

DACUM

CETABC Forum 2016

Presented by:

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Training Performance Objective

Given:

- **Completion of this short skill-shop**
- **Working with CE Programmers as SMEs (subject matter experts)**
- **Large group and small group work in this skill-shop**

You will be able to:

***Develop a 'sketch' DACUM (Develop A CurriculUM) competency chart for CE Programmers; and
Reference the DACUM chart to develop assessment tools to determine on-the-job knowledge and skills competencies.***

Such that:

- **General Areas of Competence (GACs) are identified and clustered, validated, and documented.**
- **Key job task knowledge and skills factors for each GAC are identified, validated, and documented.**
- **SMEs are consulted at each stage to develop and validate all aspects of the DACUM.**

Sample DACUM – Logging Yarding Operations



Master Occupational Analysis Chart

Yarding Operations

NOC Code: 8616, 8241, 8421, 8211

Description: This Master OAC outlines the scope of the Yarding operations in the Forestry sector and shows the correlation between the following occupations and their competencies:

1. Chokerperson
2. Rigging Slinger
3. Landing/Utilityperson
4. Tower Operator
5. Grapple Yarder Operator
6. Hook Tender

Corresponding occupational codes are identified on this Master OAC below each competency as shown in the legend contained in the footer.

Occupational Skills A	Describe general forestry A1 F	Use Safe Work Practices A2 F	Communicate in the workplace A3 F	Describe hazards and controls for forestry A4 F	Use workplace documentation A5 F	Prepare for emergency A6 F
	Describe and apply workplace attributes A7 F	Describe hazards and controls related to yarding A8 C R LU TG H				
Regulations and Standards B	Describe basic regulations and standards B1 C R LU TG H	Describe and access intermediate regulations and standards B2 R LU TG H	Describe, access, and apply advanced regulations B3 TG H			

Symbol	Occupation
C	Chokerperson
R	Rigging Slinger
LU	Landing/Utilityperson
T	Tower Operator

Symbol	Occupation
G	Grapple Yarder Operator
TG	Tower and Grapple Yarder Operator
H	Hook Tender
F	All Forestry

Sample DACUM – Chokerperson

Occupational Skills A	Describe general forestry A1	Use Safe Work Practices A2	Communicate in the workplace A3	Describe hazards and controls for forestry A4	Use workplace documentation A5	Prepare for emergency A6
	Describe and apply workplace attributes A7	Describe hazards and controls related to yarding A8				
Regulations and Standards B	Describe basic regulations and standards B1					
Rigging C	Describe rigging components and basic rigging practices C1					
Yarding Operations Practical Skills G	Apply Chokerperson skills G1					
Specialty Skills (Optional) H	Transport crew H1	Use basic chainsaw H2	Use advanced chainsaw skills for bucking H3	Climb trees for rigging H4	Operate mobile backspars H5	Apply advanced splicing techniques H6

Guidelines for Developing a DACUM

Focus group approach with SMEs (Subject Matter Experts)

- Participatory, employee involvement.
- Honours expertise of employees / workers.

Document General Areas of Competence (GACs)

- Identify major duties of the job that are performed on an ongoing basis.
- Consolidate job duties into similar / overlapping / general clusters.
- Use Verb – Modifier – Noun format (“Follow Safe Work Practices”) format.

Document Job Tasks

- Identify discreet knowledge and skills that are required to carry out job tasks.
- Focus on criticality and frequency.
- Tasks can be further broken down into sub-tasks and related knowledge and skills.

Validate the DACUM Job Profile with SMEs throughout the process.



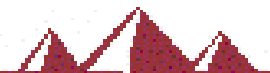
DACUM Application: CE Programmer

DACUM Competencies – Job: _____

Date Prepared: _____

Participants: _____

GAC 1	Job Task knowledge and skills requirements – Critical? Frequency?
GAC 2	Job Task knowledge and skills requirements – Critical? Frequency?
GAC 3	Job Task knowledge and skills requirements – Critical? Frequency?
GAC 4	Job Task knowledge and skills requirements – Critical? Frequency?
GAC 5	Job Task knowledge and skills requirements – Critical? Frequency?



Potential Uses of DACUM

- Develop educational curriculum – common occupational clusters.
- Develop workplace training programs – job or process specific.
- Develop or update job descriptions.
- Determine education or training gaps.
- Assess knowledge and skills pre-training.
- Develop competency-based post training assessments.
- Develop education and training resources – computer-based training, video, etc.
- Develop performance evaluation tools.

Uses of DACUM – Competency Assessment

GAC

(General Area of Competence)

Job Tasks

Follow Rigging practices C

Describe Rigging Components and Demonstrate Basic Rigging Practices C1

<u>Outcome</u>	<u>Tell Me</u>	<u>Show Me</u>
<p>➤ Discuss and demonstrate knowledge of basic rigging practices according to regulations and industry standards.</p>	<ul style="list-style-type: none"> ○ When conducting basic rigging (setting Chokers and pulling Strawline) name four factors that must be accounted for: <ul style="list-style-type: none"> • Setting chokers • Understand stability of log • Where to put choker on log in relation to the end of log • Proper choking setting technique • Jiggers in choker ○ Pulling/stringing Strawline <ul style="list-style-type: none"> • Jiggers in strawline • Strawline hanging up • Siwashes • Stability of logs • Body position (ergonomics) 	<ul style="list-style-type: none"> <input type="checkbox"/> Put Choker on log correctly Notes: <input type="checkbox"/> Technique of placing Choker Notes: <input type="checkbox"/> Body position while pulling Strawline Notes: <input type="checkbox"/> String Strawline to avoid siwashes and hang-ups Notes: