

Principles Applicable to the Assessment Competencies

VALIDITY



Refers to the extent to which the interpretation and use of an assessment outcome can be supported by evidence. An assessment is valid if it integrates the required knowledge and skills with the practical application of a workplace task, and if the assessment outcome is fully supported by the evidence gathered.

RELIABILITY



Refers to the level of consistency and accuracy of the assessment outcomes; that is, the extent to which the assessment provides similar outcomes for candidates with equal competence at different times or places, regardless of the assessor conducting the assessment. It also implies repeatability, in other words, that the candidate can demonstrate competence on more than one occasion, and in more than one context.

FLEXIBILITY



Refers to the opportunity for personnel to negotiate certain aspects of their assessment, timing for example, with their assessor. All candidates should be fully informed (through the assessment plan) of the purpose of assessment, the assessment criteria, the methods and tools used, and the context and timing of the assessment.

FAIRNESS



assessment does not advantage or disadvantage particular candidates or groups of candidates. This may mean that assessment methods are adjusted for particular candidates (such as people with disabilities or from different cultural backgrounds) to ensure that the methods used do not disadvantage them. An assessment should not place unnecessary demands on candidates that might prevent them from demonstrating competence.

To have better comprehension of the topic, watch the next video

https://www.youtube.com/watch?v=52rUg-J_4yM

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Reference:

(2022) ASCENDO
Competencias laborales: qué son, para qué sirven y como evaluarlas
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<https://blog.acsendo.com/que-son-competencias-laborales>

(2017) Training & Assessment
RETRIEVED FROM:
https://www.intar.com.au/resources/training_and_assessing/section_3/chapter1_the_assessment_process/lesson4_principles_of_assessment.htm

(2014) Aroldo David Noriega

[La Evaluación por Competencias](#)

RETRIEVED FROM:

<https://2-learn.net/director/la-evaluacion-por-competencias/#:~:text=Principios%20de%20la%20evaluaci%C3%B3n%20por,alineados%20al%20objetivo%20del%20aprendizaje>

2016 Scope Training
Principles of assessment
RETRIEVED FROM:
https://www.youtube.com/watch?v=52rUg-J_4yM