

**Are We Really that Different?
Creating a National Competency Profile**

Presenters: Deanna L. Williams, Dundee Consulting Group Ltd.
Frederica Wilson, Federation of Law Societies of Canada
Patricia Muenzen, Professional Examination Service
Moderator: Sandra Greenberg, Professional Examination Service



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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

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

Deanna L. Williams
Dundee Consulting Group Ltd.

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Two case studies

- Pharmacy Technicians
- Denturists

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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*

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Pharmacy Technicians

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

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Denturists

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

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Denturists

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

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Similarities

- A national presence
- History of existence
- Defined scopes of practice
- Education

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Differences

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

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The Road Best Travelled

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



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**Federation of Law Societies of
Canada**

National Admission Standards Project

Frederica Wilson
Senior Director, Regulatory & Public Affairs

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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.

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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"

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The Drivers



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National Admission Standards
Challenges

- **Jurisdictional autonomy**
- **Resistance to change**



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**"....a good idea, as long as we don't
have to change anything in my
jurisdiction."**



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National Admission Standards
Challenges

**Selecting an appropriate group
of subject matter experts**

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"I know that you asked for a practitioner with 5-10 years experiencebut we think this lawyer with 25 years experience would be better for the Competency Development Task Force."

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National Admission Standards
Challenges

Respecting best practices

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But we've ALWAYS done it this way!



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National Admission Standards
Challenges

**Moving from approval
to implementation**

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



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The good news:

**Competency
Profile now
adopted by 13
of 14 law
societies**



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National Admission Standards
Next Steps
Identifying assessment options
Moving towards a consensus

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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?

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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 that of “seasoned” practitioners? Can and should all levels be reflected in the competency profile?

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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?

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Speaker Contact Information

Deanna L. Williams R.Ph., CAE, CDir
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

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