Summary of Changes

Commercial and Industrial Construction

Competency Model

The Commercial and Industrial Construction Competency Model was updated in 2025 and 2019.

**April 2025 Update:**

Updates have been made on Tiers 1 and 2, to align with the new Building Blocks Model, including the addition of new digital literacy competencies.

**May 2019 Update:**

## Tier 1 – Personal Effectiveness Competencies

* No changes were made to the Tier 1 Competencies.

## Tier 2 – Academic Competencies

* Added key behavior description to *2.5 Communication – Visual and Verbal* block.

## 2.5 Communication – Visual and Verbal

* Added key behavior description under key behavior *2.5.1 Speaking and Listening*:
* Added key behavior description: 2.5.1.6 Ask questions or report problems or concerns to people in authority when information or procedures are unclear or need improvement, or when feeling unsafe or threatened in the workplace.

## Tier 3 – Workplace Competencies

* No changes were made to the Tier 3 Competencies.

## Tier 4 – Industry-Wide Technical Competencies

* Added key behavior and added and removed key behavior descriptions under *4.5 Health, Safety, and Security* block.

## 4.5 Health and Safety

* Added key behavior: *4.5.1 Maintaining a Healthy and Safe Environment.*
* Added key behavior descriptions under key behavior *4.5.1 Maintaining a Healthy and Safe Environment.*
  + Added key behavior descriptions:
    - 4.5.1.1 Take actions to ensure the safety of self and others, in accordance with established personal and jobsite safety practices
    - 4.5.1.2 Anticipate and prevent work-related injuries and illnesses
    - 4.5.1.3 Recognize common hazards and unsafe conditions that occur at work, their risks, and appropriate controls to address them
    - 4.5.1.4 Maintain a sanitary and clutter-free work environment
    - 4.5.1.5 Administer first aid or CPR if trained and summon assistance as needed
* Added and removed key behavior descriptions under key behavior *4.5.2 Personal Safety*.
  + Added key behavior descriptions:
    - 4.5.2.1 Engage in safety training
    - 4.5.2.2 Use equipment and tools safely
    - 4.5,2.6 Recognize how workplace risks can affect one’s life and one’s family
    - 4.5.2.7 Understand the legal rights of workers regarding workplace safety and protection from hazards
    - 4.5.2.8 Report injuries, incidents, and workplace hazards to a supervisor as soon as safely possible
    - 4.5.2.9 Contribute to discussions of safety concerns in the workplace, making suggestions as appropriate
  + Removed key behavior descriptions:
    - ~~4.5.2.4 Take actions to ensure the safety of self and others, in accordance with established personal and jobsite safety practices~~
    - ~~4.5.2.5 Anticipate and prevent work-related injuries and illnesses~~
    - ~~4.5.2.6 Recognize common hazards and unsafe conditions that occur at work, their risks, and appropriate controls to address them~~
    - ~~4.5.2.7 Follow organizational procedures and protocols for workplace emergencies, including safe evacuation, and emergency response~~
* Added and removed key behavior descriptions under key behavior *4.5.3 Safety Procedures*.
  + Added key behavior description: 4.5.3.1 Follow organizational procedures and protocols for workplace emergencies, including safe evacuation, and emergency response.
  + Removed key behavior descriptions:
    - ~~4.5.3.1 Engage in safety training~~
    - ~~4.5.3.3 Observe rules and regulation to comply with personal and jobsite safety standards~~
    - ~~4.5.3.4 Identify workplace/jobsite environmental hazards to promote workplace/jobsite safety~~

The Commercial and Industrial Construction Competency Model was updated in November 2017. The update focused solely on the health and safety-related competencies and is shown below.

## Tier 1 – Personal Effectiveness Competencies

* No changes were made to the Tier 1 Competencies.

## Tier 2 – Academic Competencies

* No changes were made to the Tier 2 Competencies.

## Tier 3- Workplace Competencies

* No changes were made to the Tier 3 Competencies.

## Tier 4- Industry-Wide Technical Competencies

* Added and removed key behavior descriptions to 4.5 Health, Safety, and Security block and updated existing key behavior description.

## 4.5 Health, Safety, and Security

* 4.5.1 Personal Safety
  + Added key behavior descriptions:
    - 4.5.1.2 Take actions to ensure the safety of self and others, in accordance with established personal and jobsite safety practices
    - 4.5.1.3 Anticipate and prevent work-related injuries and illnesses
    - 4.5.1.4 Recognize common hazards and unsafe conditions that occur at work, their risks, and appropriate controls to address them
    - 4.5.1.5 Follow organizational procedures and protocols for workplace emergencies, including safe evacuation, and emergency response
    - 4.5.1.8 Maintain a sanitary and clutter free-work environment
  + Deleted key behavior descriptions:
    - 4.5.1 Work to create a hazard free, accident free environment
* 4.5.2 Safety Procedures
  + Added key behavior descriptions:
    - 4.5.2.1 Engage in safety training
* 4.5.4 Regulatory Compliance
  + Edited key behavior descriptions:
    - 4.5.4.1 Comply with ~~governmental~~ federal, state, and local regulations; company health and safety policies; and applicable codes to establish a legal and safe workplace/jobsite