

Competency Exam Blueprints

RECA's Industry Councils were tasked with approving professional licensee competencies. These competencies were organized into Associate and Broker Competency Profiles, then developed into learning outcomes to guide course providers in designing pre-licensing courses, informing course providers and prospective students on the licensing requirements, and providing parameters to design licensing exams while ensuring transparency. Industry Councils, stakeholders, and licensees have provided feedback on both the competencies and the learning outcomes. Feedback survey results were then adjusted based on the draft Associate and Broker Competency Profiles. Survey data included criticality and frequency ratings which were used to calculate the exam weight for the various competency sections (Subject Learning Outcomes). This feedback and the weights were then reviewed with Industry Councils who made further adjustments based on their professional industry experience, in consultation with RECA's Credentialing Department.

The development, consultation, and validation phase produced Industry Council approved Associate and Broker Competency Profiles for each licence under the purview of the Real Estate Act. RECA's Board and the Government of Alberta approved an Education Divestment Plan in 2021 that included dividing associate competencies for each licence sector into Fundamentals and Practice Courses. The Government of Alberta mandated that learners must be able to enroll in a Fundamentals course in one institution and then continue with the Practice course(s) at another institution, if they so desire, to ensure fair competitive market practices for consumers.

Dividing the Associate Competency Profiles into Fundamentals and Practice course competencies also reduces learner and course provider duplication and facilitates course design for educators.

These documents were submitted to RECA's Board of Directors for review and approval.

The Fundamentals, Practice, and Broker competencies were then formatted for user experience. These documents are referred to as Competency Exam Blueprints and contain competencies, learning outcomes, Bloom's levels, and licensing exam weights for each course that recognized course providers may offer prospective students. Consumers, learners, and educators may view the Competency Exam Blueprints online.

Terms that are used uniquely between the different real estate industries or sectors have been underlined and expanded upon in the corresponding Clarifications tab of each Competency Exam Blueprint as needed.