Rating Scale for Geoscience Competency-Based Assessment (CBA)

Preamble

For each Work Experience Competency (WEC), geoscience candidates will document work experience that they believe demonstrates a level of competence relative to the task described.

The perceived Level of Competence for each WEC will be rated on a scale of 0 through 5, where 3 represents the level expected for entry-to-practice[1] (etp). Ratings will be based upon the Level of Competence definitions shown below. Repeated and reliable performance is expected for ratings of level 3 or higher.

The Level of Competence for each WEC will be rated independently by the candidate, by their validator, and by the appropriate jurisdictions assessors.

The assessor's rating will be based upon the assessor's review of the workplace experience that the candidate provides, and will take into account, but not be dependent upon, the ratings of the candidate and the validator. The assessor's rating will be final and binding.

Within each Competency Category, the assessor's Level of Competence rating for each WEC will be averaged to obtain a Category Score for Level of Competence. In order to meet the work experience requirement for the P.Geo. designation, a candidate must achieve a Category Score for Level of Competence of 3.0 or higher in each category. In the event that a candidate receives a Level of Competence score of 0 (no exposure) for any WEC, the corresponding Category Score is automatically reduced to 0.

Approach to Levels of Competence

Level of Competence is a function of three variables:

➢ Level of complexity of the task expressed in the WEC
➢ Level of supervision provided in candidate's performance of the task
➢ Level of risk based upon the outcome of the task expressed

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[1] The rating scale goes beyond that required for etp, to include higher levels of achievement, with the intent to recognize that P.Geo. candidates may be experienced geoscientists who possess such higher-level abilities.

Definitions of Levels of Competence (Geoscience)

Competence Level	The candidate's provided example demonstrates:
0	No exposure to the competency.
1	A general awareness of the competency and its significance in practice.
2	Application of the competency, or components of the competency, with considerable supervision, in situations of low complexity and low risk.
3 (etp)	Application of all components of the competency with limited supervision, in situations of moderate complexity and moderate risk. This may include situations in which the candidate supervises others in application of aspects of the competency, while maintaining accountability for their work.
4	Application of the competency with minimal supervision, in situations of considerable complexity and moderate risk. This may include situations in which the candidate supervises others in application of aspects of the competency, while maintaining accountability for their work.
5	Application of the competency without supervision, in situations of significant complexity and high risk. This may include situations in which the candidate supervises others in application of aspects of the competency, while maintaining accountability for their work.