



Competency Frameworks

Microcredentials – Competencies at the Core

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Agenda

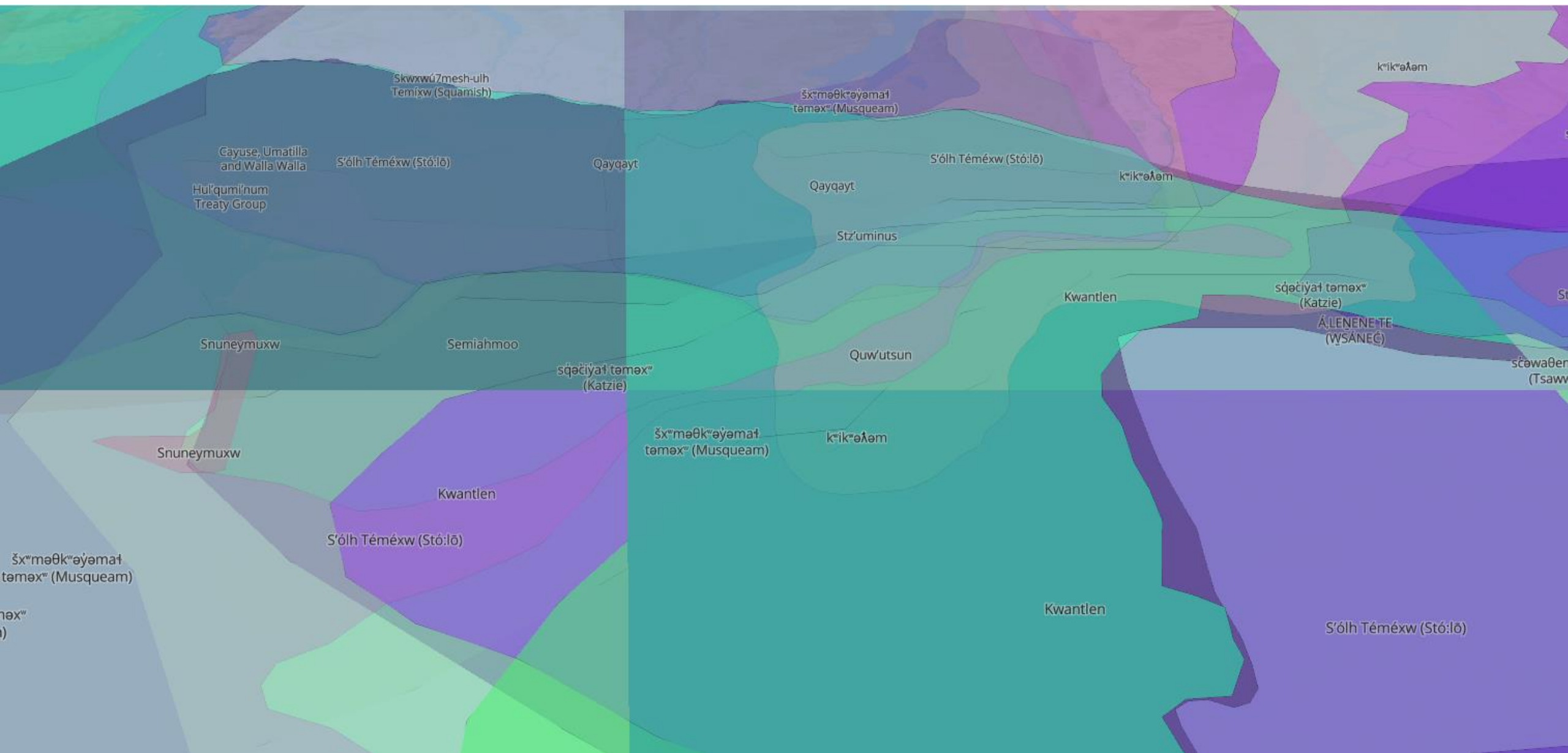
Scene setting

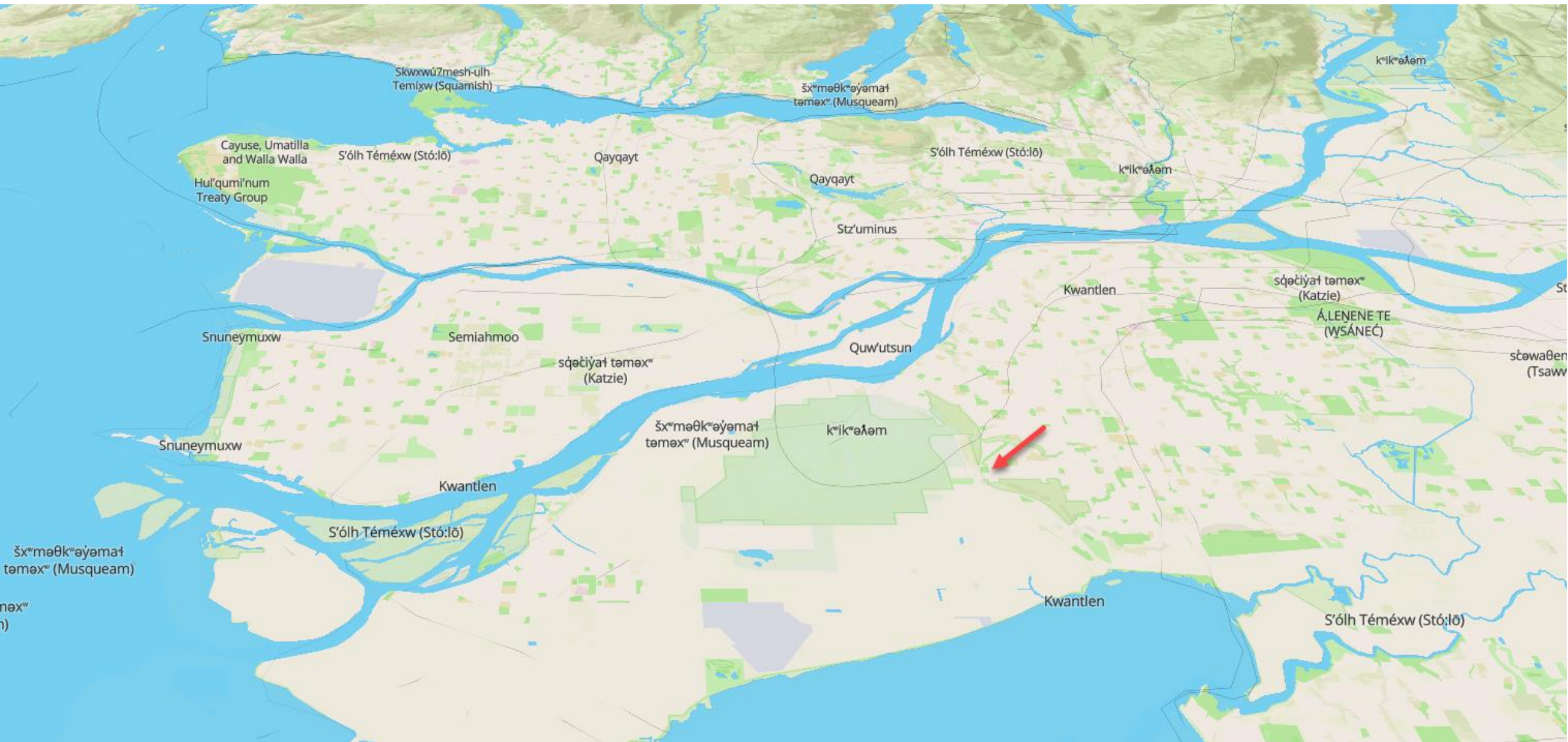
About Competency Frameworks

Competencies, Activities, and Roles

Competencies and Credentials

Finding and Leveraging Competencies and Frameworks







JOB ROLES MICRO-CREDENTIALS
OPEN VALUES PROFESSIONAL DESIGNATIONS
RESPONSIBILITIES KNOWLEDGE CAREER DEVELOPMENT
EDUCATION **COMPETENCY** SKILLS
WORKFORCE DEVELOPMENT STANDARDS FRAMEWORK
BEHAVIOURS **TOOLKIT** TALENT MANAGEMENT
CERTIFICATIONS ATTITUDES WORKPLACE
PERFORMANCE MANAGEMENT
ASSESSMENT TRAINING OCCUPATIONS
PERSONAL CHARACTERISTICS PROFICIENCY

Language

Competence (noun) / competent (adjective)

- The ability to do something successfully or efficiently

Competency (pl. competencies) – (noun)

- The specific and measurable combination of knowledge, skills and attributes that result in the performance of an activity or task to a defined level of expectation or performance standard.

What is a Competency Framework?

- Knowledge, Skills, Attributes and related Activities required for individuals or groups of individuals
- Usually presented in the context of an occupation or workforce sector



Competencies



Described in terms of
observable behaviours
(performance criteria)

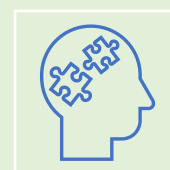


Include Knowledge, Skills
and Attributes required
to complete activities

Activities



Described in terms of
process (tasks)



Reference competencies
required to complete the
activity or tasks

Example: Prepare a Meal

Competencies

Use recipes to prepare food

Use kitchen tools and equipment

Use cooking and baking methods

Follow safe work practices

Follow safe food handling procedures

Activities/Tasks

Find the recipe(s)

Gather the ingredients

Prepare the dish(es)

