

## DEFINITIONS OF LEVELS OF CLASSIFICATION AND EXPERIENCE

Level 1- Developing	Level 2- Proficient	Level 3 - Mastery	Level 4 - Expert
In the process of studying	Completed Advanced Diploma or Bachelor's degree	Received CPA Designation	Significant level of practical experience (10+ years) since receiving CPA Designation
Skilled worker to paraprofessional	Apply broad knowledge and skills	Minimum of 3-5 years practical experience	Advanced knowledge and skills in a range of contexts for professional practice
Functional knowledge and skills to undertake learning	Work situations have moderate levels of ambiguity, complexity and uncertainty	Specialised knowledge and skills in a range of contexts	Manage new work situations that have high levels of ambiguity, complexity and uncertainty
Some understanding of theory	Work requires less supervision	Work situations have high levels of ambiguity, complexity and uncertainty	Oversee the work of managers / functions
Some technical knowledge in field of learning and work	Some level of decision making	Oversee the work of others	Develop new knowledge in the context of professional practice
Work situations have low levels of ambiguity, complexity and uncertainty		Makes decisions and recommendations	Makes complex decisions
Work requires supervision			Thought leader
Low level of decision making			