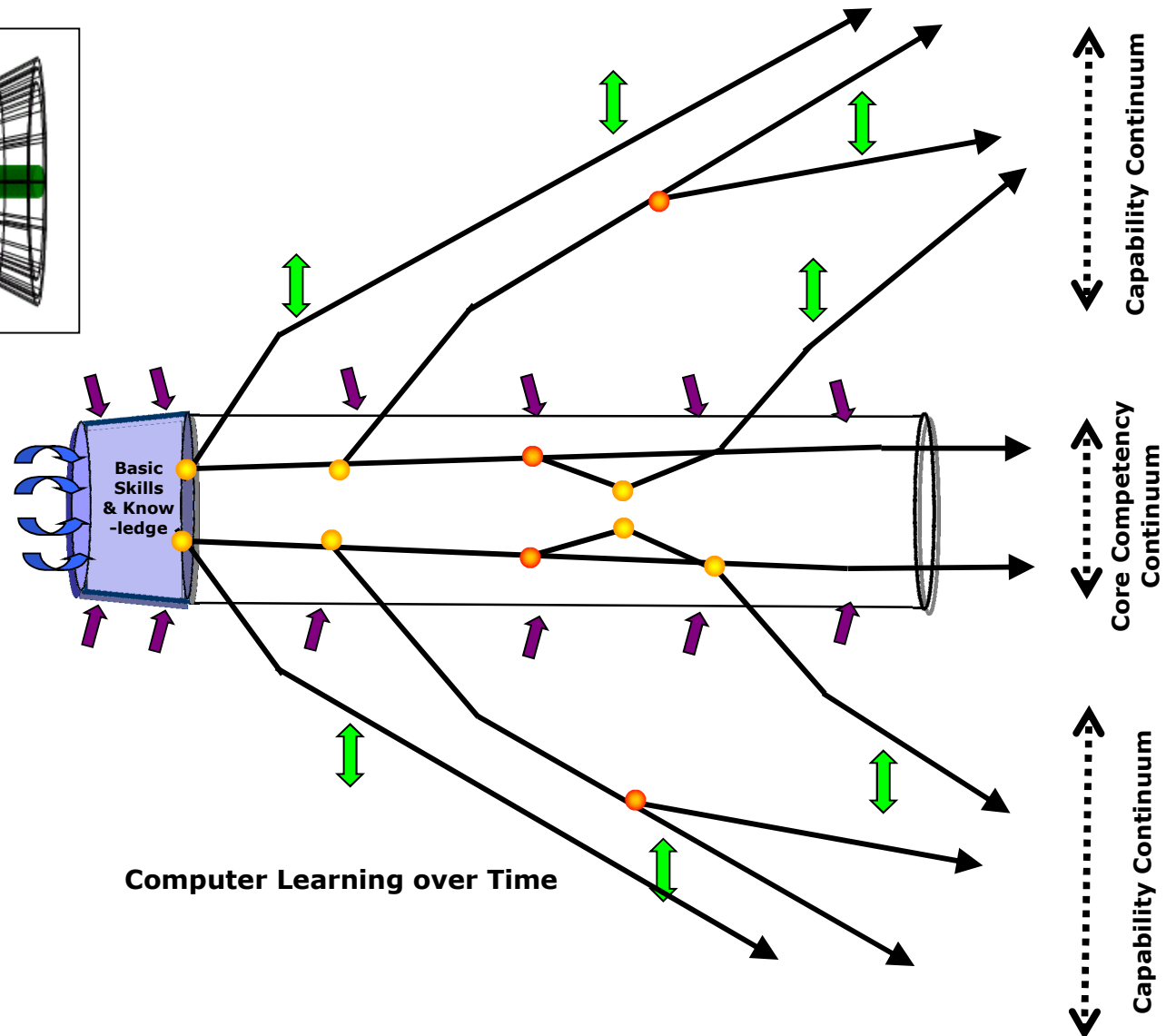
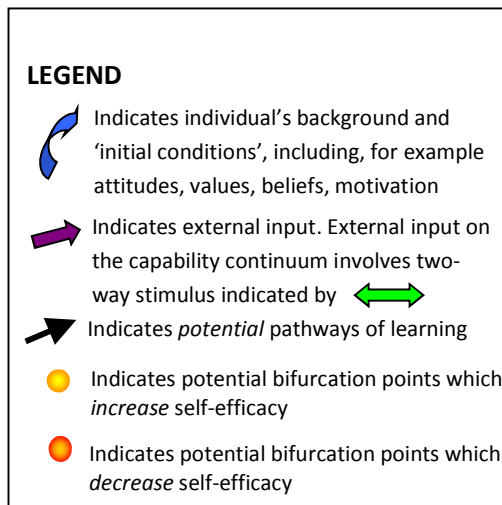
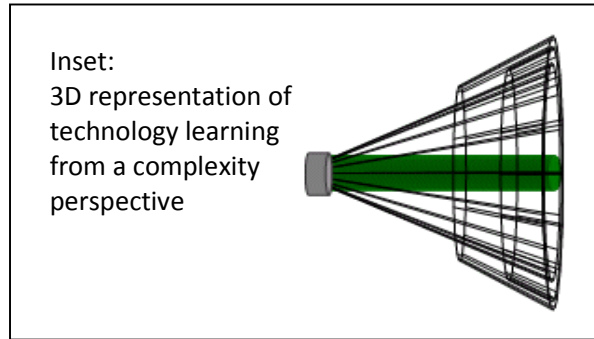


## Competency/capability model

Resource 10 || Figure 4.1



## Eight key points shown in the competency/capability model

- Both the competency and capability approaches to technology learning require some basic skills and knowledge
- Both forms of learning take time
- Competency-based learning can progress learners quickly, but with limited outcomes
- Capability-based learning may take a little longer, but the potential outcomes are far greater
- Competency-based learning requires outside input – training by another person, usually in the form of directive-style training
- Capability-based learning relies on dialogue and conversation - a two-way interaction between people
- People can “go backwards” in terms of both their competence and capability
- People can have “aha” moments that send them in a new learning direction, usually (although not always) from competence to capability. These aha moments are what the metacognitive approach tries to promote!