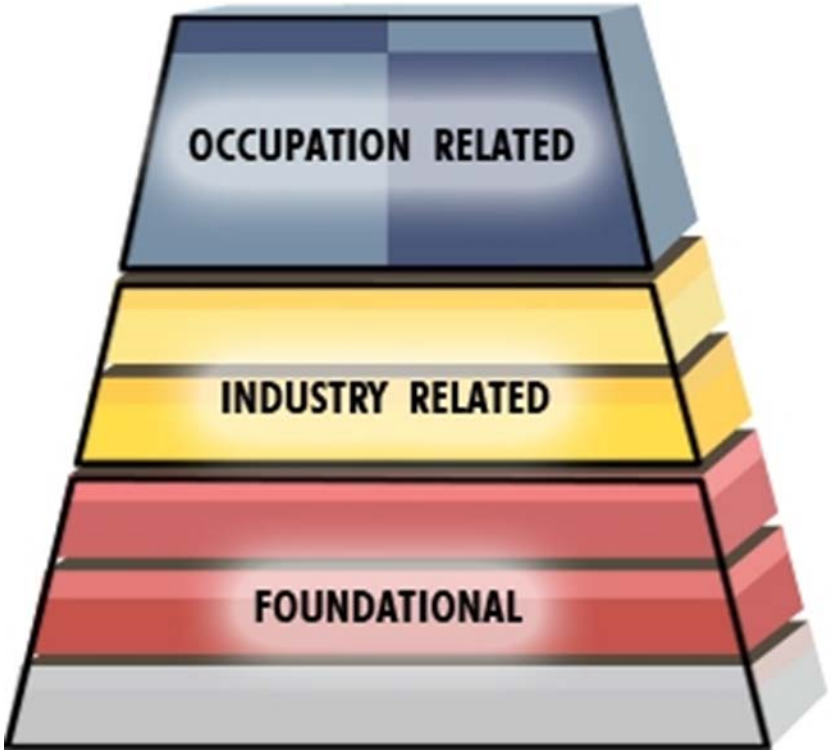
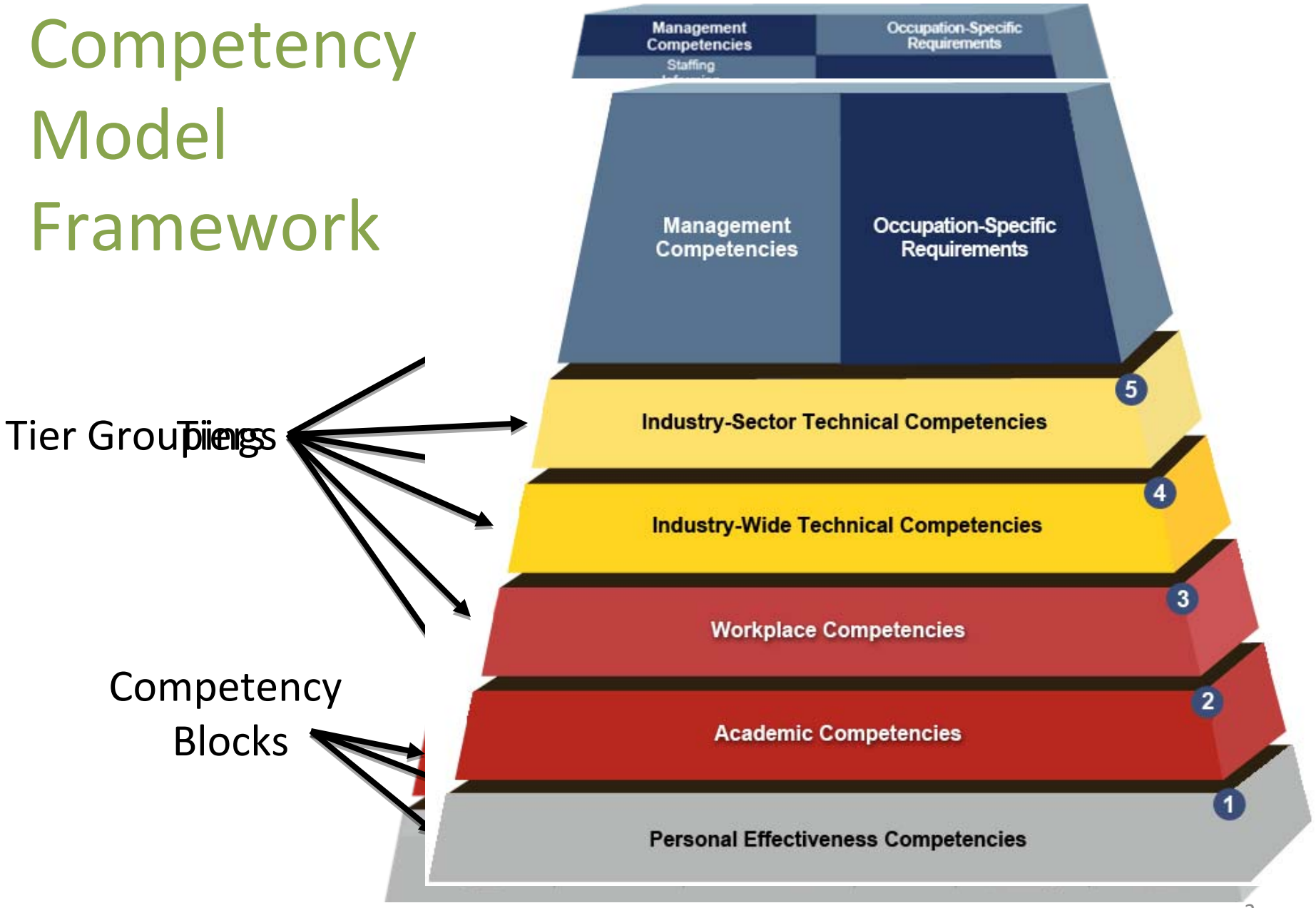
Competency Models



