



A typical DACUM Panel at the conclusion of a one-day workshop

WHAT IS DACUM?

DACUM is an acronym for Developing a Curriculum. It is a highly respected process for analyzing a job. Career and Technical Education schools have used DACUM results for:

- Identifying any gaps in the current curriculum
- Expanding curriculum in new content areas
- Updating to new industry standards
- Career counseling for students
- Building Occupational Advisory Committees

The philosophy of DACUM is that expert workers and supervisors can describe job skills more accurately than anyone else. A group of 5-10 expert workers and supervisors attend the workshop for one day. Panel members are led through interactive brainstorming activities to identify exactly what they do on the job.

After the workshop, all information is placed into a research document which is then provided to the school for analysis. DACUM is a great way to ensure that training programs are relevant and comprehensive.

Panel members with the following traits are invited to participate:

- ⇒ Technically competent
- ⇒ Working full time in the industry or recently retired
- ⇒ Represent a variety of companies, locations and gender
- ⇒ Effective communicators, willing to contribute
- ⇒ Team players
- ⇒ Willing to commit to attending the entire day

WHAT TO EXPECT

The one day DACUM workshop begins with a continental breakfast at 8:00 a.m. followed by an orientation to the process. The agenda includes a lunch break and work usually ends by 4 p.m.

DACUM panel members are led through the following steps by the facilitator:

- * Orientation
- * Brainstorming job responsibilities
- * Development of an organizational chart
- * Review of the PA Program of Study Task Grid used by the school program
- * Identification of worker behaviors, general knowledge, skills, tools, equipment, supplies and materials
- * Identification of industry trends and concerns
- * No advance preparation is required!

DACUM workshops are enjoyable and are great for networking!

ABOUT KENNERKNECHT CONSULTING

Jan Kennerknecht, M.Ed. has 30 years of educational experience, and has helped shape local training programs in over 20 occupational titles. She has a strong knowledge base in occupational education, having worked as a Curriculum Supervisor at the Erie County Technical School for 12 years, as a CTE instructor for 14 years and as adjunct faculty for Indiana University of PA's Center for Career and Technical Personnel Preparation. Jan holds Level III DACUM Facilitator Trainer certification from the Ohio State University.



“DACUM is a reliable, cost-effective method that provides a quick and thorough analysis of any job, in any industry.”

READ WHAT OTHERS HAVE TO SAY ABOUT THE DACUM EXPERIENCE

With Jan's effort, we were able to identify and target specific subjects to introduce, expand, even reduce or eliminate, in our five year Mechanical Equipment Service training apprenticeship. I do not believe that this would have been accomplished without Jan's organizational skills and the DACUM process!

Bradley C. Tisdale, Training Director, Steamfitters Local 449, Erie, PA

If you need to know what business and industry sees as important employee skills, DACUM is an excellent way to identify them. And the DACUM service offered by Kennerknecht Consulting can get you there efficiently and effectively. Jan's structured, comfortable approach to the DACUM process makes participants feel at ease making their responses candid and accurate.

Dr. Aldo Jackson, Director, Erie County Technical School

Jan has demonstrated an excellent ability to use and adapt the DACUM process. I have observed much of her work, and she has assisted me with training new DACUM facilitators. I would consider her to be one of the top DACUM facilitators you would find anywhere.

John Moser, DACUM Program Director, The Ohio State University

Feedback from DACUM workshop panelists:

Welder: It was encouraging to have an influence on curriculum design which directly helps meet local business needs.

Drafter: An excellent and extremely important process for keeping today's curriculum current with quickly changing technology.

Nurse: Organization, team spirit, facilitator all A++