



Newsletter

CVA-ACFP Newsletter November 2017

50th anniversary of DACUM A Very Special Bulletin

Dear readers,

As promised, we are very happy to publish this special bulletin to mark the 50th anniversary of DACUM, a technology created in Canada and now used on all continents.

For the occasion, we have assembled a series of articles written during this half-century period. You will find writings or references narrating the origins of DACUM, describing its evolution and uses in various contexts and countries.

DACUM (Developing A CUrriculUM) is a competency-based system for organizing, delivering instruction and managing the learning process. Its competency analysis component (the DACUM analysis) has become a standard in a large variety of organizations (education, government, business and industry, NFP, etc.) throughout the world.

To mark DACUM's 50th anniversary, I am sharing some [thoughts on the evolution and future of DACUM](#). Dr Don Glendenning, founder of the Holland College (Charlottetown, Canada) - the first TVET institution to adopt DACUM - narrates [the method's origin](#). Lawrence Coffin, also from Charlottetown, Canada who was DACUM's leading expert until his retirement a few years ago, describes [how business and industry has come to using DACUM](#) as a highly effective tool both for employee development and human resources management. Finally, from Durban, South Africa, Koos Landman writes about the [use of the DACUM approach to analyse the occupation of civil engineering technologist in South Africa](#).

In French, Jérôme Makin Djegui from Bénin, discusses [the use of DACUM](#) and [various issues and challenges that DACUM practitioners are confronted with in his country](#). Édouard Yokossi, also from Bénin, presents [a case study on DACUM in Bénin](#) as a curriculum development and learner assessment model in the TVET sector. From Burkina Faso, Dr Boubakar Savadogo gives us an overview as [how DCUM contributed to the development of TVET in Bénin](#).

We want to express our gratitude to those who, in response to our call for contributions, took the time to forward their thoughts and testimonials. Our special thanks also to Madeleine Decker for having prepared this special issue with the professionalism and enthusiasm that

constitute her trade mark; to a very large extent, the CVA owes to Madeleine that this publication is awaited for and read by an ever increasing number of individuals in all parts of the world.

Pleasant readings!

Pierre Morin, CHRP
President of the Canadian Vocational Association
November 2017

[DACUM: The Seminal Book, 2nd Edition](#)

This book provides detailed explanation of the DACUM system originally developed by R.E. Adams which is utilized for developing occupational training. This text provides readers with the only resource guiding practitioners through the development of a DACUM learning program, from the analysis of an occupation to the evaluation of learning.

Adams, R.E., Hogan, R.L., and Steinke, L.J. (2017). *DACUM: The Seminal Book, 2nd Edition*. Edwin & Associates

FROM THE CVA/ACFP JOURNALS ARCHIVES

[An introduction to the performance-based training system](#), 1977

CVA/ACFP Journal 1977, Vol 13(2), 20-27

Tags : Article 1977; Canada; CVA/ACFP Archive 1977; Source: CVA/ACFP Journal 1977;

[Technical-vocational education competency-based core programs for occupational families: A speech to the Vancouver Board of Trade](#), 1983

CVA/ACFP Journal 1983, Vol 19(2), 11-15

Tags : Article 1983; Canada; CVA/ACFP Archive 1983; Source: CVA/ACFP Journal 1983;

[Refining the DACUM working process](#), 1984

CVA/ACFP Journal 1984, Vol 20(1), pp.24-26

Tags : Article 1984; Canada; CVA/ACFP Archive 1984; DACUM method; Method DACUM; Source: CVA/ACFP Journal 1984;

[Competency-based vocational education for business](#), 1987

CVA/ACFP Journal 1987, Vol 23(3-4), 34-37

Tags : Article 1987; Canada; CBET – Competence-based education; Competence – based education; CVA/ACFP Archive 1987; Education – competence-based; Source: CVA/ACFP Journal 1987;

Competency based vocational education: Administrators’ and teachers’ reactions vary but students positive, 1992

CVA/ACFP Journal 1992, Vol 28(1), p.9

Tags : Article 1992; Canada; CBET – Competence-based education; Competence – based education; CVA/ACFP Archive 1992; Education – competence-based; Source: CVA/ACFP Journal 1992;