- Competency: "…a specific, identifiable, definable, and measurable skill or characteristic that is essential for the performance of an activity within a specific business or industry context."

- A competency model is a clear description of what a worker needs to know and be able to do – the knowledge, skills, and abilities – to perform well in a specific job, occupation, or industry.

Competency Model Framework



Competency Model Clearinghouse

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Competency Model

Home

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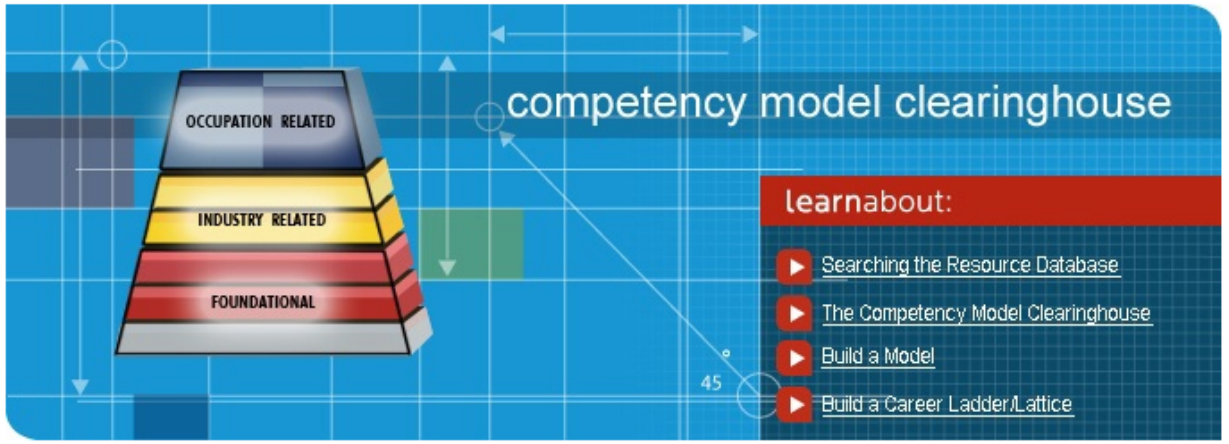
Industry competency models promote an understanding of the skill sets and competencies that are essential to educate and train a globally competitive workforce.

