

Homeland Security Qualifications



Using National Occupational Standards (NOS) in Explosive Substances and Articles (ESA)

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Introduction

Worldwide, explosives handling regulated by law

Prescribed:

- Procedures
- Duties
- Responsibilities
- Obligations

“Competence” not defined till ESA NOS developed

Work of the SSB for EMSO (1)



2000 - SSB for EMSO established

2002 - National Occupational Standards (NOS) in Munition clearance and search completed

2003 – NOS & 6 vocational qualifications (VQ) in Munition clearance and search launched

Work of the SSB for EMSO (2)



2003 - MoD UK asks SSB for explosives NOS and qualifications

2006 – About 250 NOS and 24 competence-based VQs

2007 - Review & revision of Munition clearance and search NOS & extra NOS & search VQ

Work of the SSB for EMSO (3)



2008:

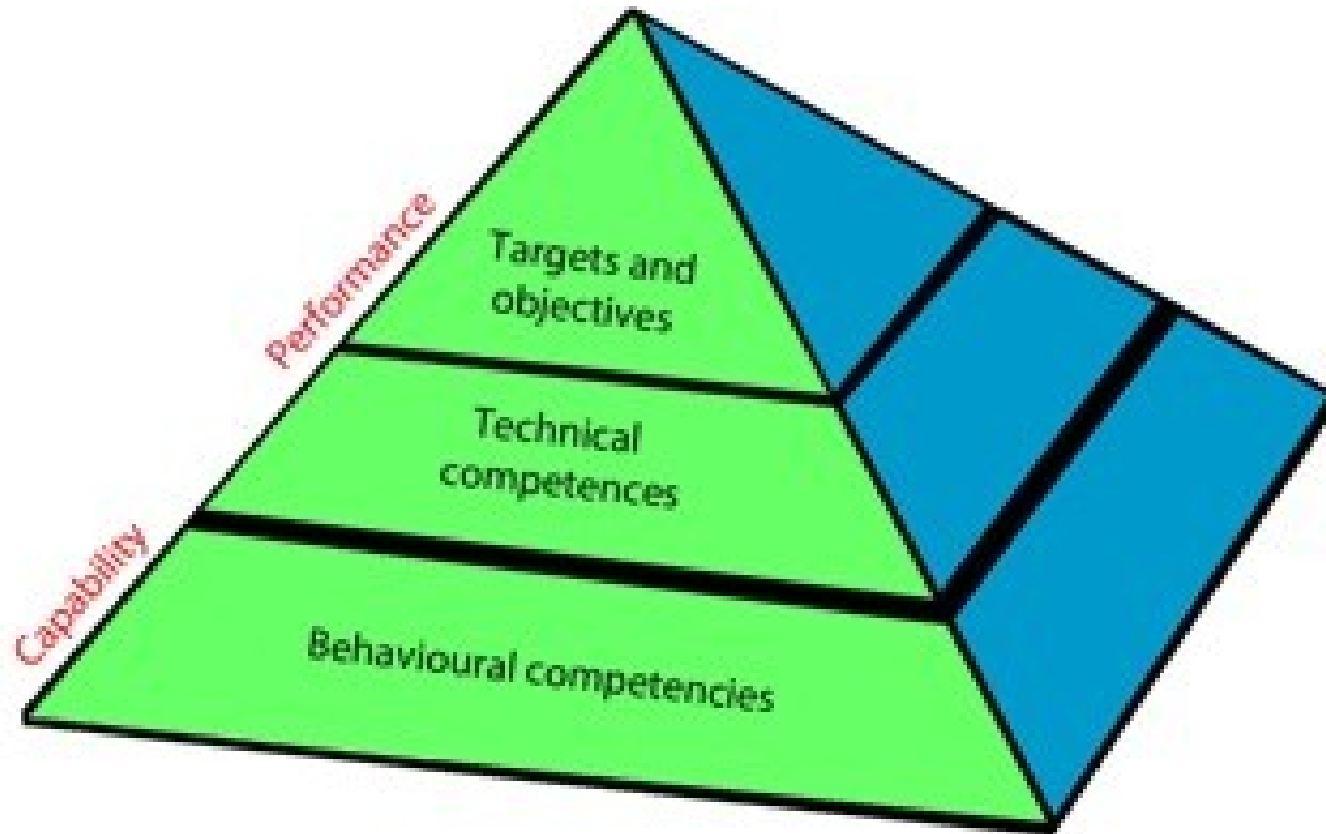
- Additional NOS and VQs in explosives safety management
- Additional NOS and VQ designs for the use of explosives in entertainment
- New-style VQs in the transport of explosives
- New-style VQs in the management of safety on defence ranges

What is “competence”?

“Competence” or “competency”?

The ability to perform consistently to occupational standards

A model of “competence”



Standards



Benefits of standards & qualifications

For individuals:

- acknowledge and accredit competence
- provide portable recognition of achievement
- clarify what's expected of you

For employers:

- promote consistency of practice
- assure employees' competence
- useful as management and development tools

Explosives (ESA) coverage



Research, design & development

Test & evaluation

Maintenance

Storage

Facilities management

Disposal

Generic

Safety management

Manufacture

Procurement

Transport

Entertainment

Munition clearance & search

Structure of standards

They contain:

- Criteria that describe the standard against which performance can be evaluated
- Descriptions of the contexts of the required performance
- Specifications of the knowledge underpinning competence

Implementing standards

Implementing standards first:

- reduce the “fear factor”
- integrating standards into all HR processes
- managing the process

Recruitment & selection



Job adverts

Interview aide-memoires

Role profiles

Developing role profiles:

- keep them concise
- map standards to the role to match expectations
- ensure achievability

Using role profiles:

- detailed specifications of expected performance
- identified training needs transferred to personal development plans

Appraising against standards

- Run a pilot first!
- Brief managers & appraisees
- Identify priorities
- Agree achievement/more development
- Congratulate
- Transfer development needs to PDP
- Benchmarks & reviews
- System management

Training

- Map training to standards
- Identify specific training needs
- Targeting of training resources
- Managing outsourced trainers
- Meeting training needs

Career management & succession planning

- Summary of skills & competence
- Summary of development needs
- Processes & tools:
 - Career management strategy & policy
 - Career management processes
 - Individual career paths

HSQ's explosives qualifications

3 types of vocational qualification:

- 'New-style' Qualifications & Credit Framework (QCF) Awards, Certificates and Diplomas at 3 levels
- 'Old-style' Vocational Qualification (VQ) at 4 levels
- 'Bespoke' qualifications

HSQ's nationally accredited qualifications



- Level 4 Diploma in Defence Range Safety
- Level 3 Diploma in Defence Range Safety
- Level 3 Certificate in Defence Range Safety
- Level 2 Award in the Movement of Explosives

HSQ's Explosives (ESA) Vocational Qualifications

- Based on ESA NOS (competence, knowledge, contexts)
- Occupationally competent, qualified assessors
- Internal and external verification
- Evidence must be current, relevant, valid, complete, authentic, sufficient:
 - Observation
 - Witness testimony
 - Photos & recordings
 - Records of candidate's own work
 - Previously recorded achievement
 - Questioning

HSQ's bespoke qualifications



- Employer designed
- Accredit:
 - Competence
 - Training

Defining and measuring competence



- Assurance of competence in a safety-critical area
- Systematic development of people:
 - Competence
 - Knowledge
- Mobility of labour, long-term organizational skills development
- Achievement of explosives qualifications

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