

Understanding the Dimensions of Competency

The "Dimensions of Competency" concept is integral in competency-based training and assessment. It dictates that to be deemed competent, an individual must demonstrate capability across four key dimensions. Understanding the dimensions of competency ensures that training and assessment practices create a workforce that is truly capable, adaptable, and equipped to meet the demands of their job roles.

Four Key Dimensions

1. **Task Skills** - This dimension refers to the individual's ability to perform the specific tasks detailed in a unit of competency. A competent individual should have the requisite skills and knowledge to execute these tasks accurately and efficiently.
2. **Task Management** - This dimension moves beyond individual tasks to how they are managed collectively. It involves coordinating and integrating multiple tasks, often within a specific timeline or under certain conditions. For instance, in cooking, it's not just about preparing individual components but serving a complete hot meal timely.
3. **Contingency Management** - This dimension focuses on an individual's ability to handle problems or unexpected situations (contingencies) that may arise during the performance of tasks. The expected level of problem-solving can vary depending on the complexity of the task and the qualification level (e.g., AQF level).
4. **Job Role** - This dimension is about understanding how the individual tasks, their management, and problem-solving fit into the broader job role. It is not merely about knowing a position description but about understanding the responsibilities within a role and their significance to the wider organisation or industry.

Importance of Dimensions of Competency

Understanding and applying the dimensions of competency is essential in both training and assessment. It ensures that:

- Training and assessment reflect real workplace requirements and conditions.
- The individual being assessed is truly competent and ready for employment.
- The individual understands their role and how their tasks contribute to the organisation's objectives.

Role of Assessors

Assessors need to consider all these dimensions when designing assessments and making competency judgements:

- Assessments should cover all dimensions of competency.
- An individual should only be deemed competent if they demonstrate capability across all dimensions.
- Contingency management and understanding of job role should be incorporated into assessments.

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