Sponsored by the U.S. Department of Labor, the Competency Model Clearinghouse provides validated industry competency models and tools to build a custom model and career ladder/lattice for your industry.



user guides NEW!
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Technical Assistance Guide

Industry Competency Models
Advanced Manufacturing

Tools
Build a Competency Model

21 Industry Competency Models

1. Advanced Manufacturing
2. Aerospace
3. Automation
4. Bioscience
5. Construction—Commercial
6. Construction--Heavy
7. Construction—Residential
8. Energy
9. Entrepreneurship
10. Financial Services
11. Geospatial Technology
12. Health: Allied Health
13. Health: Electronic Health Records
14. Hospitality/Hotel and Lodging
15. Information Technology
16. Long Term Care, Supports, and Services
17. Mechatronics
18. Renewable Energy
19. Retail
20. Transportation
21. Water Sector

Renewable Energy Model

- Retail
- Transportation
- Water Sector

relatedlinks:

- Industry Association Links
- Department of Energy, Office of Energy Efficiency and Renewable Energy (EERE)

helpline:

Tutorials

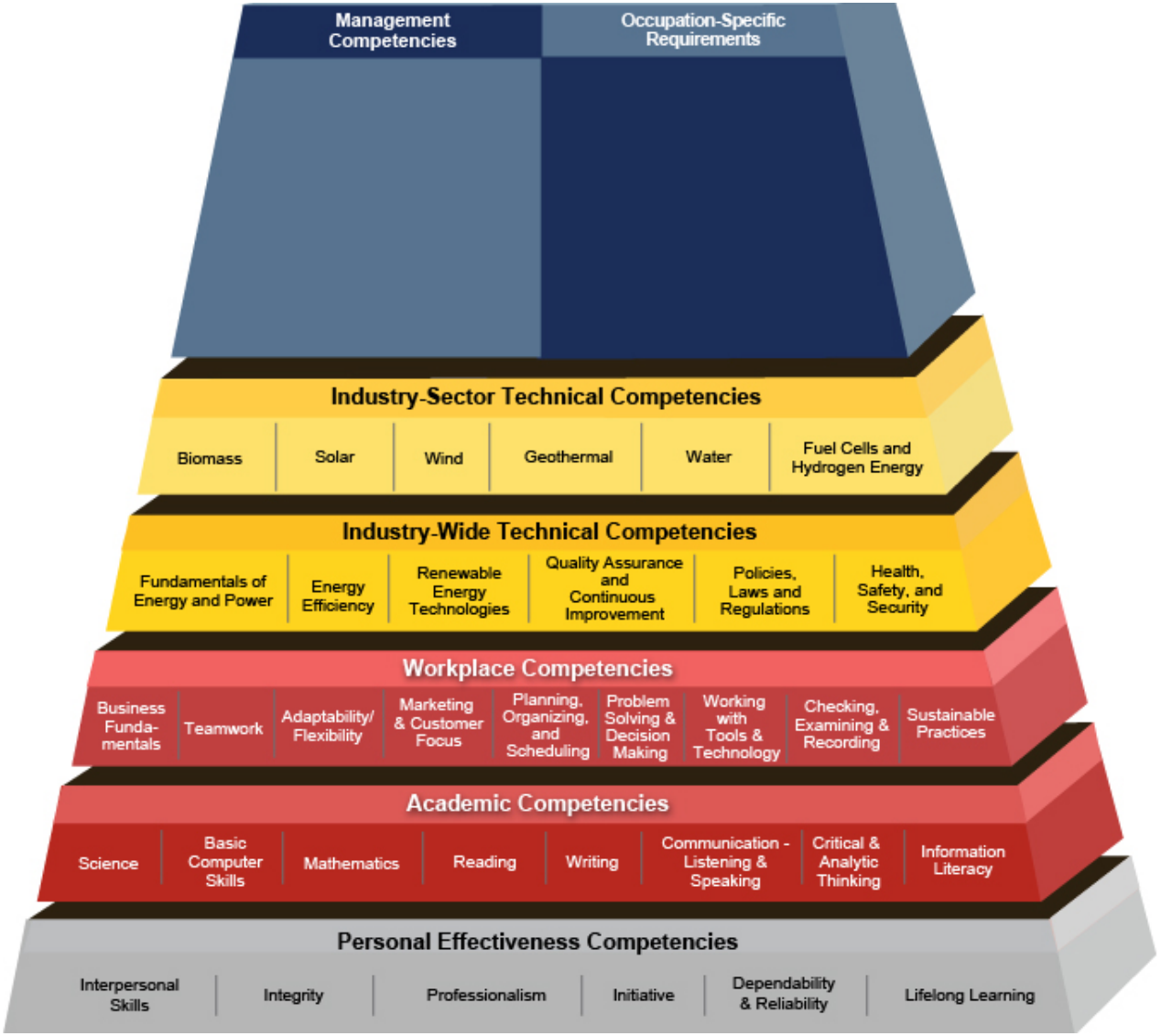
- The Competency Model Clearinghouse
- How to Use Competency Models
- Searching the Resource Database

