Session Flow

- "Real life" scenarios to set context
  - Deanna Williams
    - Pharmacy technicians
    - Denturists
  - Frederica Wilson
    - Lawyers
- Structured Q&A
  - Moderator poses questions
  - Presenters and audience members respond

Developing A National Competency Profile - Denturists and Pharmacy Technicians in Canada

Deanna L. Williams
Dundee Consulting Group Ltd.
Two case studies

- Pharmacy Technicians
- Denturists

Pharmacy Technicians

- Long history assisting pharmacists
- Initially trained “on the job”
- Large critical mass
- Organized nationally:
  - to become regulated professionals
  - to have increased scope
  - to be regulated under pharmacy regulators*

Pharmacy Technicians

- Where we were...
- Where we are now
Denturists

• Independent, regulated in all provinces
• Very small critical mass
• Issues with examinations, accreditation of schools
• Issues with credibility

Denturists

• Where we were....

• Where we are now...

Similarities

• A national presence
• History of existence
• Defined scopes of practice
• Education
Differences

- ‘State’ of regulation
- Levels of organization, buy-in
- Informal vs formal training
- Independent versus Supervised practice

The Road Best Travelled

- Commonality in practice
- “National” Buy-In
- Facilitated by experts
- Validated

Federation of Law Societies of Canada

National Admission Standards Project

Frederica Wilson
Senior Director, Regulatory & Public Affairs
The Federation of Law Societies of Canada is the national coordinating body of the 14 provincial and territorial regulators of the legal profession in Canada.

National Admission Standards

Project Goals

Development and implementation of consistent standards for admission to the legal profession

• National competency profile for entry level lawyers and Quebec notaries
• National standards for assessment of “good character”

The Drivers

[Map of Canada]
National Admission Standards

Challenges

- Jurisdictional autonomy
- Resistance to change

“….a good idea, as long as we don’t have to change anything in my jurisdiction.”

National Admission Standards

Challenges

Selecting an appropriate group of subject matter experts
“I know that you asked for a practitioner with 5-10 years experience ……but we think this lawyer with 25 years experience would be better for the Competency Development Task Force.”

National Admission Standards

Challenges

Respecting best practices

But we’ve ALWAYS done it this way!
National Admission Standards

Challenges

Moving from approval to implementation

“What do you mean we can’t change the competency profile in our jurisdiction?”

The good news:

Competency Profile now adopted by 13 of 14 law societies
National Admission Standards
Next Steps
Identifying assessment options
Moving towards a consensus

Discussion questions #1

• What roles did your key stakeholders play in developing the competency profile?
• How can the potentially different perspectives of educators, regulators, and practitioners impact the development process and the content of a competency profile?

Discussion questions #2

• How do you handle existing documents such as provincial scopes of practice and program accreditation standards?
• Are there differences in practice focus (generalist, specialist) at entry to practice? How can you address them?
• Is entry-level practice different than "seasoned" practitioners? Can and should all levels be reflected in the competency profile?
Discussion questions #3

• How do you plan to use the competency profile? What is the appropriate level of detail to serve the intended use(s)?
• How do you go about validating the profile and translating it into test specifications?
• What political minefields might an organization encounter? How might they be navigated?
• What advice do you have for others embarking on this journey?

Speaker Contact Information

Deanna L. Williams R.Ph, CAE, CDt
President, Dundee Consulting Group Ltd and Supervisor, College of Denturists of Ontario (March 2012-September 2013)
Toronto, ON
dwilliams@dundeeconsulting.com

Frederica Wilson
Senior Director, Regulatory and Public Affairs
Federation of Law Societies of Canada
Ottawa, ON
fwilson@flsc.ca

Patricia Muenzen
Director of Research Programs
Professional Examination Service
New York, NY
pmuenzen@proexam.org