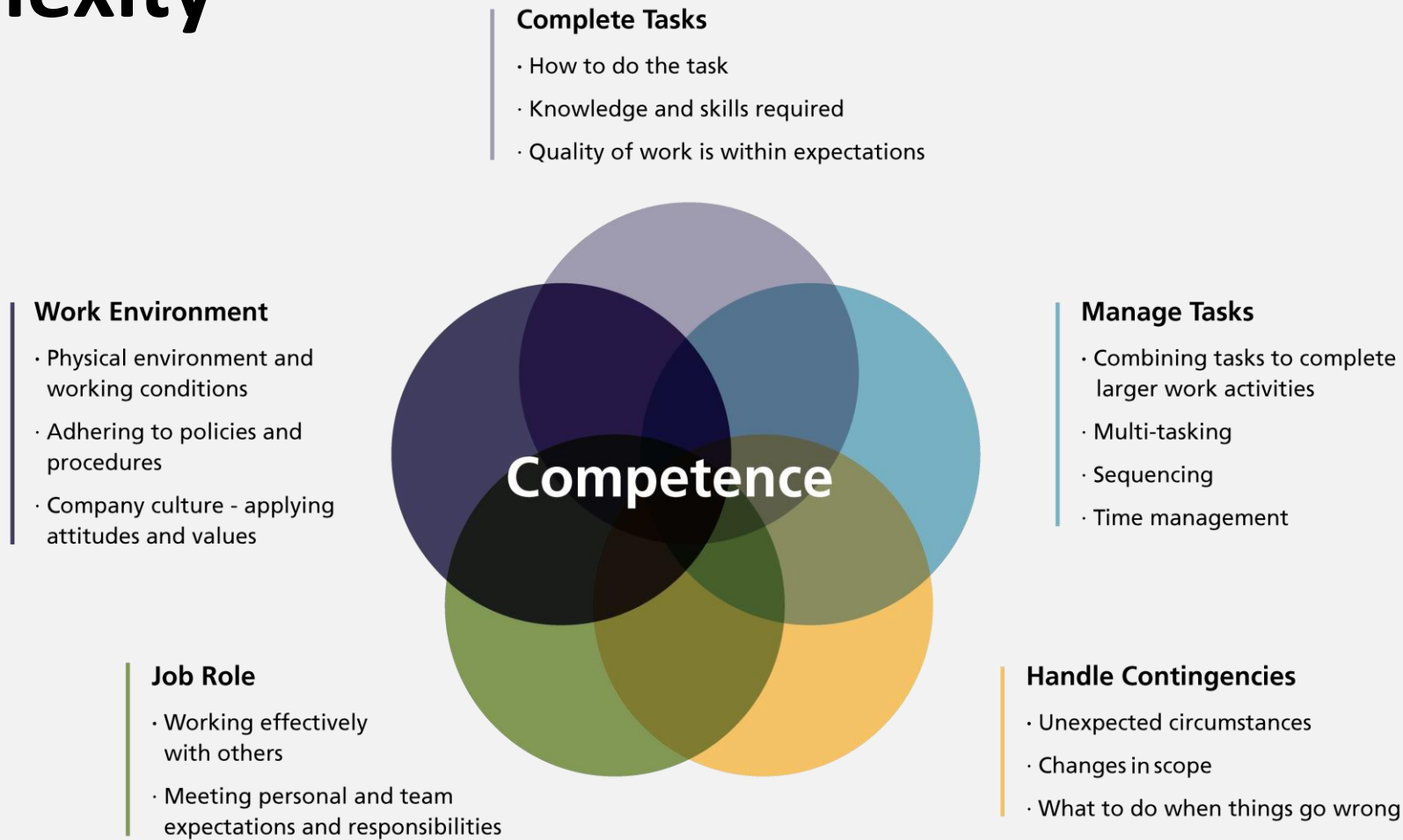
Set the table

Serve the food

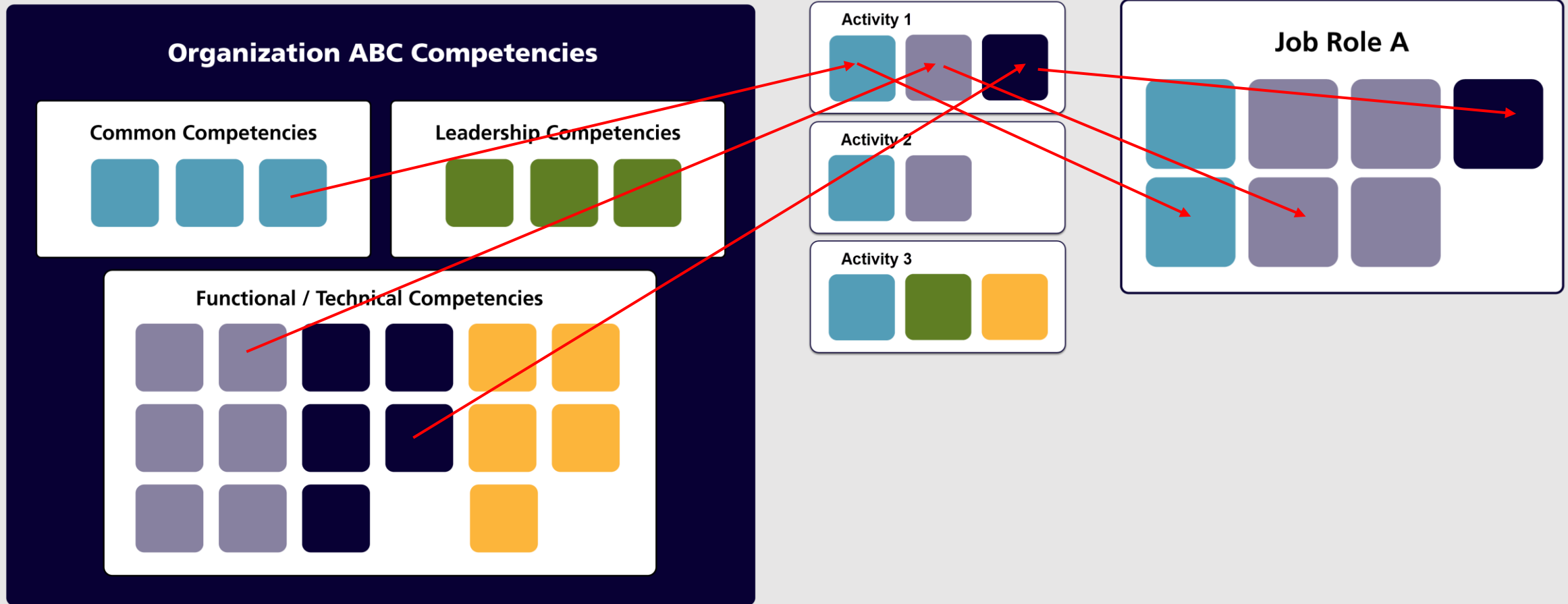
Clear the table

Clean up in the kitchen

Complexity



Competencies, Activities, and Roles



Competencies, Activities, and Roles

