

Competency-Based Apprenticeships

Apprenticeship programs address the global need to develop the next generation of skilled employees across business sectors and types of jobs. Unfortunately, many apprenticeship programs today – even those that are approved and registered – are time based in nature, which raises some immediate concerns including: unpredictable assumptions about what learning opportunities might be available during the apprenticeship, lack of job expectations that articulate with an occupational standard, uncertainty about the qualifications of mentors, and uncertain design and delivery of the OJT component, arguably the most important part of the apprenticeship experience.

Competency-Based Apprenticeships are the preferred alternative to time-based approaches since they lead to greater specificity of which tasks will be learned, reduced completion times, greater apprentice and employer satisfaction, and more reliable achievement of learning outcomes. Admittedly, achieving these outcomes requires planning and necessarily involves professional skills that many intermediaries and employers might not possess. That's how we can help.

Based on over 40 years of experience with competency-based learning, **SiTUATE, LLC** offers workshops and consulting to help clients design, implement, evaluate, and manage competency-based apprenticeship programs. We know which components to address, and we want to develop clients to use our approach as well.

Our proven approach addresses the following critical questions:

- How to develop useful job and occupational standards?
- How to adapt an established occupational standard to an employer setting?
- How to prepare learning plans for each apprentice?
- How to link the tasks to be learned and the related instruction?
- How to qualify experienced employees as mentors?
- How to plan and deliver the OJT component using S-OJT?
- How to ensure that prerequisites are completed before the S-OJT occurs?
- How to manage the apprenticeship system through a digital platform?

SiTUATE, LLC., is a global learning and development consulting firm that has introduced SiTUATE, the innovative instructional management system that supports using planned approaches in the workplace.

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