Evaluating competency based vocational education, 1992

CVA/ACFP Journal 1992, Vol 28(1), 10-13

Tags : Article 1992; Canada; CBET – Competence-based education; Competence – based education; CVA/ACFP Archive 1992; Education – competence-based; Source: CVA/ACFP Journal 1992;

CVA starts DACUM workshops, 1993

CVA/ACFP Journal 1993, Vol 28(4), p.15

Tags : Article 1993; Canada; CVA/ACFP Archive 1993; DACUM method; Method DACUM; Source: CVA/ACFP Journal 1993;

DACUM’s popularity on the rise, 1993

CVA/ACFP Journal 1993, Vol 29(1), 10-12

Tags : Article 1993; Canada; CVA/ACFP Archive 1993; DACUM method; Method DACUM; Source: CVA/ACFP Journal 1993;

DACUM: A new workshop with the theme “Developing Apprenticeship Programs”, 1995

CVA/ACFP Journal 1995, Vol 31(1), 19

Tags : Apprenticeship; Article 1995; Canada; CVA/ACFP archive 1995; DACUM method; Method DACUM; Source: CVA/ACFP Journal 1995;

CVA launches national DACUM facilitator certification program, 1996

CVA/ACFP Journal 1996, Vol 31(3), 15-16

Tags : Article 1996; Canada; CVA/ACFP Archive 1996; CVA/ACFP DACUM Analysis Facilitator; DACUM method; Method DACUM; Source: CVA/ACFP Journal 1996;

WHAT IS DACUM? WHAT IS COMPETENCY-BASED EDUCATION?

Canada. DACUM roots, 1995

This CVA/ACFP Occasional Paper by Dr Donald Glendenning presents a brief history of DACUM in Canada.

Tags : Canada; CVA/ACFP archive 1995; CVA/ACFP Occasional paper 1995; DACUM method; Dr Donald Glendenning; Historic; Method DACUM; Paper 1995; Source: CVA/ACFP - Canadian Vocational Association;

Thoughts on the evolution and future of DACUM, 2017 With the globalization of the

economy, interdependencies between countries, migration and manpower movements, the need for standardized competencies and training requirements across the planet is becoming more and more imperative.

We believe that DACUM, considering the method's features which we have briefly described at the beginning of this article, can constitute a well tested and extraordinarily efficient tool to address such challenge... if countries and organizations can rely on adequately trained DACUM facilitators. This is a task to which the Canadian Vocational Association has consistently dedicated itself since 1993 through its DACUM Training and Certification Program.

Une contribution de M. Pierre Morin, Président de l'ACFP pmforminc@gmail.com

Tags : DACUM method; Historic; Method DACUM; Paper 2017; Pierre Morin; Source: Pierre Morin

DACUM: A Canadian Achievement, 2017

During the 1960's Canada and the Provinces mounted a technical and vocational training program to prepare Canadians to participate in the post war industrial expansion. In Nova Scotia, Robert Adams, Director of Occupational Training, worked with local employers and unemployed youth to develop relevant training for people wanting to improve their lot in life. Each training program was preceded by an analysis of competencies practiced by high performers in the occupation. With DACUM chart in hand, Adams developed a competency based delivery model.

A contribution of Dr Donald Glendenning, founder of the Holland College in Canada dglend@pei.sympatico.ca

Tags : Article 2017; Canada; DACUM method; Dr Donald Glendenning; Historic; Method DACUM; Source: Dr Donald Glendenning;

DACUM... The Best Way to Figure Out What The Heck People Do, 2012

Essentially, the DACUM method is a group approach employing very experienced workers under the guidance of a trained DACUM facilitator to document the things that [people need to be able to do in order to be considered competent in a job.](#) The DACUM method results in a hierarchy that describes the complete range of things that people do. It begins with broad duties or functions (called "General Areas of Competence or "GACs" in DACUM-speak).

Tags : Article 2012; DACUM method; Method DACUM; Source: Griffiths Sheppard Consulting;

Occupational Analysis (DACUM)

Developing a Curriculum (DACUM) is an innovative approach to occupational analysis. It is also very effective for conducting process, functional and conceptual analyses for all occupations including science, technology, engineering and mathematics (STEM).

Tags : DACUM method; Method DACUM; Source: Delta College; STEM - Science_technology_engineering_and mathematics;

DACUM workshop presentation, 2012

DACUM (Develop A Curriculum): It presents the practical ways for developing of curriculum for technical vocational educational institutes.

