

Competency Object Elements

The table below summarizes the various potential elements of a Competency Object, as well as the number of reviewed [outcome frameworks](#) and [survey respondents](#) that include each component.

We define a **Competency Object** as an umbrella term used by the CWG to describe ANY abstract statement of learning or performance expectations, and information related to the statement. Statements include, but are not limited to, learning outcomes, competencies per se, learning objectives, professional roles, etc. The Competency Object may include additional data to expand on or support the statement. The object is abstract in the sense that it does not inherently contain information about applications of the statement to individuals or events or other objects.

Element	Explanation	% of organizations surveyed that recommended inclusion of this element (n=23)	% of reviewed frameworks that include element (n=11)	Proposed status for our specification	Other comments
Unique ID	A unique identifier for the competency	n/a	55	Required alphanumeric. One only.	
Statement	Typically one sentence to state the competency /outcome	95	100	Required open-ended text. One only.	
Type	Indicated the type of statement (outcome, objective, competency, etc.)	74	36	Required , controlled list. One only.	See Types of Objects
Description	A more detailed explanation of the statement	70	36	Optional , open-ended text. Multiple allowed.	
Assessment Methods	List of acceptable or recommended methods by which to assess the statement	65	27	Exclude.	(1) No standard taxonomy exists so this would have to be open-ended. (2) Decided this is best published in an accompanying guide, not in the spec itself. (3) Assessment data to be described in the Competence Evidence spec.
Performance Criteria	Specific behaviour(s) to be exhibited as evidence of competence	65	9	Exclude.	Assessment and criteria are complex notions that might be best expressed in a parallel spec or document, not in the competency object itself. May be considered in Competence Evidence spec.
Level	Define different levels of achievement (beginner, advanced, etc.)	10	0	Exclude.	(1) Does not seem to be a present need; (2) Can be represented as sub-competencies; (3) May be considered in Competence Evidence spec.
Degree of competence or standard to be met	Describes the various degrees to which one can be competent (e.g. not /partially/fully competent)	-	-	Exclude.	(1) How is this different than performance criteria or level? (2) May be considered in Competence Evidence spec.
Conditions for Performance / Context	Context/environment in which performance should be exhibited	57	9	Exclude.	(1) How is this related to Performance Criteria and levels? (2) A competency in a different context can be represented as a different competency. (3) May be considered in Competence Evidence spec.
Outcome Criteria	Patient outcome or system efficiency data that indicate competence	52	9	Exclude.	(1) Does not seem to be a present need; (2) May be considered in Competence Evidence spec.
Multiple Languages	Expressing each competency and associated data in multiple languages	26	18	Optional. Minimum one language required.	
References	References to supporting literature or other data	45	27	Optional. Contains hyperlink. Multiple allowed.	