**Summary of Changes  
Heavy Highway Civil Construction  
Competency Model**

The Heavy Highway Civil 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 *4.4 Health and Safety* block.

# 4.4 Health and Safety

* Added key behavior: *4.4.1 Maintaining a Healthy and Safe Environment.*
* Added key behavior descriptions under key behavior *4.4.1 Maintaining a Healthy and Safe Environment.*
  + Added key behavior descriptions:
    - 4.4.1.1 Take actions to ensure the safety of self and others, in accordance with established personal and jobsite safety practices
    - 4.4.1.2 Anticipate and prevent work-related injuries and illnesses
    - 4.4.1.3 Comply with federal, state, and local regulations, and company health and safety policies
    - 4.4.1.4 Recognize common hazards and unsafe conditions that occur at work, their risks, and appropriate controls to address them
    - 4.4.1.5 Maintain a sanitary and clutter-free work environment
    - 4.4.1.6 Administer first aid or CPR if trained and summon assistance as needed
* Added and removed key behavior descriptions under key behavior *4.4.2 Personal Safety*.
  + Added key behavior descriptions:
    - 4.4.2.1 Engage in safety training
    - 4.4.2.2 Use equipment and tools safely
    - 4.4.2.6 Recognize how workplace risks can affect one’s life and one’s family
    - 4.4.2.7 Understand the legal rights of workers regarding workplace safety and protection from hazards
    - 4.4.2.8 Report injuries, incidents, and workplace hazards to a supervisor as soon as safely possible
    - 4.4.2.9 Contribute to discussions of safety concerns in the workplace, making suggestions as appropriate
  + Removed key behavior description: ~~4.4.2.4 Work to create a hazard free, accident free environment~~
* Added and removed key behavior descriptions under key behavior *4.4.3 Safety Procedures*.
  + Added key behavior description: 4.4.3.1 Follow organizational procedures and protocols for workplace emergencies, including safe evacuation and emergency response.
  + Removed key behaviors:
    - ~~4.4.3.2 Observe rules and regulations to comply with personal and jobsite safety standards~~
    - ~~4.4.3.3 Identify workplace/jobsite environmental hazards to promote workplace/jobsite safety~~