Tags : DACUM method; Document 2012; Method DACUM; Source: Mohammad Rafi Qazizada;

FAQ. Competency-based education

Competency education asks the questions, “If we wanted every student to reach college and career readiness, what would it look like? How would we make sure every student builds the foundational skills and the higher order skills they need to be successful in college and in the workplace?” Competency-based education is designed to make sure students are proficient each step of the way.

Tags : CBET - Competence-based education; Competence - based education; Education - competence-based; FAQ; Source: Competency Works;

Competency-Based Education and Training. Myths and Realities, 1998

Proponents of competency-based education and training (CBET) promote it as a way to improve the correspondence between education/training and workplace requirements. CBET's opponents consider it excessively reductionist, narrow, and rigid, as well as theoretically, empirically, and pedagogically unsound. The following are among the issues surrounding CBET: (1) the relative merits of the behaviorist and holistic approaches to CBET; (2) the question of whether CBET gives employers what they want (alternatively, the question of whether CBET's focus on qualifications related to required performance in the workplace outweighs its costs, uncertain suitability for their work force, and confusing language/jargon); and (3) the question of whether CBET's curriculum is being driven by government, employers, or educational institutions). Some have suggested that the economic basis of CBET neglects the wider cultural and social purposes of learning and the rights of all stakeholders to determine those purposes. Others have asserted that, with more emphasis on a holistic conception of competence and education for citizenship and cultural understanding, well-done CBET can find a realistic middle ground between the humanist and behaviorist perspectives, thereby taking another step toward breaking down the divisions between general and vocational education.

Tags : CBET - Competence-based education; Competence - based education; Education - competence-based; Paper 1998; Source: ERIC - Institute of Education Sciences; Source: Sandra Kerka;

In Pursuit of Equality: A Framework for Equity Strategies in Competency-Based Education

This paper seeks to unpack the concept of equity, review key equity strategies that have been developed to serve historically underserved student.

Tags : CBET - Competence-based education; Competence - based education; Education - competence-based; Equity; Paper 2017; Source: Competency Works;

WHY DACUM? WHY COMPETENCY-BASED EDUCATION?

Canada. DACUM. A Tool for Business and Industry, 2017

Although adopted as a program planning and development tool, it soon became apparent that DACUM analyses had many other applications. Our adoption of the DACUM chart at Holland College introduced many employers to a new HR tool.

Contribution of Lawrence Coffin, co-founder of Holland College in Canada and DACUM leading expert lhcoffin@pei.sympatico.ca

Tags : Canada; DACUM method; Holland College; Lawrence Coffin; Method DACUM; Paper 2017; Source: Lawrence Coffin;

The Netherlands. Aspects of Competence-Based Education as Footholds to Improve the Connectivity Between Learning in School and in the Workplace

Recent developments in competence-based education have motivated institutions of vocational education and training (VET) to improve the links or connectivity between learning in school and learning in the workplace, which has been a problem for decades. In previous research, a theoretical framework describing the underlying aspects of competence-based education was developed. In this study, three aspects of this framework were used to analyse connectivity between learning in school and learning in the workplace.

Tags : Analysis; Article; CBET - Competence-based education; Competence - based education; Education - competence-based; Learning - workplace; Life sciences; Source: Vocations and Learning; the Netherlands; VET - development; Workplace - learning;

DACUM: A Versatile Competency-Based Framework for Staff Development, 2002

The purpose of this article is to share a competency-based method of job analysis known as DACUM (Develop A CUrriculUM) that provides a credible and defensible framework for developing job descriptions, identifying training needs, and prioritizing staff development initiatives. The process capitalizes on the power of group synergy, interaction, and consensus and facilitates employer/employee buy-in. It is easily adapted for use in any occupational setting, and may be particularly appreciated during organizational restructuring efforts.

Tags : DACUM method; Method DACUM; Nurses; Paper 2002; Source: Journal For Nurses in Staff Development; Source: Semantic Scholar;

Competency-based education is beneficial for professional development

Competency-based education is a logical next step in professionalizing education. A competency is the integration of knowledge, skills and attitudes to successfully engage with a professional task. Competency-based education is when a curriculum or training programme provides holistic tasks to practise these competencies.