Job Title

- Description of **ROLE**

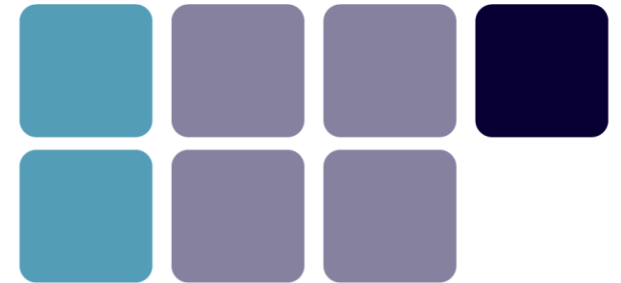
Responsibilities

- List of **ACTIVITIES**

Qualifications

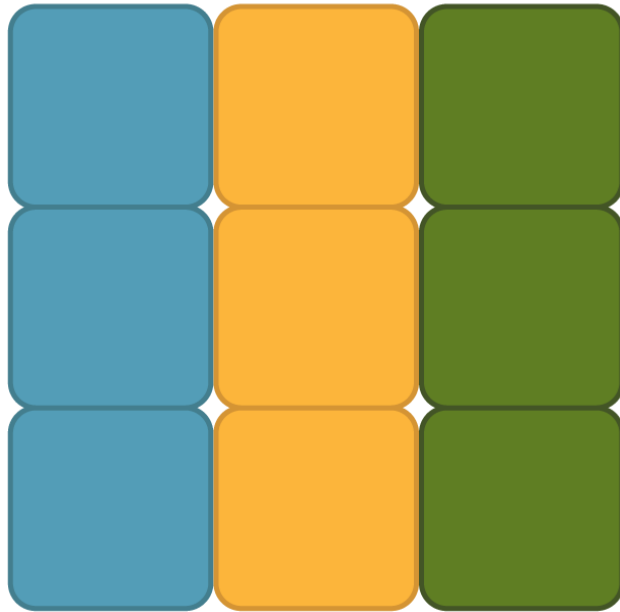
- List of **COMPETENCIES**
- Required **EDUCATION**

