

Competency Based Training in Action

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Nature Care*

CBT & Landscaping

- We are a 'first job' industry.
- Career 'discovery' vs career choice.
- Lack of professional recognition.
- The challenges of traditional training.
- Too busy to train.
- C/NVQ ticked all the right boxes.

Training Considerations

- Get to know it, get to love it.
- Every experience is informal training.
- Outsource the classroom.
- Hands-on, experienced trainers.
- Financial assistance from the ETF.

Implementation (Advice / Insights)

- Training vs Assessment. Understanding the difference & following the steps.
- Take small bites.
- Manage it from the top but drive it from the middle.
- Start in-house and use your best people.
- Help is there, just ask.

Challenges / Lessons / Benefits

- Committing the resources.
- Maintaining good standards.
- The TVET Council is there to help you succeed.
- Improved business.
- Proud staff.

Our Future Goals

- Pay rate benchmark.
- Recognition as a measure of competence.
- Client recognition of the certification.
- Becoming a school for Gardening.
- CVQ - a work permit.
- Certification for All.