Tags : CBET - Competence-based education; Competence - based education; Education - competence-based; Health field; Paper 2015; Source: Perspectives on Medical Education;

Occupational Competence Needs Analysis as Basis for TVET Teacher Curriculum Development, 2013

The original DACUM approach, as well as the Developing a Curriculum on Curriculum Design (DCCD) tool, concentrate on collecting the required information from experts of the field in question by means of formalized face-to-face group meetings. The difference of DACUM and the DCCD tool lies in the underlying philosophy, how an occupation should be described, and what information is necessary for that.

Tags : Analysis - comparative; Comparative analysis; DACUM method; DCCD - Developing a Curriculum on Curriculum Design; Developing a Curriculum on Curriculum Design (DCCD); Method DACUM; Teachers - VET; VET - teachers; Working paper 2013;

Competency-based vocational education: Is this the answer?, 2007

The paper outlines the main features of competency-based vocational education (CBVE) and reviews and compares three competency-based programs in operation. The programs are offered by vocational colleges in Canada, United States of America and Australia and the review concentrates on processes and products required to implement the competency-based approach successfully. The review makes it apparent that CBVE has a good deal of potential for training in vocational education as well as in industry.

Tags : Analysis - comparative; Australia; Canada; CBET - Competence-based education; Comparative analysis; Competence - based education; Education - competence-based; Paper 2017; Source: Journal of Vocational Education and Training; United States of America;

Which occupational analysis technique: Critical incident, DACUM, and/or information search?, 2007

In investigating the competencies needed by secondary school teachers, the comparative effectiveness of three occupational (job) analysis techniques was examined: Critical Incident, DACUM, and Information Search. Using measures of comprehensiveness and uniqueness, it was found that DACUM and Information Search were equally effective, and Critical Incident was less effective; however, it was considered that both DACUM and Information Search needed to be used, with respect to this study, to obtain an adequate list of competencies for this particular occupation.

Tags : Analysis - comparative; Comparative analysis; DACUM method; Method DACUM; Paper 2007; Source: Journal of Vocational Education and Training;

The relative effectiveness of three occupational analysis methods, 2007

In investigating the communication competencies needed in the workplace by automotive mechanics apprentices in their final years and trades persons (first year), an attempt was made to determine the

comparative effectiveness of three occupational analysis techniques: DACUM (involving supervisors), observation and extended information search.

Tags : Analysis - functional and occupational; Apprentices; Automotive sector; DACUM method; Method DACUM; Paper 2007; Source: Journal of Vocational Education and Training; Trades;

Competency-Based Education: A Framework for Measuring Quality Courses

The growth of competency-based education in an online environment requires the development and measurement of quality competency-based courses. While quality measures for online courses have been developed and standardized, they do not directly align with emerging best practices and principles in the design of quality competency-based online courses. The purpose of this paper is to provide background and research for a proposed rubric to measure quality in competency-based online courses.

Tags : CBET - Competence-based education; Competence - based education; Education - competence-based; eLearning; Evaluation - tool; Paper; Source: University of West Georgia;

HOW AND WHERE IS DACUM BEING USED ?

South Africa. [Using the DACUM approach to analyse the Occupation of Civil Engineering Technologist: Ports and harbours engineering in South Africa, 2017](#)

The new Advanced Diploma in Civil Engineering: Ports & Harbours must adhere to the Higher Education Qualifications Sub-Framework requirements. This qualification must be suitable for continuing professional development through the inculcation of a deep and systematic understanding of current thinking, practice, theory and methodology in the area of specialisation. This qualification will also be designed to prepare students for postgraduate study through the deepening of their knowledge and understanding of theories, methodologies and practices in specific academic disciplines and fields, as well as the development of their ability to formulate, undertake and resolve more complex theoretical and practice-related problems and tasks through the selection and use of appropriate methods and techniques. The first step was the establishment of the DACUM chart.

A contribution of Koos Landman, CVA DACUM Facilitator and Trainer at Mangosuthu University of Technology, Durban, South Africa landmanj@mweb.co.za

Tags : Article 2017; Civil engineering; CVA/ACFP DACUM Analysis Facilitator; DACUM method; Engineers; Koos Landman CVA DACUM Analysis Facilitator; Method DACUM; Source: Koos Landman; South Africa;

Afghanistan. [Building culturally relevant social work for children in the midst of armed conflict: Applying the DACUM method in Afghanistan](#)

The 21st century has created renewed interest in developing culturally relevant social work where it does not exist, especially for children affected by armed conflict and disaster, in order to ensure that local professional standards guide responses to these types of distress. This article illustrates the collaboration of the Afghan government with two international schools of social work to initiate national social work standards and curricula by engaging local practitioners in defining their work and core competencies through the DACUM (Develop-A-Curriculum) method.

