

## Specification of Knowledge and Understanding

The knowledge base for workforce competences should be specified in a ways which allows clear identification of the level of engagement with the subject matter which an individual will need to perform competently. To that end, five 'levels' of knowledge and understanding, and their usage, are given below:

Basic awareness of...	use when the criteria demand only a very limited and generalized understanding that something exists but an individual would not need to know any details
Factual knowledge of...	use when the criteria call for a knowledge that is detailed on a factual level, but does not involve any more than a superficial understanding of any principles or theories
Working understanding of...	use when the criteria call for the application of factual knowledge in a manner that takes account of widely understood technical principles and implications within the field of practice
In-depth understanding of...	use when the criteria demand a broad and detailed understanding of the theoretical underpinning of an area of practice, including conflicting theories and constructs
Critical understanding of...	use when the criteria call for the ability to evaluate and devise approaches to situations that depend on the critical application of theories and conceptual constructs within the area of practice