Dimensions of competence

The four dimensions of competence will help you to interpret the unit/s of competency and to develop a broad picture of the skills needed for competency. A competent worker does more than just perform work tasks – these can be seen as the tip of the iceberg; a competent worker must demonstrate the four dimensions of competence:

1. **Task Skills:** The student must perform the skills to complete work tasks to the industry standard. These skills are specified in the unit of competency and are often the easiest to identify when preparing an assessment tool.

2. **Task Management Skills:** The student must plan and coordinate different tasks to complete a work task. These skills are required at all AQF levels, and become increasingly complex at higher AQF levels. Traditional TAFE assessment methods may not assess these skills; incorporating them better reflects real work activities.

3. **Contingency Management Skills:** The student must use problem-solving skills when things don’t go to plan. If you don’t have access to the student’s workplace to assess these skills, you could perhaps use a scenario or questions that ask ‘What would you do if...?’.

4. **Job/Role Environment Skills:** In the workplace, the student must be able to follow workplace procedures and practices, deal with workplace expectations such as interruptions or distractions and work well with all work colleagues.

The importance of assessing all of the dimensions of competence is depicted in this image from Queensland VET Professional Development – tasks skills are only the tip of the iceberg when it comes to competent workplace performance.

Figure 1: Assessment Foundation Resources, Qld VETPD