Tags : Afghanistan; Conflict settings; DACUM method; Method DACUM; Paper 2014; Source: Academia.edu;

Australia. [Using DACUM Job Analysis to Build a Skilled Workforce Capable of Meeting Industry Needs, 2017](#)

The knowledge and insight gained from DACUM job analysis can be applied to develop strategies for conducting industry needs assessment and improving curriculum and training packages for Australian industry sectors. In addition, the industry needs assessment component of DACUM analysis can be used to (i) identify the occupational areas which have enough employment opportunities to attract students, (ii) investigate the learning gaps which can jeopardise an individual's employment opportunity, and (iii) develop innovative instructional methods that bridge the gaps between what is offered in the classroom and what is going on in the real work of work. Finally, DACUM process can be repeated to identify future and emerging industry skills requirements and develop the required curriculum and can become a continuous improvement mechanism for the training packages.

Tags : Analysis - SWOT; Australia; DACUM method; Method DACUM; Research 2017; Source: International Specialised Skills Institute; SWOT - analysis;

Canada. Informing enhanced standard formats for the Red Seal program, 2012

The Red Seal program is the hallmark and a standard of excellence for skilled trades in Canada. The goal of this project was to gather evidence-based information on exemplary and innovative occupational standards for making recommendations that will assist the Canadian Council of Directors of Apprenticeship (CCDA) in selecting the format and development processes for a new occupational standard that will meet the current and future needs of the Enhanced Red Seal program. One of the key findings is that DACUM, developed in Canada, and Functional Analysis, developed in the UK, are the two most widely used methodologies for developing occupational standards. Both have strengths and weaknesses. The strength of FA resides in the conceptual lens it provides for deconstructing the functions performed by workers and linking them to work specific outcomes. DACUM provides a rigorous and systematic approach for capturing and analyzing occupational skills and knowledge. International experts' input suggested that a hybrid approach combining the most desirable features of FA and DACUM would yield optimal results.

Tags : Canada; DACUM method; Functional analysis method; Method - Funcional analysis; Method DACUM; Program - Red Seal; Red Seal Program; Source: Red Seal Program; Study 2012;

Canada. Competency Charts and Profiles for Cultural Managers

These charts and profiles are designed to help you achieve your professional vision, by providing a map of the training needed to find success in your chosen field. [Competency Profile Chart of Competencies](#)

En français. Canada. [Chartes et profil des compétences pour les gestionnaires culturels](#)[Profil de Compétences](#) [Charte des compétences](#)

Tags : Canada; Competences - profiles; Culture; DACUM method; Managers; Method DACUM; Resources; Source: CHRC - Cultural Human Resources Council;

China. Professional Task-Based Curriculum Development for Distance Education Practitioners at Master's Level: A Design-Based Research, 2015

Curriculum development for distance education (DE) practitioners is more and more focusing on practical requirements and competence development. Delphi and DACUM methods have been used at some universities. However, in the competency-based development area, these methods have been taken over by professional-task-based development in the last decade, which has not been applied in the open and distance education area so far. Is the professional-task-based curriculum development approach suitable for open and distance education?

Tags : CBET - Competence-based education; China; Competence - based education; Curriculum - development; DACUM method; Development - curriculum; Education - competence-based; eLearning; Method DACUM; Paper 2015; Source: International Review of Research in Open and Distributed Learning;

Finland. A journey into the core of the professional skill sets of small business entrepreneurs. A study based on a review of literature and a DACUM analysis, 2007

This study examines the occupational competence and attitudes that small business entrepreneurs consider essential to their work. The empirical data was collected through a

Finnish adaptation of the Canadian DACUM (Developing A Curriculum) model which is used to analyse the contents of the requirements of various occupations.

