Training Course on Leading Competency-Based Education (CBE) Initiatives

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s fast-paced digital learning ecosystem, Competency-Based Education (CBE) is transforming how institutions and educators approach student success, workforce alignment, and lifelong learning. With an emphasis on measurable outcomes, personalized learning paths, and mastery-based progression, CBE empowers learners to demonstrate skills in real-world contexts. As educational institutions pivot toward student-centric, data-informed strategies, leading successful CBE initiatives requires visionary leadership, deep understanding of instructional design, and alignment with accreditation and policy frameworks.

Training Course on Leading Competency-Based Education (CBE) Initiatives equips academic leaders, policymakers, and instructional designers with strategic tools to plan, implement, and scale CBE models. With a focus on learning outcomes, digital credentials, equity in education, and scalable learning pathways, participants will explore best practices, emerging trends, and change management principles through real-world case studies. Mastering the leadership of CBE initiatives ensures your institution stays ahead in delivering future-ready, skills-aligned education for the evolving demands of learners and employers alike.

Programme Curriculum

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Course Objectives

By the end of this course, participants will be able to:

1. Define key principles of Competency-Based Education (CBE).
2. Align CBE models with institutional and workforce development goals.
3. Design learner-centered, outcomes-driven educational frameworks.
4. Develop strategies for digital credentialing and skills validation.
5. Analyze policy and accreditation implications for CBE programs.
6. Implement adaptive learning technologies in CBE environments.
7. Lead change initiatives supporting CBE transformation.
8. Apply data analytics for CBE student tracking and success.
9. Ensure equity and inclusion within CBE frameworks.
10. Collaborate with industry for competency alignment and validation.
11. Integrate CBE into existing curriculum and faculty models.
12. Assess program effectiveness using CBE-specific KPIs.
13. Scale and sustain institutional CBE initiatives.

Target Audiences

1. Higher Education Administrators
2. K-12 District Leaders
3. Curriculum Designers
4. Education Policy Makers
5. Instructional Designers
6. Workforce Development Officers
7. Online Learning Coordinators
8. Professional Development Trainers

Course Duration: 10 days

Course Modules

Module 1: Introduction to Competency-Based Education (CBE)

- Historical evolution of CBE
- Core principles and frameworks
- Key terms and definitions
- Benefits of CBE vs. traditional models
- Global CBE adoption trends
- *Case Study: Southern New Hampshire University's CBE model*

Module 2: Visioning and Strategic Planning for CBE

- Identifying institutional readiness
- Strategic alignment with mission and vision

- Setting achievable CBE goals
- Stakeholder engagement strategies
- Building a transformation roadmap
- *Case Study: University of Wisconsin Flexible Option*

Module 3: Designing Competency Frameworks

- Writing measurable learning outcomes
- Mapping competencies to assessments
- Aligning competencies with workforce skills
- Creating digital competency maps
- Integrating credentials and rubrics
- *Case Study: Western Governors University CBE blueprint*

Module 4: Technology and Tools for CBE

- LMS platforms and CBE plug-ins
- Adaptive learning technologies
- Digital credentialing platforms
- Learning analytics dashboards
- Integrating AI and automation in CBE
- *Case Study: Capella University FlexPath LMS setup*

Module 5: Instructional Design for CBE

- Backward design principles
- Authentic assessment strategies
- Learner-centered content creation
- Faculty roles in CBE instruction
- Scaffolding and progression models
- *Case Study: Designing CBE modules in Coursera*

Module 6: Accreditation and Policy Considerations

- Navigating regional accreditation for CBE
- Federal regulations and compliance
- Credit hour equivalency and flexibility
- Financial aid in CBE environments
- Creating defensible academic records
- *Case Study: CBE policy implementation at Northern Arizona University*

Module 7: Leading Institutional Change for CBE

- Change leadership models
- Building cross-functional teams
- Communicating vision and urgency
- Overcoming resistance to CBE
- Sustaining momentum post-implementation
- *Case Study: Purdue Global's organizational change journey*

Module 8: Faculty and Staff Development

- Faculty role redefinition in CBE
- Training programs for staff and instructors
- Peer mentoring and learning communities
- Incentivizing innovation and collaboration

- Professional development tracking
- *Case Study: Faculty transformation at Brandman University*

Module 9: Measuring and Reporting Student Learning

- Competency assessment methods
- Digital badging and micro-credentials
- Progress tracking and dashboards
- Learning analytics for CBE
- Reporting to stakeholders and accreditors
- *Case Study: Student progress model at Northern Arizona University*

Module 10: Ensuring Equity and Inclusion in CBE

- Designing for diverse learners
- Accessibility and universal design
- Removing bias from assessments
- Supporting underrepresented students
- Monitoring equity metrics
- *Case Study: Inclusive CBE at American Public University System*

Module 11: Scaling and Sustaining CBE Programs

- Resource planning and budgeting
- Institutional capacity building
- Partnerships with industry and government
- Strategic enrollment management
- Long-term ROI and program sustainability
- *Case Study: National CBE Network sustainability practices*

Module 12: Collaboration with Industry and Workforce

- Identifying competency needs from employers
- Co-developing industry-aligned assessments
- Internship and apprenticeship integration
- Employer advisory boards
- Credential stackability and portability
- *Case Study: CBE-industry partnerships at Texas A&M University-Commerce*

Module 13: CBE in K-12 Environments

- Differences from postsecondary models
- Aligning CBE with standards-based grading
- Designing learner pathways
- Role of project-based learning
- Teacher development for CBE in schools
- *Case Study: Summit Public Schools CBE integration*

Module 14: Marketing and Enrollment for CBE Programs

- Identifying CBE learner personas
- Crafting value propositions
- Leveraging social media and SEO
- Storytelling through student success
- Partnering with workforce boards
- *Case Study: SNHU CBE campaign strategy*

Module 15: Evaluating Program Effectiveness and ROI

- Developing CBE-specific KPIs
- Institutional impact assessments
- Employer satisfaction and outcomes
- Cost-benefit analysis models
- Using evaluation for continuous improvement
- *Case Study: ROI study on WGU graduates*

Training Methodology

- Interactive lectures and expert-led webinars
- Real-world case study analysis and group discussions
- Collaborative project-based simulations
- Resource toolkits, templates, and digital frameworks
- Self-paced e-learning modules with assessments
- Peer feedback and guided reflection sessions

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com