

Experts, Expertise, and Developing High-Levels of Occupational Knowledge and Skills

Plenary Session: Moving Towards a **Competency-Based** Society –
Diversifying Youth Development Pathways

Ronald L. Jacobs, Ph.D.

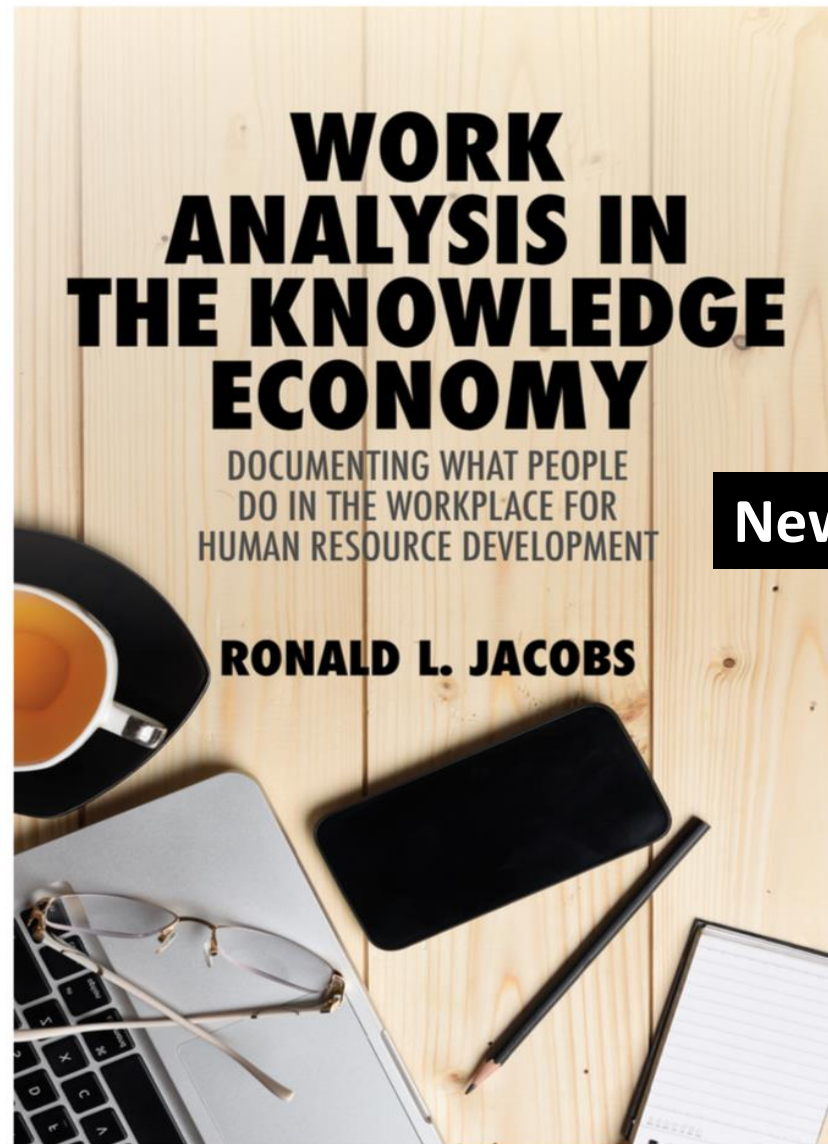
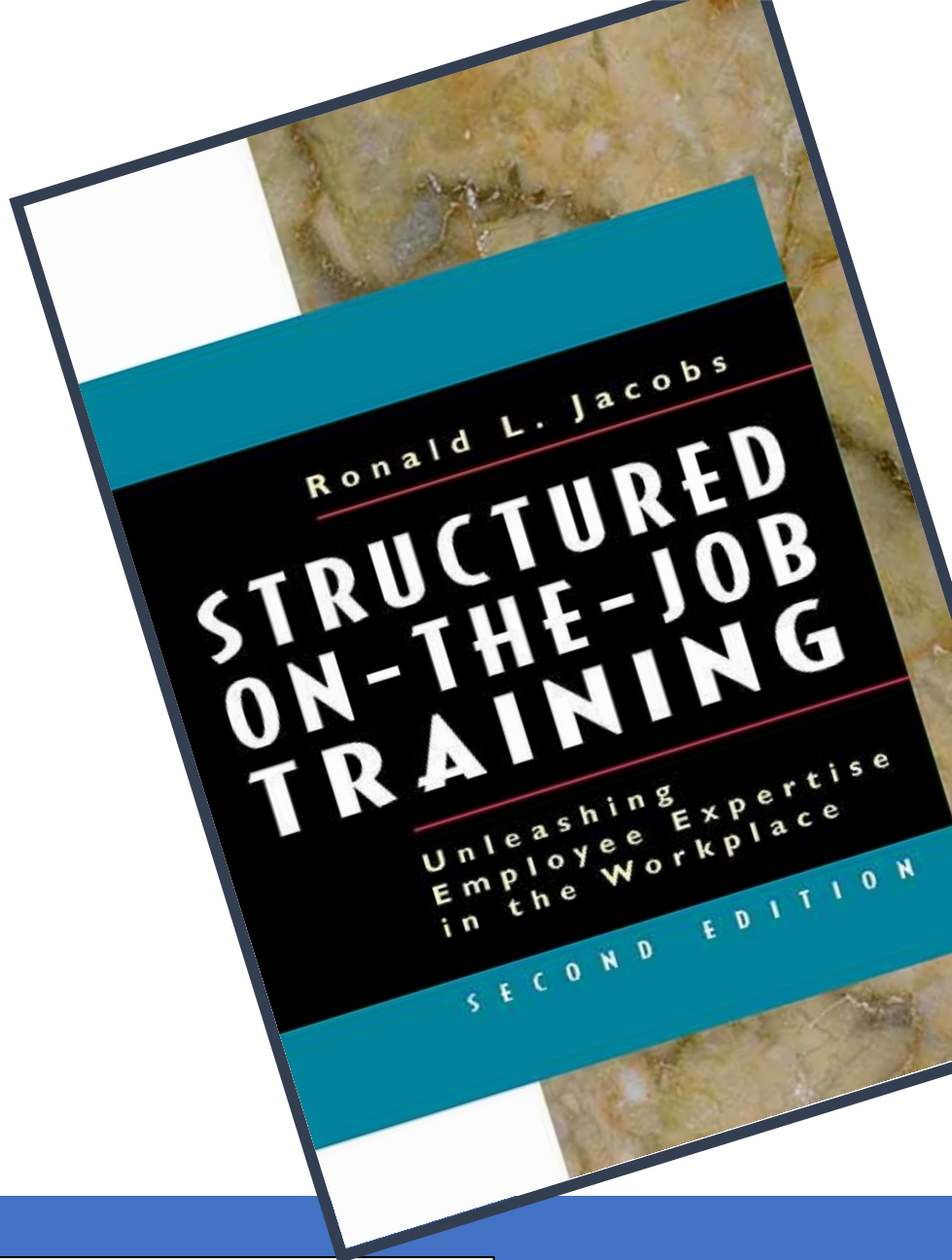
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New Book!