Job Role A

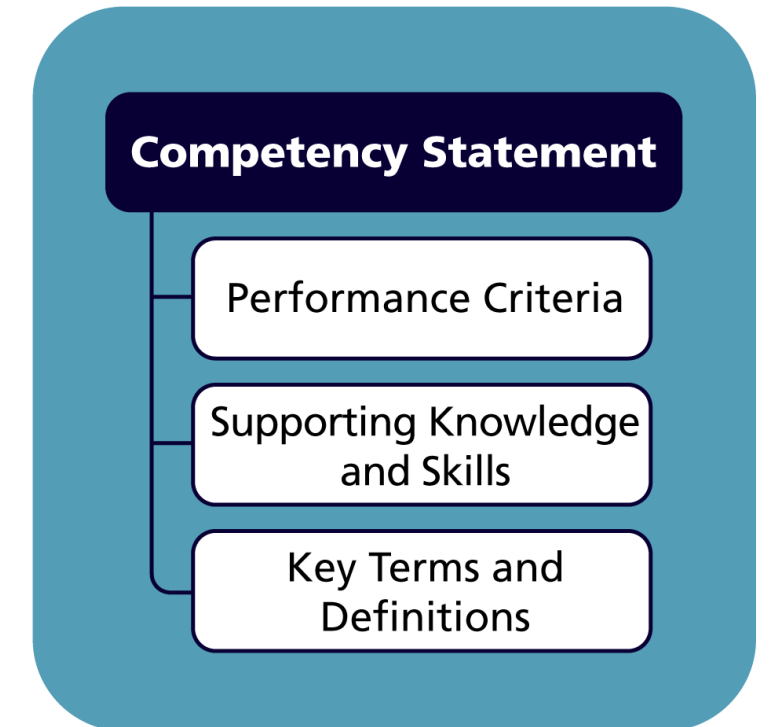


What is a competency?

