

Competency definitions

actor

person, group of people, organisation or software system that is capable of acting

performance

one or more actions completed with the intention of achieving a particular outcome

performer

actor that has produced or is expected to produce at least one **performance**

competency

ability, skill, knowledge, attitude, preference, other characteristic or combination of such characteristics, the mastery of which will determine the extent and likelihood that a **performer** will achieve a certain type of outcome in a certain type of situation.

Note 1. The term "competency" does not refer to capabilities that are conferred by external circumstances, such as the possession of equipment, a favourable situation, or the support of other people.

concept

intangible idea, lacking in formal definition.

Note 1: For example, a competency concept is the intangible idea of a certain sort of competency.

record

data structure that identifies, describes and represents a **concept**, process, or other non-digital object.

Note 1. For example, a competency record identifies, describes and represents a competency concept.

Note 2: There may be many different competency records, with different identifiers, that describe similar competency concepts.

descriptor

human-readable, textual property of a record, designed to describe or informally to identify that record.

Note 1. Common names for descriptors are "title", "description" or "abbreviation".

formally structured competency description

machine-readable description of the meaning of a **competency concept**, contained within a **competency record** and conforming to an external data specification.

measurement model

data structure that provides rules to specify how the **competency** represented by a particular **record** may be quantified and expressed.

metric

single data element contained in a **measurement model**.

Note 1. Metrics are likely to consist of signed or unsigned integers, floating point, Boolean or enumerated values.

Note 2. A measurement model may have more than one metric. For example, a model for measuring typing ability may include a "words per minute" metric and an "errors per hundred characters" metric.

Note 3. Measurement metrics provide machine readable, actionable data and do not include unstructured text.

level

vocabulary element used by a **measurement metric** that is of type "enumerated".

measure

data that expresses a particular degree of **competency**, conforming to the rules specified by a particular **measurement model**.

attribute

characteristic of a particular **performer**, corresponding to a particular **competency concept**.

Note 1. Although the competency attributes of a performer may be inferred by observing his or her performances, they cannot be observed directly or ever established or quantified with certainty.

attribution

assertion that a certain **performer** possesses an **attribute** in respect of a certain **competency record**.

attributor

actor who makes an **attribution**.

claimant

attributor who makes an **attribution** in respect of which he or she is also the **performer**.

competency framework

collection of related **competency records**.

competency reference

data that creates an association with an identified **competency record**.

Note 1. Competency references are commonly embedded within proficiency claims, learning objectives, learning prerequisites, awards or other data objects.