General Instructions

- Frequently Asked Questions
- Technical Assistance Guide
- Build a Competency Model
- Build a Career Ladder/Lattice
- Competency Models: A Review of the Literature and the Role of the Employment and Training Administration (ETA)

Instructions for viewing the graphic

- Move the mouse over Occupation Tiers 6, 7, 8, or 9 to search for



exploringindustries

- Advanced Manufacturing
- Aerospace
- Automation
- Bioscience
- Construction - Commercial
- Construction - Heavy
- Construction - Residential
- Energy
- Entrepreneurship
- Financial Services
- Geospatial Technology
- Health: Allied Health
- Health: Electronic Health Records
- Hospitality/Hotel and Lodging
- Information Technology
- Long-term Care, Supports, and Services
- Mechatronics
- Renewable Energy
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- Transportation
- Water Sector

relatedlinks:

- Industry Association Links

Renewable Energy

The Employment and Training Administration (ETA) worked with technical and subject matter experts from the Department of Energy, Office of Energy Efficiency and Renewable Energy (EERE), the National Renewable Energy Laboratories (NREL), and several industry associations to develop a competency model for renewable energy. The model supports workforce preparation for jobs in energy technologies that strengthen the economy, protect the environment, and diversify the U.S. energy system. The model is designed to evolve along with changing skill requirements.

CREATE NABCEP IREC Interstate Renewable Energy Council

The industry model frameworks are based on the competency model building blocks which are modified to meet the industry needs. Scroll down to view the industry model selected. OR Click on Industry Competency Models on the top navigation to view the Building Blocks.

Renewable Energy

Resources for workforce development

- URL www.CareerOneStop.org/CompetencyModel

1. User Guides
2. Find Resources
3. Users Showcase
4. Industry Competency Models
5. Tools—*online interactive tools to build and customize models*

User Guide for Curriculum Development

userguides:

Developing Competency Models and Career Ladders/Lattices

- Competency Models
- Career Ladder/Lattices

Applying Competency Models and Career Ladders/Lattices

- Communicate Workforce Needs
- Identify Credential Competencies
- Develop Curriculum
- Perform Human Resources Activities
- Career Exploration and Guidance

exploringindustries

- Advanced Manufacturing
- Aerospace
- Automation
- Bioscience
- Construction - Commercial
- Construction - Heavy
- Construction - Residential
- Energy
- Entrepreneurship
- Financial Services
- Geospatial Technology
- Health: Allied Health

Develop Curriculum

Audience: Teachers, Curriculum Coordinators, Instructional Systems Specialists, Program Administrators, Career Technical Education Supervisors, Curriculum and Assessment Directors, Corporate Trainers, and Technical Trainers, may find this page helpful.

Competency models identify the knowledge, skills, and abilities necessary for success in an occupation or industry. This information can be used to develop and evaluate competency-based curriculum to ensure workers fulfill industry needs and are prepared to face work-related challenges and activities.