Tags : Analysis; Austria; DACUM method; Document 2007; Finland; Hungary; Lithuania; Method DACUM; Small business; Source: University of Jyväskylä; Turkey;

Ghana. Adoption of competency based education in TVET Institutions in Ghana: A case study of Mechanical Engineering Department, Accra Polytechnic

This paper proposes the adoption a Competency Based Education (CBE) Approach to re-strengthen the practical skills, the linkage with industry and finally improve work accessibility to Polytechnic's graduates in Ghana. Analysis shows that the CBE approach enhances job accessibility better than the normal programmes and at the same time equips trainees with considerable skills required in industry. However, the limited number of students enrolled on the CBE program, the lack of awareness and proper readiness for CBE approach, have contributed to limit the effective implementation of the CBE system in Ghana.

Tags : CBET - Competence-based education; Competence - based education; Education - competence-based; Ghana; Paper; Source: International Journal of Vocational and Technical Education; VET - vocational education and training;

Indonesia. Comparison between the DACUM and work process analysis for vocational school curriculum development to meet workplace need, 2014

Development of vocational education curriculum, especially in Indonesia, should not only use the philosophy and introspection approach. DACUM and work process analysis (WPA) should be used to develop vocational education curriculum in order to increase the relevance of what is taught in schools and the needs of the workforce.

Tags : Analysis - comparative; Comparative analysis; DACUM method; Engineering; Indonesia; Mechanical engineering; Method DACUM; Paper 2014; Source: Yogyakarta State University; Work process analysis method (WPA); WPA - Work process analysis method;

Indonesia. Development of Dacum as Identification Technique on Job Competence Based-Curriculum in High Vocational Education, 2015

The purpose of this study was to identify the job competency in the field of electricity that was taught in Vocational School. It was summarized in four stages: initial assessment, design, realization and evaluation. The development procedure started with a need analysis of the competence of electricity in workforce and evaluated in several schools to get a response about their learning needs. These results were then validated conceptually by experts. It showed that the job competence profiles that were developed by Dacum identification technique were valid and reliable to be used because it was practical and effective.

Tags : CBET - Competence-based education; Competence - based education; DACUM method; Education - competence-based; Electricity field; Indonesia; Method DACUM; Paper 2015; Source: IOSR Journal of Research & Method in Education; VET - competence-based vocational education; Vocational schools;

The Netherlands. The Nature of Study Programmes in Vocational Education: Evaluation of the Model for Comprehensive Competence-Based Vocational

Education

The model is an instrument for analysing the alignment of study programmes with the defining principles of competence-based vocational education (CBE) and clarifying programme teams' intentions, i.e. the extent to which they wish to achieve higher levels of implementation of the different principles. This article presents the results of two studies, the aim of which was to identify adjustments the teachers felt were necessary to make the CCBE model a valid instrument for assessing the actual and desired "competentiveness" of their study programmes.

Tags : Analysis; CBET - Competence-based education; Competence - based education; Education - competence-based; Paper; Source: Vocations and Learning; Teachers - VET; the Netherlands; VET - teachers;

USA. Maryland DACUM Resource Center. Dundalk Community College Project Evaluation Report, 1989-1990

In 1990 an evaluation was conducted of the Maryland DACUM Resource Center to assess the scope, quality and impact of the products and services of the Center. Surveys of the three phases of DACUM indicated that they were all considered very effective, especially phase III which was the focus of the most recent research and development. The strengths of the program included aspects of both the training process and its content, represented by such items as on-site support and mentoring, and the overview and presentation of DACUM principles and process.

Tags : Colleges and Universities; DACUM method; Evaluation 1990; Method DACUM; Source: Dundalk Community College; Source: ERIC - Institute of Education Sciences; United States of America/Maryland;

Sub-Saharan Africa. Competency-based medical education in two Sub-Saharan African medical schools

This paper presents two medical schools, Makerere University College of Health Sciences and College of Medicine, University of Ibadan, which successfully implemented CBME [Competency-Based Medical Education]. The processes of curriculum revision are described and common themes are highlighted. Both schools used similar processes in developing their CBME curricula, with early and significant stakeholder involvement.

