

Understanding Units of Competency

A Unit of Competency (UoC) is a legislative-defined specification of industry knowledge, skill, and its application to the standard of performance expected in the workplace. It's a critical component in vocational education, setting the standard for work outcomes, working conditions, necessary skills and knowledge, and the evidence for competence.

The purpose of a UoC is to describe:

- A specific work outcome
- The conditions under which performance is conducted
- The knowledge and skills required to achieve the work outcome to the standard required in a workplace, and
- The evidence that may be gathered in order to determine whether the activity is being performed in a competent manner.

There are two kinds of UoCs, differentiated by their origin and position in training products:

- **Endorsed:** These units are included in a training package.
- **Enterprise:** Developed for inclusion in an accredited course to meet a vocational, education, or community need not covered by a training package unit.

UoCs, either part of a training package or specially developed for an accredited course, adhere to nationally agreed content specifications. They are fundamental in creating nationally recognised qualifications.

Role within Qualifications, Courses and Skill Sets

In the context of a qualification, accredited course, or a Skill Set, UoCs represent the most basic component of a Training Package that can be assessed and recognised. While each UoC may involve multiple assessment tasks, they all contribute to a single competency judgement based on collected performance evidence. Fulfillment of all assessment tasks to

the requisite standard leads to formal recognition of the UoC, either with a Statement of Attainment or, if part of a full set of units, a full qualification.

Each Unit of Competency can be identified by its code which is a unique National Reference to the relevant Training Package, its version and the particular sector, or competency field, to which the unit relates.

Part of Endorsed Training Packages

A UoC forms an essential part of the endorsed components of a Training Package. The endorsed components form part of the requirements with which RTOs must comply. The Australian Industry and Skills Council (AISC) is responsible for endorsing these Training Packages. These packages, consisting of UoCs, Assessment requirements for each unit, Qualifications, and Credit arrangements, are obligatory for compliance under the Standards for RTOs 2015.

It is critical for Registered Training Organisations (RTOs) to understand all elements within a UoC to ensure proper planning, delivery, and assessment of training. This comprehension fosters adherence to required standards and leads to effective vocational education.

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