

Industry Competency Model Initiative

Challenge and Strategic Solution

In the 21st century global economy, industries in the United States must continually transform and innovate. The workforce must continually learn and adapt to new skill requirements for American businesses to remain competitive. This challenge demands that skills necessary for workplace success be clearly articulated by business and industry, and fully understood by educators, career guidance professionals, and the workforce system. In response to this challenge ETA and industry partners collaborate to develop and maintain dynamic models of the foundation and technical competencies that are necessary in economically vital industries and sectors of the American economy. The goal of the effort is to promote an understanding of the skill sets and competencies that are essential to educate and train a globally competitive workforce.

The models serve as a resource to inform discussions among industry leaders, educators, economic developers, and public workforce investment professionals as they collaborate to:

- Identify specific employer needs
- Develop competency-based curricula and training models
- Develop industry-defined performance indicators and skill standards
- Develop assessment and testing instruments

Supporting Talent Development

By supporting the role of industry in developing competency model frameworks, ETA seeks to:

- Be a catalyst for convening industry leaders, education partners, and workforce professionals to develop competency models;
- Give education and training providers a framework for preparing workers with 21st century skills;
- Inform federal investments in education and training activities;
- Promote the portability of credentials; and
- Prevent future duplication of effort by sharing research and information.

Competency Model Clearinghouse

In its role as information broker, ETA has developed a Web site that provides: information about and access to industry competency models, tools to build competency models and career ladders/lattices, and a database of competency-based resources – such as skill standards, competency-based curriculum, assessments, and certifications. For additional information, visit the Competency Model Clearinghouse at www.careeronestop.org/CompetencyModel.



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Competency Model

[Home](#) > Competency Model

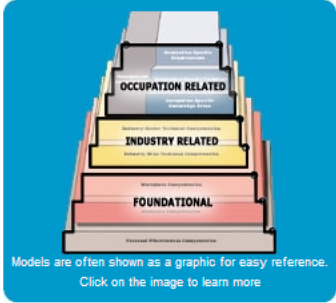
Competency Models-
Building Blocks for Talent Development

Discover...
Emerging industry skill needs
Tools to develop competency models

Resources for...
Curriculum development
Career pathways
Skill based job descriptions

Competency Model Clearinghouse

Statistical Process Control
GIS Mapping
Enterprise Resource Planning



- High Growth Industry Models**
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What are they?
How are they used?
Webinars
- Find Resources**
Certifications
Apprenticeship
Curriculum
- Using Competency Models**
Talent Development
Career Pathways
Education for a 21st Century Workforce
- Build a Model**
Competency Model
Career Ladder/Lattice
- What's New**

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EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

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The Building Blocks Model

A *competency model* is a collection of competencies that taken together define successful performance in a particular work setting. Developed for specific jobs, job groups, organizations, occupations or industries, models typically include: competency names and definitions; descriptions of activities or behaviors associated with each competency; and a graphic diagram of the model. In support of the industry model initiative modeling experts developed a single reference source - a set of "building blocks" for competency model development.

The Building Blocks model is depicted in a graphic consisting of nine tiers. The arrangement of the tiers in a pyramidal shape is not meant to imply that competencies at the top are at a higher level of skill. The model's shape represents the increasing specificity in the application of skills as you move from Personal Effectiveness at the base through the Occupational Competencies at the top.

Foundation Competencies (Tiers 1-3) - the foundation needed to be ready to enter the workplace.

Tier 1 -Personal Effectiveness Competencies often referred to as "soft skills," represent motives and traits as well as interpersonal and self-management styles. Generally learned in the home or community, and reinforced and honed at school and in the workplace, they are shown below the pyramid. They represent personal attributes that may present some challenges to teach or assess.

Tier 2 - Academic Competencies include cognitive functions and thinking styles. Primarily learned in a school setting Academic competencies apply to many industries and occupations.

Tier 3 - Workplace Competencies represent those skills and abilities that allow individuals to function in an organizational setting. They generally are applicable to a large number of occupations and industries.

