A Competency Based Assessment System for Applicants for a Cadastral Surveying Licence

Glenn CAMPBELL

and

Jim LIDDLE

Outline

- Background
- Queensland Surveyors Act 2003
- Competency Framework
- The Assessment Process
- Evaluation
Types of Registration

Surveyors Board
- Associate
- Graduate
- Surveyor
  - Engineering Surveyor
  - Mining Surveyor
  - Cadastral Surveyor
  - Consulting Surveyor
  - Open Cut Only (O)
  - All Mines (A)

Surveyor Assessment

- Qld Surveyors Board - Articles
- Private Cadastral Surveyors - Examinations
- Undergraduate Training Project System
- Training Agreements Competency Based
- c1997
- 1908
- 1964
- 1977
- 2004
- FIG Congress 2010
  Facing the Challenges – Building the Capacity
  Sydney, Australia, 11-16 April 2010
Surveyors Act 2003

- Split training, competency assessment and registration
Assessing Entities

SBQ
Professional Body
Other Entity

SBQ Assessment Procedure
Professional Body Assessment Procedure
Other Entity Assessment Procedure

Competency Framework

Competency Framework

- Describes the qualifications, knowledge, skills, and experience
- Developed along with Industry
  - Based on previous ISA work
- Document has a hierarchy
  - Units - major surveying functions
  - Elements - observable activities
  - Descriptors - performance criteria
### Competency Framework

- Reviewed in 2007
  - Serious omissions
  - Unreasonable expectations
  - Assessment not considered
  - Reinstated tertiary qualifications

### Assessment Process

- Work Experience
- University Qualification
- Documentary Evidence Portfolio
- Professional Assessment Project (PAP)
- Panel Interview
Documentary Evidence

- Explicitly related to the Framework
- Properties of good evidence
  - Authentic
  - Valid
  - Current
  - Sufficient
- Independent Assessor
  - External Surveyor with the Endorsement

Professional Assessment Project

- Purpose
  - Professional Aspects
  - Observation vs Documentation
- Two assessors
  - Assistant Assessor
    - Normally supervising Surveyor
  - Assessor
    - External Surveyor with the Endorsement
Panel Interview

- Technical detail
  - Discussion of Evidence
- Professional & Ethical standards
- Chance for applicant feedback

Is It Better?

Pro
- Standard is Known
- Flexible
  - All experience counts
  - Allows for migration
- Arms length Assessors

Con
- Documentation heavy
- Onus on applicant
  - Intimidating to Start
- Training assumed to happen
Gratuitous Advice

- Get the standard right first
  - Start from scratch
  - Involve potential applicants
  - Consider the assessment vehicles
  - Not all elements are created equal
- Don’t put all your eggs in one basket
  - Different assessors
  - Different types of evidence
    - Documentation & Observation

Questions?

Glenn Campbell

University of Southern Queensland
Tel: 61 7 4631 2909
Fax: 61 7 4631 2526
Email: Glenn.Campbell@usq.edu.au