Time-based training

Time-based training means a program is structured around a fixed duration (e.g., 4 years of residency, 6 months of internship), regardless of how quickly the learner masters the skills.

This contrasts with competency-based training, where learners progress once they demonstrate mastery, not based on time spent.

Difference Between Time-Based and Competency-Based Training

Feature	Time-Based Training	Competency-Based Training
Definition	Training progresses based on fixed durations (e.g., months or years).	Training progresses based on demonstrated skills and knowledge.
Progress Criteria	Time spent in the program.	Mastery of specific competencies.
Learning Pace	Fixed for all learners.	Flexible; personalized to each learner.
Curriculum	Standardized for all learners.	Individualized based on learning needs.
Assessment Focus	Attendance and task completion.	Skill demonstration and outcome-based.
Advancement	Scheduled, often with cohorts.	As soon as competencies are demonstrated.
Common In	Traditional education systems.	Modern training frameworks (e.g., medical, vocational).
Best When	Uniform exposure is the goal.	Mastery and performance are the priority.

Example:

- *Time-Based:* A residency lasts 5 years regardless of individual progress.
- *Competency-Based:* A resident advances based on skill, not seniority.