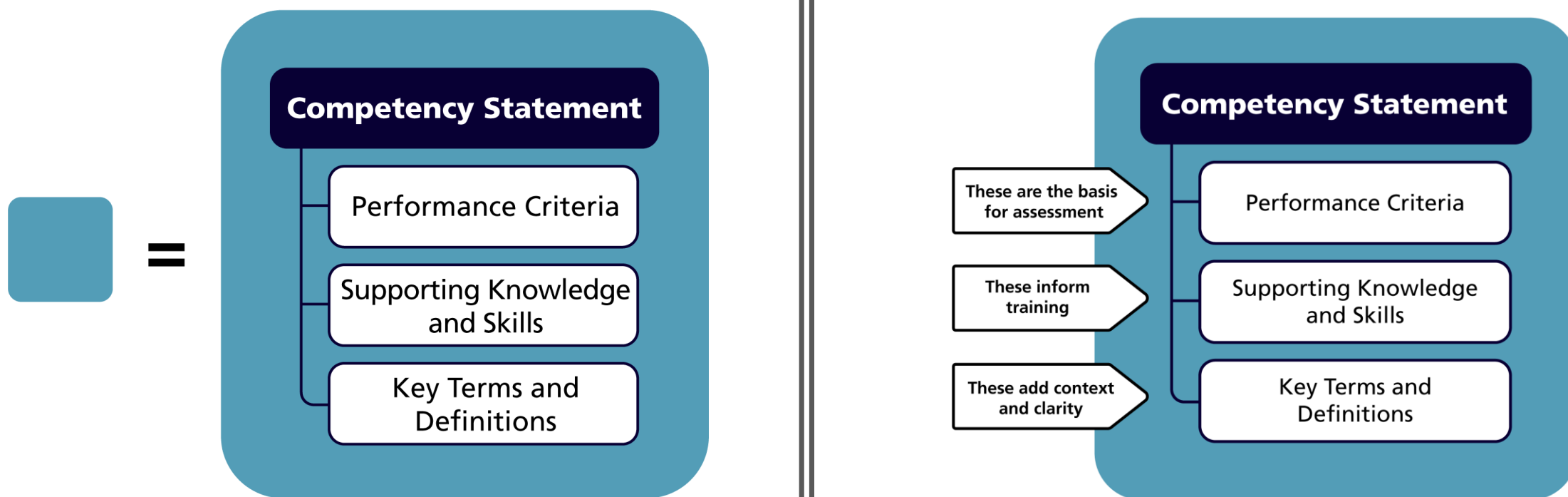
Competency Framework



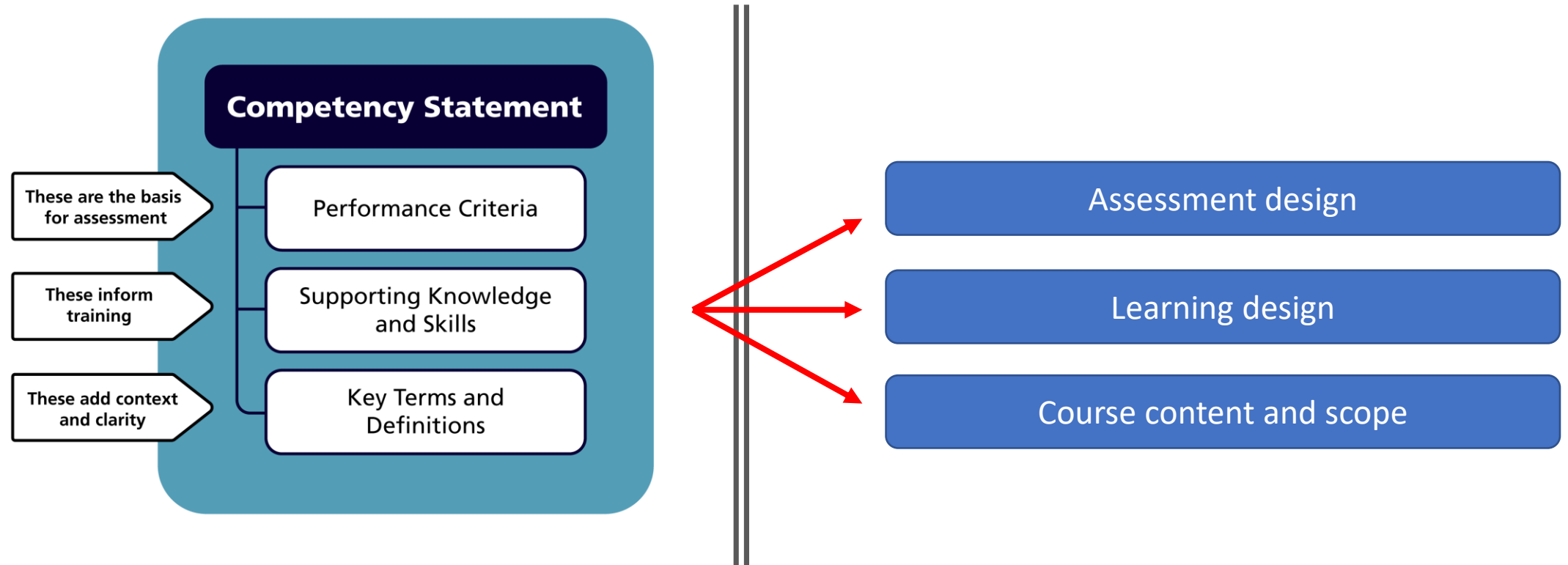
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Relating competencies to credentials