Tags : 2015 October Newsletter Focus Health Personnel in Lower-Medium Income Countries; Africa/Sub-Saharan; CBET - Competence-based education; Competence - based education; Education - competence-based; Education - medical; Lower-income countries; Medical - education; Nigeria; Paper; Source: Advances in Medical Education and Practice; Uganda;

Compatibility of Common Instructional Models With the DACUM Process, 2016

Practitioners use an expansive array of instructional design models. Although many of these models acknowledge the need for analyzing occupational roles, they do not define steps for conducting these analyses. This article reviews prominent models and provides prescriptive guidance for selecting appropriate models given a project's (a) Product Requirements, (b) Resource Availability, and (c) Philosophical Compatibility with DACUM (Developing a Curriculum) procedures.

Tags : Analysis - comparative; DACUM method; Method DACUM; Paper 2016; Source: ERIC - Institute of Education Sciences;

5 Critical Elements of Competency-Based Education Programs

Companies seeking the best way to close employee skills gaps are likely considering competency-based education (or CBE) programs. But because there's currently no one definition of CBE or one outline of what a CBE program includes, comparing options can be particularly confusing.

Tags : Article 2017; CBET - Competence-based education; Competence - based education; Education - competence-based; Source: College for America;

DACUM as a Model for Horticulture Curriculum Development and Revision: A Case Study, 2003

The DACUM process, by involving members of the horticultural industry in the curricular development process, provided several long-term benefits and a high level of cooperation between industry leaders and Kent State University.

Tags : Case study; DACUM method; Horticulture; Method DACUM; Paper 2003; Source: HortTechnology;

Development of Diploma Program in “Sustainable Energy and Power Distribution” via DACUM

This paper will discuss the attempt by German-Malaysian Institute (GMI) in designing a curriculum for Sustainable Energy and Power Distribution Diploma Program. Developing A Curriculum (DACUM) technique is ideally suited for identifying the competencies that should be delivered by existing training and educational programs.

Tags : DACUM method; Malaysia; Method DACUM; Paper; Source: Academia.edu; Sustainable energy;

From Enrollment to Employment: A DACUM Approach to Information Systems and Information Security and Assurance Curriculum Design, 2016

The authors review the current state of the Information Systems (IS) industry presented in the literature, and identify a panel of IS experts in which to explore current job skill needs using a “Developing a Curriculum,” DACUM, process to support curriculum design for two graduate degrees in IS and Information Security and Assurance (ISA).

Tags : DACUM method; Information security; Information systems industry; Method DACUM; Paper 2016; Source: Embry-Riddle Aeronautical University.;

DACUM and Head Start: Working to Success, 2010

In the Working to Success (WTS) model, the DACUM technique of job analysis will be applied, in a very simplistic way, as it relates to the children enrolled in Head Start programs. Teachers and parents will be asked to think of identified work activities in terms of jobs and tasks. A job refers to the general description and name of what is to be accomplished by the child. The tasks refer to the necessary steps needed to complete the job. Finally, current DACUM and workforce education practitioners are challenged to consider the broad applications of workforce education principles.

Tags : Article 2010; DACUM method; Method DACUM; Source: Online Journal for Workforce Education and Development;

Geospatial Technology Competency Model DACUMS

While there can be some variations in the DACUM process, basically, a panel

of incumbents in the job (usually those who perform it well) develop a list of all duties and tasks associated with the job based on consensus. The panel also develops a list of knowledge and skills, tools, equipment, etc. that are essential for success. This all becomes compiled in a DACUM chart which is a roadmap for identifying relevant training topics. Often, since resources are limited and the DACUM chart can be quite extensive, the same panel or a panel of their supervisors (sometimes called a validation panel) will set priorities in terms of how frequently a task is performed and how critical it is to the mission. This can reduced the training burden to a more manageable level in a legitimate manner via the expert panel analysis.

Tags : DACUM method; Geospatial technology; Method DACUM; Source: National Geospatial Technology Center of Excellence;

WHEN WILL DACUM WORKSHOPS TAKE PLACE IN CANADA IN 2018?

- Jan 22nd to 25th, Moncton
- Feb 12th to 13th, Vancouver
 - Mar 12th to 15th, Toronto
 - Apr 9th to 12th, Calgary
- May 7th to 10th, Montreal - In French
 - Jun 4th to 7th, Regina
 - Sep 10th to 13th, St-John's
 - Oct 15th to 18th, Winnipeg
 - Nov 5th to 8th, Halifax


For more information on DACUM [here](#)

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The Canadian Vocational Association was created to promote and foster education and training which leads to occupational competence.