Background | Real-life examples | Step-by-step | Worksheet

Curriculum Development and Evaluation:

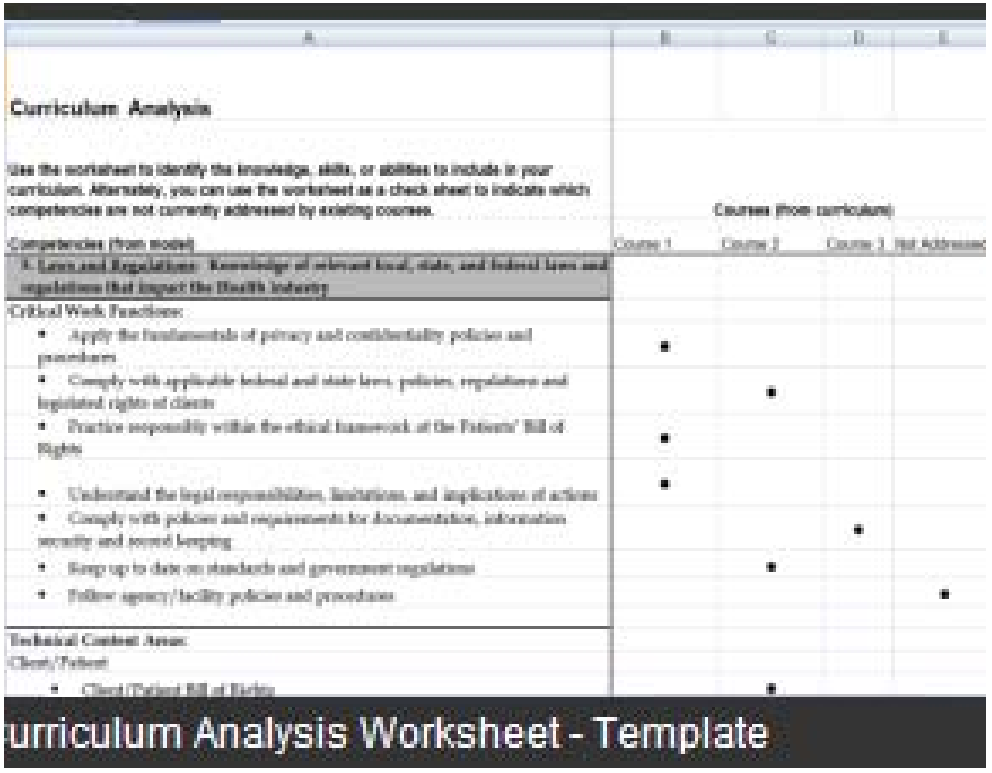
Development: To build a curriculum based on an existing competency model, the relevant competencies must be translated into learning objectives. Learning objectives are statements that describe ways that students can demonstrate mastery of the competency in an educational setting. Curriculum developers can then devise lesson plans that will take learners to the desired level of competency.

Evaluation: Competency models are a resource for evaluating existing curriculum to ensure that it addresses business and industry's needs. Compare the learning objectives of the curriculum to the model's competencies to identify which knowledge, skills, and abilities are insufficiently addressed. For example, a program or department administrator may ask individual educators to compare their course content with a model's competencies to better align course goals with intended program outcomes.

Use the Curriculum Analysis Worksheet to develop or evaluate a curriculum using a competency model.

User guides and worksheets

- Background
- Real-life examples
- Step by step guidance
- Worksheets—to download



Online interactive tools

competency model clearinghouse

User Guides NEW | Find Resources | Users Showcase | Industry Competency Models | Tools

Build a Model

Home > Build a Model

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thinkabout:

- View Industry Models
- View Sample Career Ladders/Lattices
- Find Resources

helpline:

General Instructions

- Competency Model
- Career Ladder/Lattice
- Frequently Asked Questions
- Technical Assistance Guide

Collaborative Process

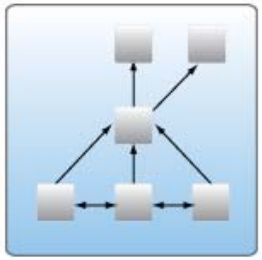
- Build a Competency Model
- Build a Career Ladder/Lattice

