



Explosive Substances and Articles

Developing Standards and Qualifications

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NOS & NVQs - background

- Introduced by government 1986
- Competence-based
- Progressive individual accreditation
- Tool for management
- Standardized format
- Alternative to course-based training and testing
- Minimal loss of productivity





ESA - the issues

- Accident avoidance
- Shrinking specialism
- Assurance of competence
- Objective criteria
- Maintenance and enhancement of safety standards
- Formal accreditation





Role of SSB for EMSO

- Role
- Representation
- Areas of interest
- Adjacent industries
- Funding
- Scope
- Industry support





What is competence?

The ability to perform consistently to occupational standards





What's been done?

- Scoped industry (“occupational map”)
- Mapped domain of Explosives Substances and Articles (ESA) (“functional analysis”)
- Developed suite of 437 competences (inc. 212 explosives-specific)
- Defined 24 qualifications
- Drawn up evidence specifications



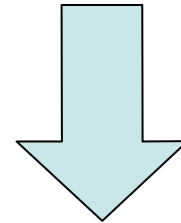
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Uses of standards

Release

Recruitment



Selection

Succession
Planning

Reward and
Recognition

Standards

Training

Appraisal

Development





Benefits of standards

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





Who's been involved?

- MoD
- Government companies
- Commercial sector
- Other organizations
- Cranfield University





What are standards?

Standards:

- Are derived from functional analysis of key and subsidiary functions
- Are written as outcomes
- List measurement (performance) criteria
- List critical knowledge
- Describe contexts affecting performance





Areas covered

- | | |
|------------------------------|--|
| 1 R&D | 8 Transport |
| 2 Safety management | 9 Facilities management |
| 3 Test and evaluation | 10 Other Applications |
| 4 Manufacture | 11 Disposal |
| 5 Maintenance | 12 Munitions
Clearance/Search |
| 6 Procurement | |
| 7 Storage | 13 Generic support |





Some examples

- Functional analysis
- Standard
- Qualification design
- Evidence specification





What's next?

- Standards and qualifications launch event May 06
- Need to complete area 10 *Other Applications* ie
 - Engineering (eg mineral extraction)
 - Demolition
 - SFX, firework displays
- Centre/candidate guidance
- Model portfolios
- Technical certificates





Links with other work

- Existing NOS/NVQs
- Other research projects:
 - EU (Leonardo)
 - SWEDEC





Interested in participation?

Please contact:

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