

Understanding Competency-Based Assessment

Definition of Competency-Based Assessment

Competency-based assessment is a system where an individual's ability to perform tasks is evaluated based on set standards, with an emphasis on consistency and the ability to transfer knowledge and skills across different contexts.

Importance of Transferability of Skills

The ability to apply acquired knowledge and skills in various situations signifies true competence. Competent individuals should not have to relearn these skills in different contexts; instead, they should be able to effectively transfer what they've learned to similar job roles.

Difference Between Competency-Based and Norm-Based Assessment

Competency-based and norm-based assessments are distinct systems. The former assesses an individual's ability to meet a specific standard (competent or not yet competent), while the latter grades individuals relative to others. Norm-based assessments rank individuals, whereas competency-based assessments ensure a candidate can perform a specific job role effectively.

Evaluation Criteria in Competency-Based Assessment

Competency-based assessment requires satisfactory responses to every item being assessed. Assessors define what constitutes a satisfactory response, ensuring all criteria are met without necessarily achieving 100% correctness.

Benchmarking in Competency-Based Assessment

Benchmarking for competency-based assessments depends on the standard. Expected responses are defined based on the unit of competency, and a minimum number of important points or concepts that the learner needs to cover are identified.

Role of Assessment Tools

Assessment tools include tasks and questions, instructions for assessors and learners, marking guides, and a mapping process. This mapping process relates the assessment items back to the requirements of the unit of competency. The actual questions or tasks given to a student are considered the assessment instrument.

Note: This VET Fact Sheet provides general information and should not be considered as legal advice.