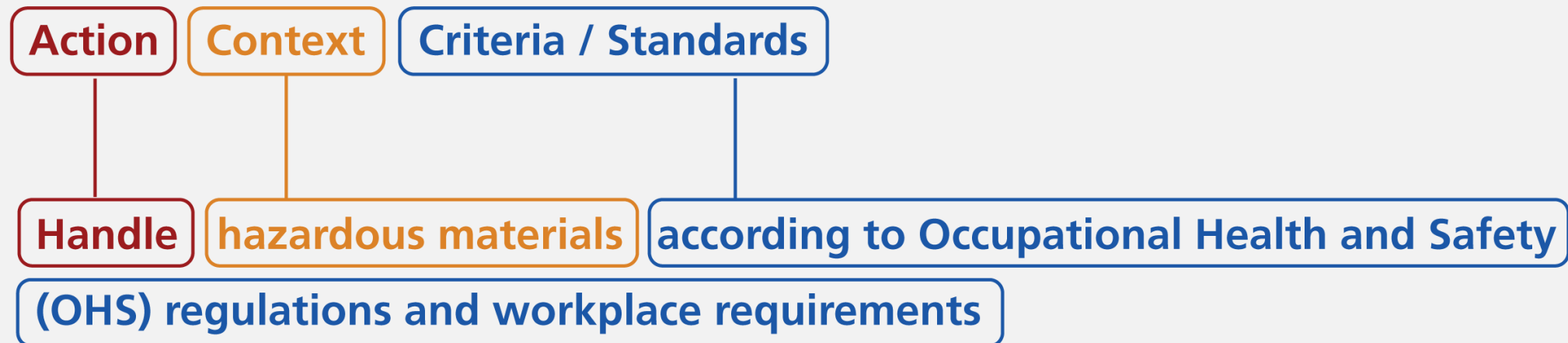


Relating competencies to credentials



Construction of a Competency Statement

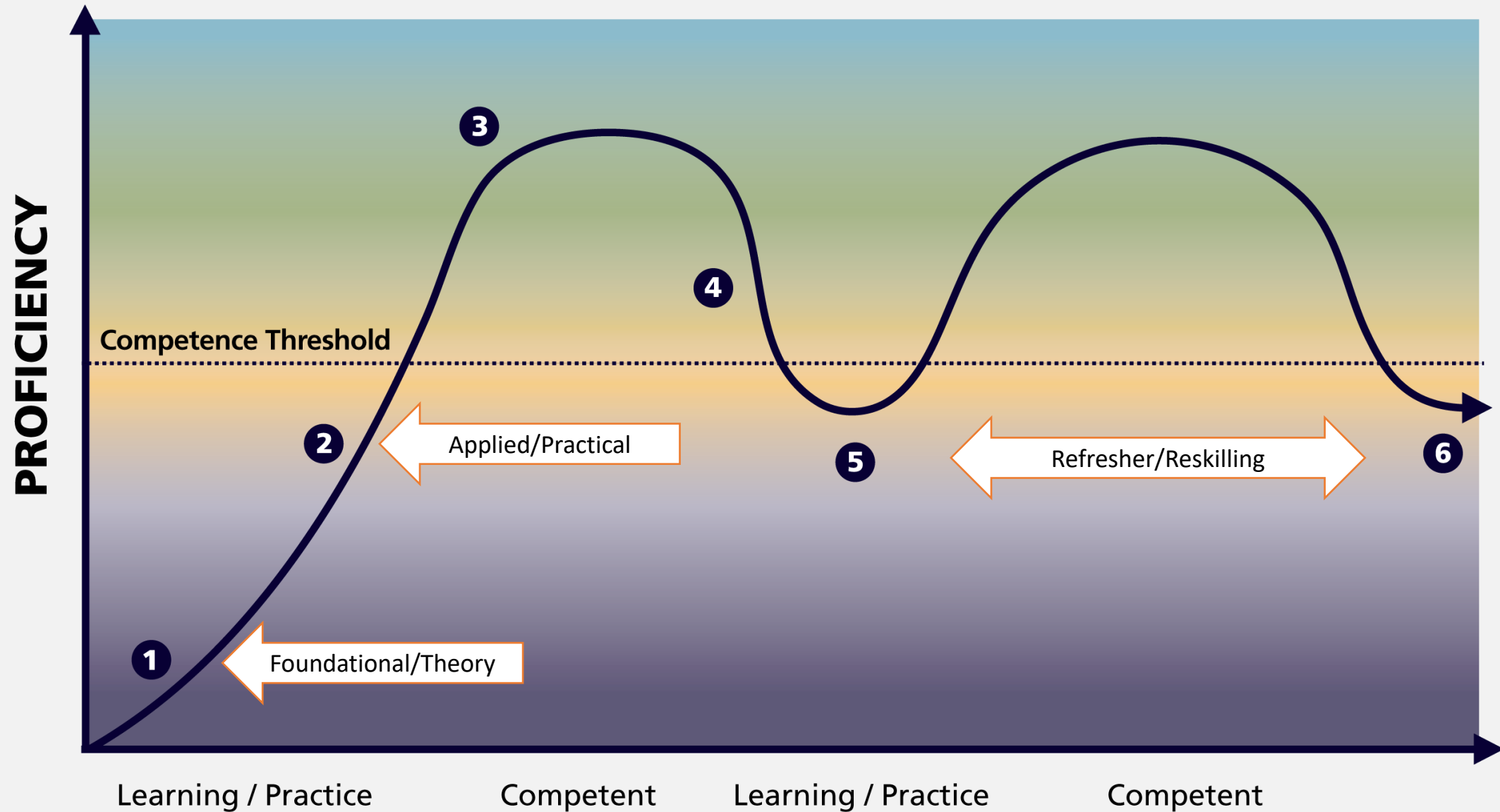
Format: Always begins with a **concrete action verb** (eg. does X in order to Y)



