Industry Competency Model Initiative:

PROMOTING A SKILLED WORKFORCE

Supporting the development of worker skills aligned with competencies needed in the workplace.

Helping educators develop a skilled workforce.

Support curriculum evaluation & planning

Support career exploration and guidance

Develop career paths with advancement

Identify competencies required for credentials

Helping businesses find and develop skilled workers.

Identify area workforce skill gaps

Aid worker recruitment, assessment and training

Helping the workforce development community promote the employment and advancement of a strong workforce.

Competency

Capability to apply or use a set of related knowledge, skills, and abilities required to successfully perform “critical work functions” or tasks in a defined work setting.

COLLABORATIVE | CROSS-CUTTING | CUSTOMIZABLE | ADAPTABLE | INDUSTRY-RECOGNIZED

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Industry Competency Model Building Blocks

**Education, Training & Credentials**

- Advanced Degree
- Advanced Certificate
- Associate’s Degree
- Military Specialization
- Apprenticeship
- Licensure
- Occupational Certification
- On-the-Job Training
- Certificate
- College Courses
- Military Training
- Industry Intro Course
- Contextualized Learning
- Apprenticeship
- Adult Basic Education
- On-the-Job Training
- Pre-Apprenticeship
- GED
- Contextualized Learning
- Military Service
- Work Readiness Certificate
- High School Diploma

**Occupation Competencies**

**Management Competencies**

**Occupation-Specific Competencies**

**Industry-Sector Technical Competencies**

Competencies to be specified by industry sector representatives.

**Industry-Wide Technical Competencies**

Competencies to be specified by industry representatives.

**Workplace Competencies**

- Teamwork
- Customer Focus
- Planning & Organizing
- Creative Thinking
- Problem Solving
- Working with Tools & Technology
- Business Fundamentals

**Academic Competencies**

- Reading
- Writing
- Mathematics
- Science & Technology
- Communication-Listening & Speaking
- Critical & Analytical Thinking
- Basic Computer Skills

**Personal Effectiveness Competencies**

- Interpersonal Skills
- Integrity
- Professionalism
- Initiative
- Dependability & Reliability
- Adaptability & Flexibility
- Lifelong Learning

**Tools of the Competency Model Clearinghouse**

- Collection of Industry-Validated Competency Models
- Tool to Build and Customize a Competency Model
- Tool to Build a Career Ladder/Lattice
- User Guides with Background Info & Instructions
- Examples of Models in Action
- Database of Competency-Based Resources

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