

Define Competency Settings for a Role

If competency tracking is enabled for your KAStack installation, you can define the Competency Settings for a Certification Role while creating or editing the role. Competency allows your organization a way to track users' fitness / competence to be assigned to a particular role. This provides a way to ensure users meet the necessary requirements and standards to perform the role they're in.

The screenshot shows the 'Competency Settings' form. It includes sections for 'Role Competency', 'Competency Certificate', 'Competency expiration', and 'Privacy'. The 'Role Competency' section has a checked checkbox for 'Require competency for this role'. The 'Competency Certificate' section has 'Use default certificate' selected. The 'Competency expiration' section has 'Competency expires' checked, with '1 Year(s)' and '1 Month(s)' set in the respective dropdowns. The 'Privacy' section has several unchecked checkboxes for hiding reports from different user levels. At the bottom, there are 'Save Changes' and 'Cancel' buttons, and a 'Permanently Delete Role' link.

To enable Competency tracking for a Certification Role, click the checkbox next to “Require competency for this role”.

Next, choose whether to “Use default certificate” or “Add custom certificate” for Competency evaluation. Using the default certificate will assign a system-generated evaluation worksheet to be filled out when the assigned user’s competency requirement is being completed. If you’d like to use a different certificate for this purpose, choose “Add custom certificate” and then select the “Choose File” button underneath it and upload the desired file.

When editing Competency Settings after a custom certificate has been selected, these options change to allow selection between the default certificate, the existing custom certificate, and adding a new custom certificate.

This close-up shows the 'Competency Certificate' section. It features three radio button options: 'Use default certificate' (unselected), 'Use custom certificate' (selected, with 'Dark Matter.pdf' listed next to it), and 'Add new custom certificate' (unselected). Below these options is a 'Choose File' button and the text 'No file chosen'.

If the competency expires after a certain amount of time, click the checkbox next to “Competency expires”. This allows you to define the “Duration role competency is valid” and “Email lead time before roles competency expires”. The duration the competency is valid refers to the time until the competency expires. The email lead time refers to the warning period given to the user before their competency has expired. Fill in a numerical value next to each field, and choose the time period of either years, months, weeks, or days. To ensure the user is properly alerted that their competency is expiring soon, make sure that the “Email lead time” value is sooner than the value for the “Duration role competency is valid”.

Privacy settings on the Competency allow you to hide competency for this role from various reports and/or users with specified People Module Levels. Click the checkbox next to any options you’d like to hide the role competency from. If choosing People Module Levels, users with only those Module Levels will not see the role competency when viewing reports that include it, and also will not see it as a required action if they are assigned to this Certification Role. If you’d like to hide the Competency from inclusion in any shared reports or QR reports, regardless of a user’s People Module Levels, select those options.

Selecting a People Module Level in Privacy hides the Competency from users with only that Module Level. If a user has multiple People Module Levels, they may still see the Competency unless the Competency is hidden from all of those Module Levels.

How To: Record a New Competency Certificate

The KAstrack team is writing a new how to for you! Coming soon!

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