

Grade	Definition
N/A	Not applicable (e.g. if the competency is not useful for the role of the individual)
0	<p>Task: No experience; never performed the task before</p> <p>Knowledge: No exposure; never heard of the topic before</p> <p>Skill: Unable to use skill</p>
1	<p>Task: Little experience, but received training</p> <p>Knowledge: Little exposure; but followed courses or read about the topic</p> <p>Skill: Use skill with difficulty and/or very rarely</p>
2	<p>Task: Some experience; already performed the task at least once</p> <p>Knowledge: Some exposure; already applied knowledge of topic in their job at least once</p> <p>Skill: Use skill inconsistently and occasionally</p>
3	<p>Task: Capable to perform task</p> <p>Knowledge: Knowledgeable; frequently apply knowledge of topic</p> <p>Skill: Use skill appropriately, but only occasionally</p>
4	<p>Task: Experienced; regularly perform the task in their job</p> <p>Knowledge: Highly knowledgeable; use, reflect, critically evaluate information related to the topic</p> <p>Skill: Use skill appropriately, in all relevant situations</p>
5	<p>Task: Highly experienced; able to train and guide others</p> <p>Knowledge: Expert knowledge; able to teach and assess others</p> <p>Skill: Use skill appropriately, consistently and confidently</p>