Description

Seeking to have a competency-based society is truly a magnificent goal. But, being competency based also suggests limitations, which should be clearly understood by all societal stakeholders. Moving beyond competency based involves an understanding of the nature of experts in their respective occupations.

This session seeks to clarify what is meant by competency based and discuss a recent research study focusing on Myungjangs, as a means to advance the dialogue about helping youth find more productive pathways to enter the workforce.

Agenda

- a. Competency-Based
- b. Levels of Ability
- c. Research Study on Myungjangs
- d. Final Comments

Competency-Based

The learning content and outcomes are based on an established **standard**, or referent. Everyone can achieve the standard, no normal distribution.

- Mastery learning
- Performance based
- Criterion referenced



What is the **standard** based on?

Levels of Ability

Level	Description
Master	Performs in an exemplary way and sets the standard for others.
Expert	Performs in an exemplary way, both known and unknown instances.
Experienced Specialist	Performs most all instances of the work.
Specialist	Performs many instances of the work with limited range.
Novice	Lacks the ability to perform as expected.

(Jacobs, 2003; 2019)

A Descriptive Study of How Myungjangs Acquire, Update, and Share Information about their Occupation

Yomin Lee, Ph.D.
University of Illinois at Urbana-Champaign



- Myungjangs **acquire** information through formal and informal learning opportunities
- Myungjangs **update** information through a blend of reflection, study, and practice
- Myungjangs **share** information with others mostly in the work context

(Lee, 2019)

Final Comments

- **Striving for a competency-based society is important** – Fair, objective, broad-based, and achievement oriented.
- **Recognize the limitations of being competency based** – Do we simply want a trained workforce? Or a high-performing, creative workforce able to address known and unknown situations?
- **Recognize that the NCS by itself does not develop experts** – It's the nature of occupational analysis. Part of a broader, on-going, development system that involves all societal partners.
- **Recognize the demands of the global economy** – Standards that respond to the context: Occupational Analysis versus a Job Analysis.
- **Recognize and celebrate your Myungjangs** – They are the best of the best, and inspire us to do better. We can learn from their path.

Thank You! 감사합니다



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