Industry Competency Model Initiative

The Employment and Training Administration (ETA) collaborates with other Federal agencies and workforce development experts from industry, labor, and education to document the skills and competencies required in emerging and economically vital industries. The goal is to ensure that workers have the knowledge and skills needed for success in jobs with good pay and advancement opportunities. The industry models support workforce development efforts by serving as resources to:

- Identify employer skill needs in changing and emerging industries;
- Provide business services that support human resource functions such as recruitment, selection, and performance evaluation;
- Develop or evaluate a competency-based curriculum;
- Identify credential requirements for certifications and licensure; or
- Support career exploration and guidance.

The Web-based Competency Model Clearinghouse (CMC) provides ready access to these industry-validated models and a collection of resources to support their use.

Competency Model Clearinghouse

Search the *Resource Database* for links to competency models, work process schedules for registered apprenticeship, and examples of competency-based, industry-recognized credentials

Visit *Get Started* to learn more about competency models and the resources and tools available on the site

Visit *Industry Models* to view numerous competency models and building blocks models of foundational skills

Visit *Models in Action* to read about competency-based initiatives and innovative uses of competency models

Use the *Tools* to build or customize a model for a specific industry or geographic area or to develop a career ladder/lattice showing how credential attainment leads to upward mobility

www.CareerOneStop.org/CompetencyModel

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Industry Competency Models

Industry competency models are a resource for showing the cross-cutting competencies that are essential for success in an industry or industry sector. Industry competency models are based on a tiered Building Blocks framework. The pyramid-shaped graphic depicts how competencies become more specific as you travel up the tiers of the pyramid. The tiers of the model are divided into blocks representing the skills, knowledge, and abilities essential for successful performance in the industry or occupation represented by the model.

Each competency is described by key behaviors or by examples of the critical work functions or technical content common to an industry. A competency describes a behavior, but does not attempt to describe a level of performance, or competence. Not every worker in an industry needs the same level of performance in a competency area.

A *competency* is the 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.

Building Blocks Model
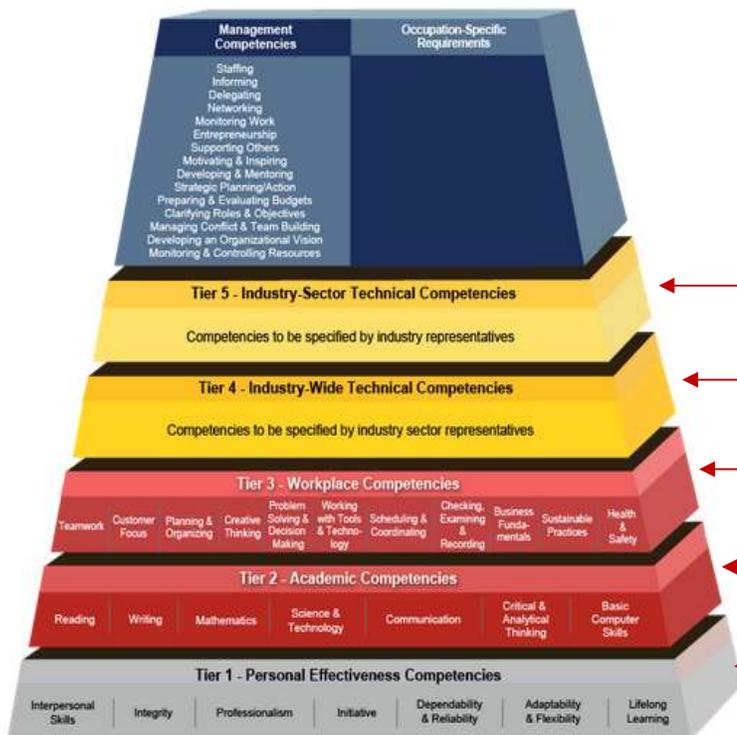
The upper tiers represent the specialization that occurs within specific *occupations* within an industry.

Information on occupational competencies is available through O*NET OnLine http://www.onetonline.org/.

Tier 5 contains competencies specific to a sector within an industry.

Tier 4 contains industry-wide competencies.

Tier 3 – Workplace Competencies represent motives and traits, as well as interpersonal and self-management styles.

Tier 2 – Academic Competencies include cognitive functions and thinking styles.

Tier 1 – Personal Effectiveness Competencies are often referred to as "soft skills".

Tiers 1 through 3 form the foundation competencies generally needed for entry and success for most jobs in the workplace. These competencies represent 'soft-skills' that most employers demand.

Tiers 4 and 5 show the cross-cutting industry-wide technical competencies needed to create career lattices within an industry wherein a worker can move easily across industry sub-sectors. Rather than narrowly following a single occupational career ladder, this model supports the development of an agile workforce.

Visit the Competency Model Clearinghouse www.CareerOneStop.org/CompetencyModel for more information.