Tutorials

- Build a Competency Model
- Build a Career Ladder/Lattice
- Webinar: Tools for Talent

Introduction to the Tools

Build a Competency Model



Build a Career Ladder/Lattice

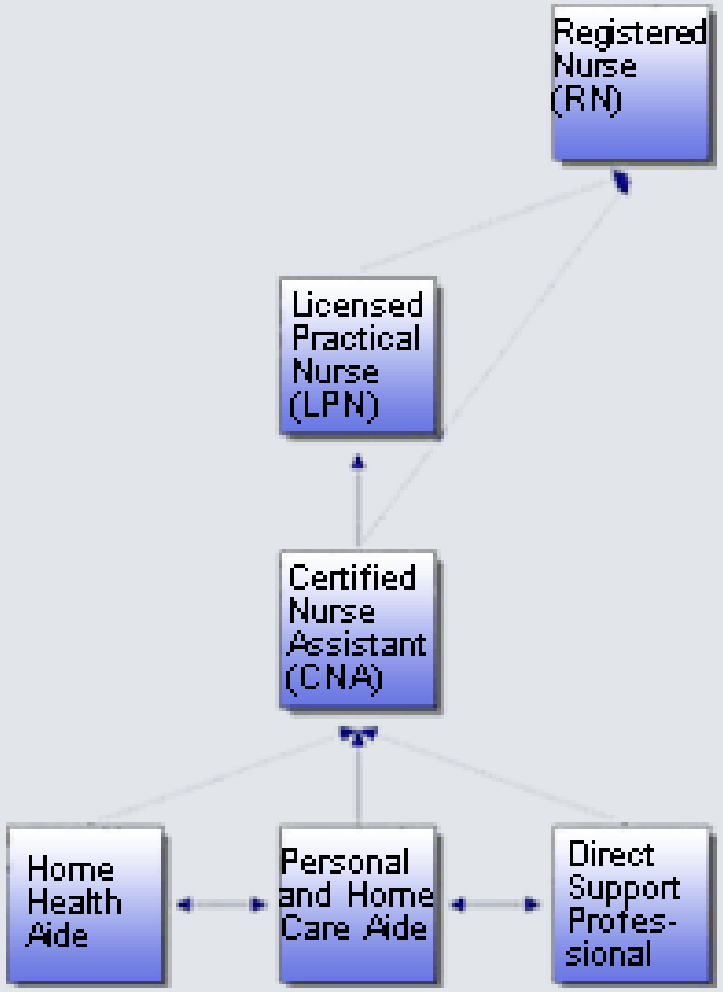
The Competency Model Clearinghouse offers two tools designed to help businesses, educators, and workforce professionals achieve their talent development goals: the **Build a Competency Model Tool** and the **Build a Career Ladder/Lattice Tool**.

The **Build a Competency Model Tool** will guide you through the development of a competency model that identifies the knowledge, skills, and abilities needed to perform successfully in your industry. Then, the **Build a Career Ladder/Lattice Tool** will help you build career ladders/lattices that outline critical experiences individuals need to progress through a career in your industry.

Follow the links provided on the left side of your screen to review general information about competency models and career ladders/lattices as well as specific information about the tools. You are strongly encouraged to review the instructions and go through the tutorials before building your competency model or career ladder/lattice.

Get Started >>

Build a Career Ladder/Lattice



Example Career Lattice for the Long-term Healthcare Industry

Uses for Competency Models

- Communicate Industry Needs
- Career Exploration and Guidance
- Career Paths, Ladders, and Lattices
- Workforce Program Planning & Labor Pool Analysis
- Curriculum Evaluation, Planning, and Development
- Human Resource Services
- Certification, Licensure, and Assessment Development
- Registered Apprenticeship Programs

How the models have been used

- Business/workforce/education partnerships identify solutions to address workforce skill needs
- Private company developed their own competency model for manufacturing solar turbines
- Geospatial program courses reviewed to cover elements of agreed upon competency model
- Building out a career pathway program—with education/training and stackable credentials to meet business demand