ASSESSMENT RUBRIC

Preamble

For each Work Experience Competency (WEC), P.Geo. 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 Regulator's assessor.

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.

To satisfy the Canadian Work-Environment Experience Competency requirement, each of the seven identified Canadian-Environment Experience Competencies must be achieved at the etp level of 3 or higher.

Within each Competency Category, the assessor's Level of Competence rating for each WEC will be averaged arithmetically to obtain a mean Category Rating for Level of Competence. In order to meet the work experience requirement for the P.Geo. credential, a candidate must achieve:

- a mean Category Rating for Level of Competence of 3.0 or higher in each category, and
- each Canadian Work-Environment Experience Competency must be achieved at a level 3 or higher, and
- all other competencies must be at a level of 1 or higher.

In the event that any of the above requirements are not met, the Regulator will contact the applicant regarding next steps.

Approach to Levels of Competence

Level of Competence is a function of 3 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

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 **entry to practice (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.