

## **TOWARDS EXCELLENCE IN LEADERSHIP AND MANAGEMENT IN HIGHER EDUCATION: INNOVATIVE ENGAGEMENT STRATEGIES FOR COMPETENCY BASED EDUCATION**

*Authors:*

*Patricia Bowron, BPE, MBA, Kerry Brinkert, BA, MA  
and Tracey Brenton, BA*

### **ABSTRACT**

Canadian Colleges have been at the forefront of competency based education and training (CBET) in the technical and vocational education and training sector for over 30 years. College of the Rockies has a record of success in partnerships at home and abroad that support workforce development for industry and community partners. The foundation of this success is its strength in competency based education. CBET measures student learning rather than time, and links learning directly to industry needs. College of the Rockies employs a competency-based approach that includes advising on industry engagement, curriculum development, pedagogy and andragogy, leadership and governance, results-based management, corporate social responsibility, and distance education. In addition to its traditional vocational and career training, the College's experience includes its extensive involvement in government funded projects, projects funded by private foundations, and industry-funded training and consultancies.

Ms. Patricia Bowron of College of the Rockies will provide a practical approach on how to engage industry and the broader community into applied competency-based learning. She will explore the approaches used by the College to support industry with job-ready graduates, and will provide an overview of best practices employed by the institution to continue to enhance its responsiveness. Innovative engagement strategies for leading and managing this CBE approach will be outlined including:

1. Training and support for corporate social responsibility efforts that include a holistic multi-stakeholder, multi-sector approach that leads to the creation of jobs and a vibrant economy;
2. Broadly based partnerships with institutions and non-governmental organizations to support non-traditional learners in various sectors;
3. Innovative practices and applied research supporting community and industry;
4. Advisory processes and initiatives to leverage industry and community relationships and resources;
5. Training of trainers, and

6. Specialized instructional delivery and simulation.