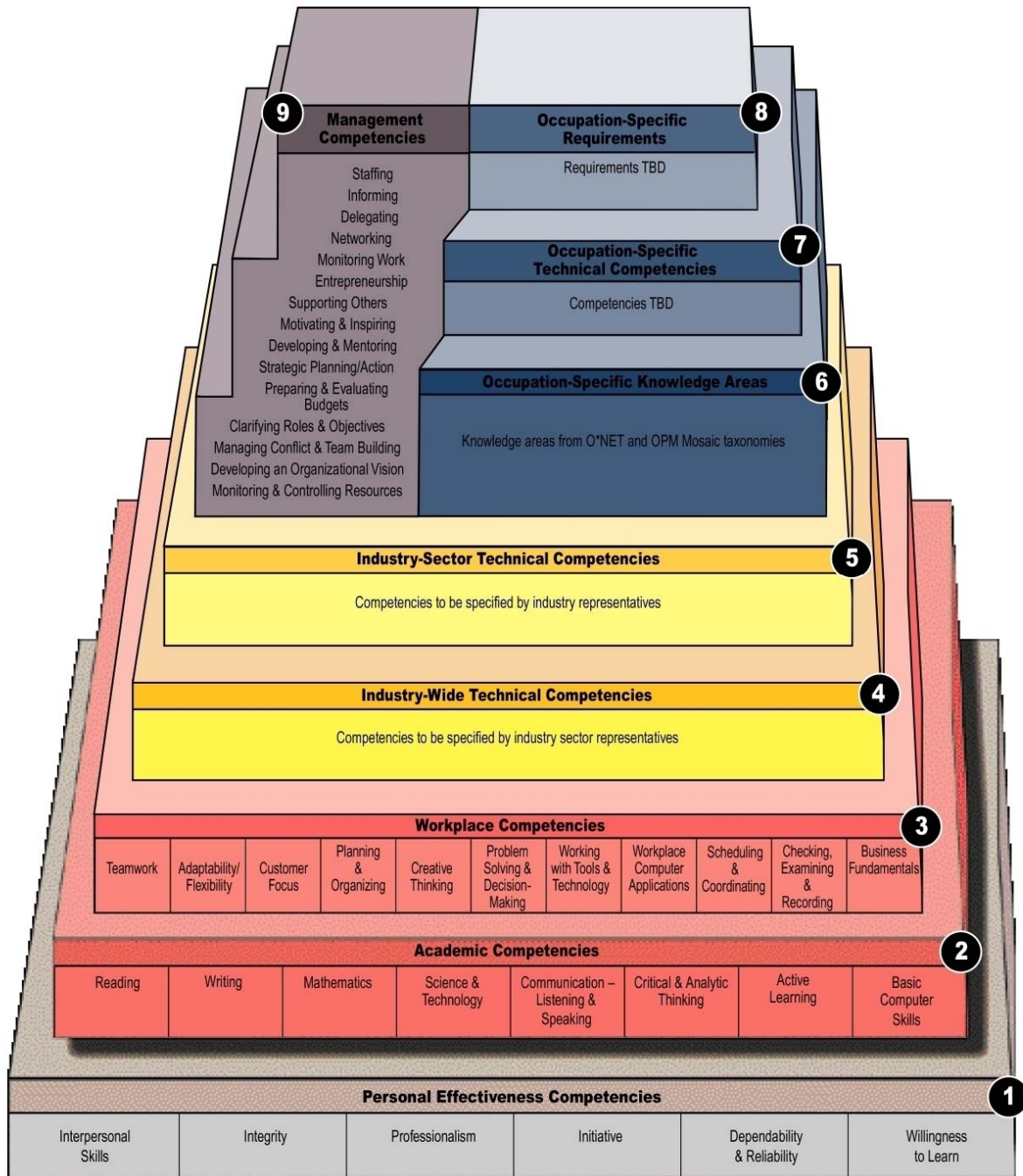
Industry Competencies (Tiers 4-5) knowledge and technical skills specific to an industry or industry sector. These competencies remain undefined in the building block model. They are developed as part of the industry competency model development process.

Occupational Competencies (Tiers 6 through 9) represent the specialized knowledge and skills needed for successful performance in an occupational area. Information on occupational competencies is available through O*NET OnLine at <http://online.onetcenter.org> .



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Building Blocks Model



For additional information visit

http://www.careeronestop.org/competencymodel/pyramid_definition.aspx

