

What is Capability Development?

Civil Defence Emergency Management
Competency Framework



What is Capability Development?

Competencies
for CDEM roles

Skills

Knowledge

Attributes and
Attitudes

What is Capability Development?

What is Capability Development

Competencies are the language and metrics used to articulate capability. They describe and measure the skills, knowledge, attributes and attitudes required to do a job to an agreed standard of performance within a given range of contexts. For CDEM in New Zealand, these competencies are captured in the CDEM Competency Framework.

Competencies can be used for a range of purposes, including the development of job profiles, design of role maps, or assistance with determining selection or recruitment criteria.

Competencies for CDEM roles

Skills

Knowledge

Attributes and Attitudes

What is Capability Development?

Professional Development

Skills-based Training

- Work-based training (e.g. in partnership with an Industry Training Organisation)
- Short training courses

Knowledge-based Education

- Tertiary study
- Conferences
- Short modular courses
- Self-directed learning

Experience

- On-the-job learning
- Mentoring / being mentored
- Exercising or shadowing in a role
- Reflective practice

Competencies for CDEM roles

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Professional Development

Professional Development

Skills-based training, (like short courses at work), or knowledge-based education (like tertiary study or conferences), or practical experiential learning are the means usually associated with professional development.

But professional development alone does not fully capture all of the variables that enable, influence and drive people to be effective in their roles.

Experience

- On-the-job learning
- Mentoring / being mentored
- Exercising or shadowing in a role
- Reflective practice

Competencies
for CDEM roles

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What is Capability Development?

Capability Development

Relationships

Mandate and
Direction

Work
Environment

Tools &
Technology

Systems &
Processes

Time &
Motivation

Previously acquired
skills & knowledge

Professional Development

Skills-based
Training

- Work-based training (e.g. in partnership with an Industry Training Organisation)
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Knowledge-based
Education

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Competencies for CDEM roles

Skills

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Attributes and
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What is Capability Development?

Capability Development

Capability Development

Capability development goes beyond professional development by looking at a person's confidence and competence to apply the acquired skills, knowledge, and attributes in a range of situations. Aspects of a person's capability that sit outside professional development include relationships, mandate and direction, tools and work environment, time, motivation and the previously acquired knowledge and skills the person brings to their role. In essence, capability development is a much broader and more comprehensive approach to growing and developing people to ensure they are effective in their roles..

Previously acquired skills & knowledge

Experience

- Mentoring / being mentored
- Exercising or shadowing in a role
- Reflective practice

Attributes and Attitudes



Key Result Area 1

EM is recognised as a profession in NZ with clear professional development pathways for key roles and functions.

Development of the Strategy

In late 2013, a number of representative agencies involved in civil defence emergency management (CDEM) in New Zealand collaboratively developed the basis for a collective strategy to address CDEM capability development. The CDEM Capability Development Strategy was designed for those agencies with specific responsibilities under the Civil Defence Emergency Management (CDEM) Act 2002 and the National CDEM Plan. Its aim is to support the achievement of the National CDEM Strategy by providing support and direction for developing the capability of all people engaged in CDEM.

The sustainability of the strategy is ensured through mandated multi-agency collaboration and on-going commitment.

Key Result Area 3

CDEM volunteers are recruited and trained for activities that both fit with their motivations and meet community needs.



Key Result Area 1

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Partner Agencies

Agencies involved in CDEM will have varied levels of engagement and connection with this strategy. Some agencies are core partners, whereas others may see their involvement in CDEM as more peripheral, although no less important.

The CDEM Capability Development Strategy does not replace the capability frameworks or systems of individual agency partners, but rather, it supports engagement and collaboration in matters related specifically to emergency management.

The strategy focuses on the capability of individuals. Capable individuals then contribute, in turn, to capable teams, capable organisations, and a capable, strong and effective CDEM sector nationally.