
- Assignments
- Projects
- Essays
- Case studies
- Computer assistance
- Diaries
- Portfolio
- charts

### Oral Assessment

Some tools for oral assessment are:

- Oral questions
- Role play
- Interview
- Presentation
- Speech
- Signed feedback

- Computer assistance