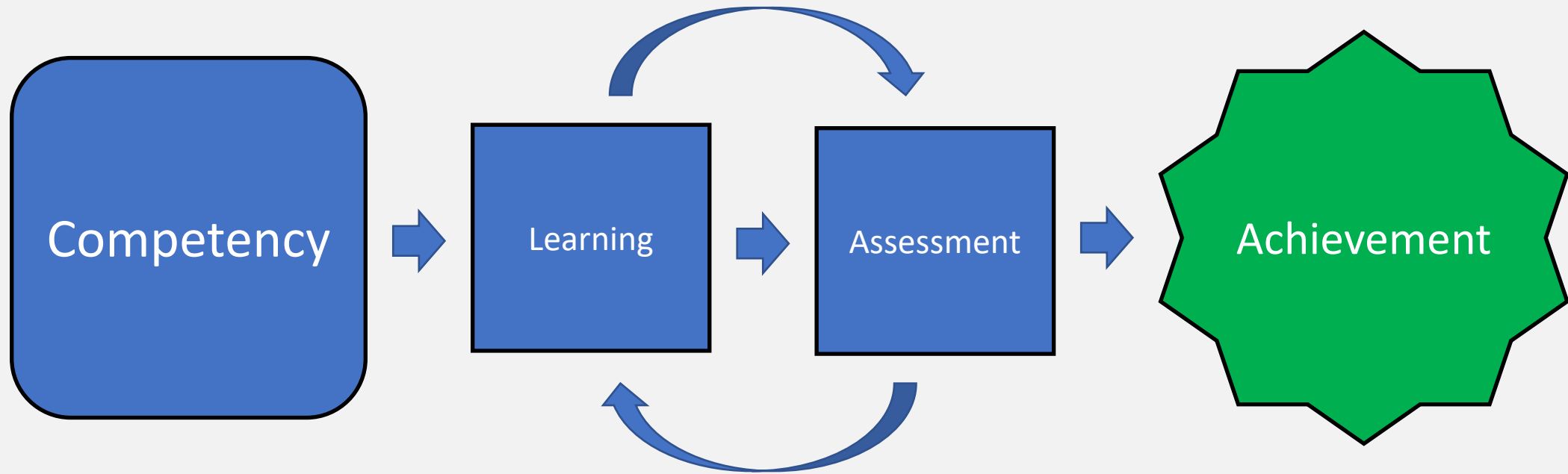
Competencies and Learning Outcomes

- 1. Competencies describe what someone can do, but not how the competency was developed (i.e. *A competent individual can...*)**
Learning outcomes describe what someone can do **as a result of a learning activity** (i.e. *Upon completion of this course, the learner will be able to...*)
- 2. Competencies can be developed through formal learning or not.**
The purpose of a competency is to describe a desired level of performance/ability in relation to activities. Someone may be able to demonstrate the competency without a learning intervention, through self-directed learning and repetitive practice. Learning outcomes *always* include a learning intervention.

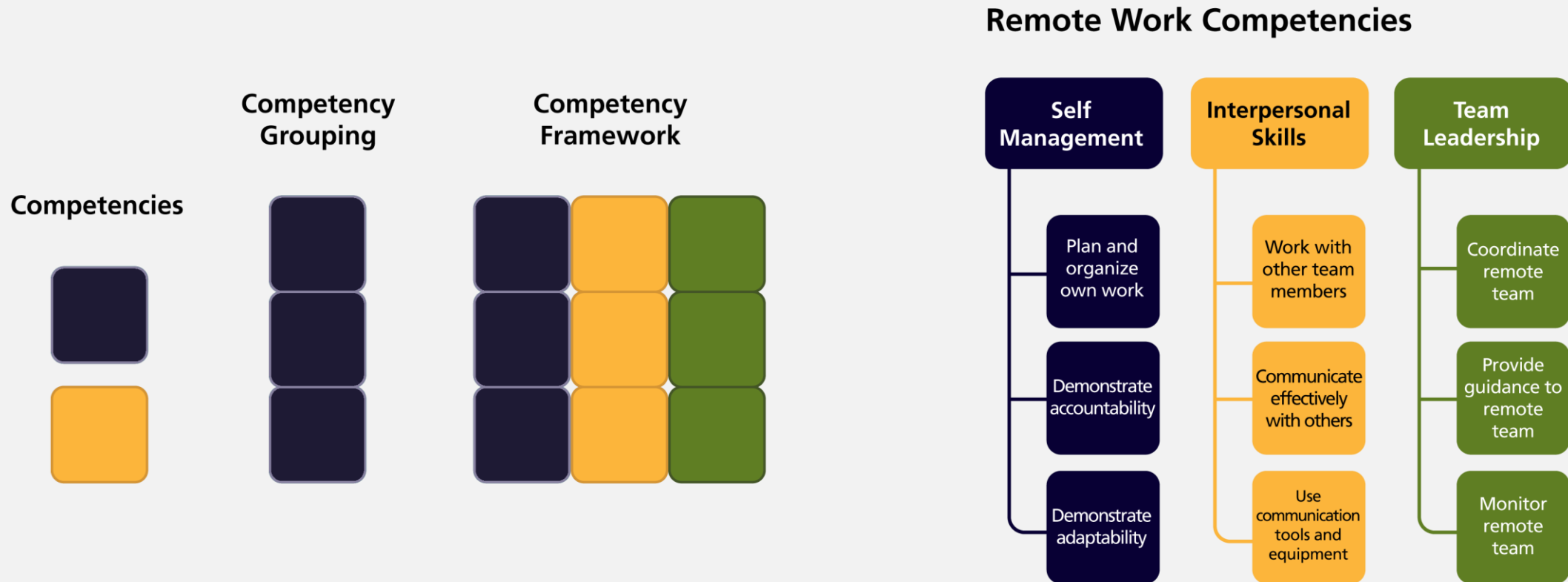
SKILL PROGRESSION OVER TIME



Relating competencies to credentials



Connections to Micro-Credentials



Where to find competency frameworks?

Professional associations/regulators

Industry sectors

Governments

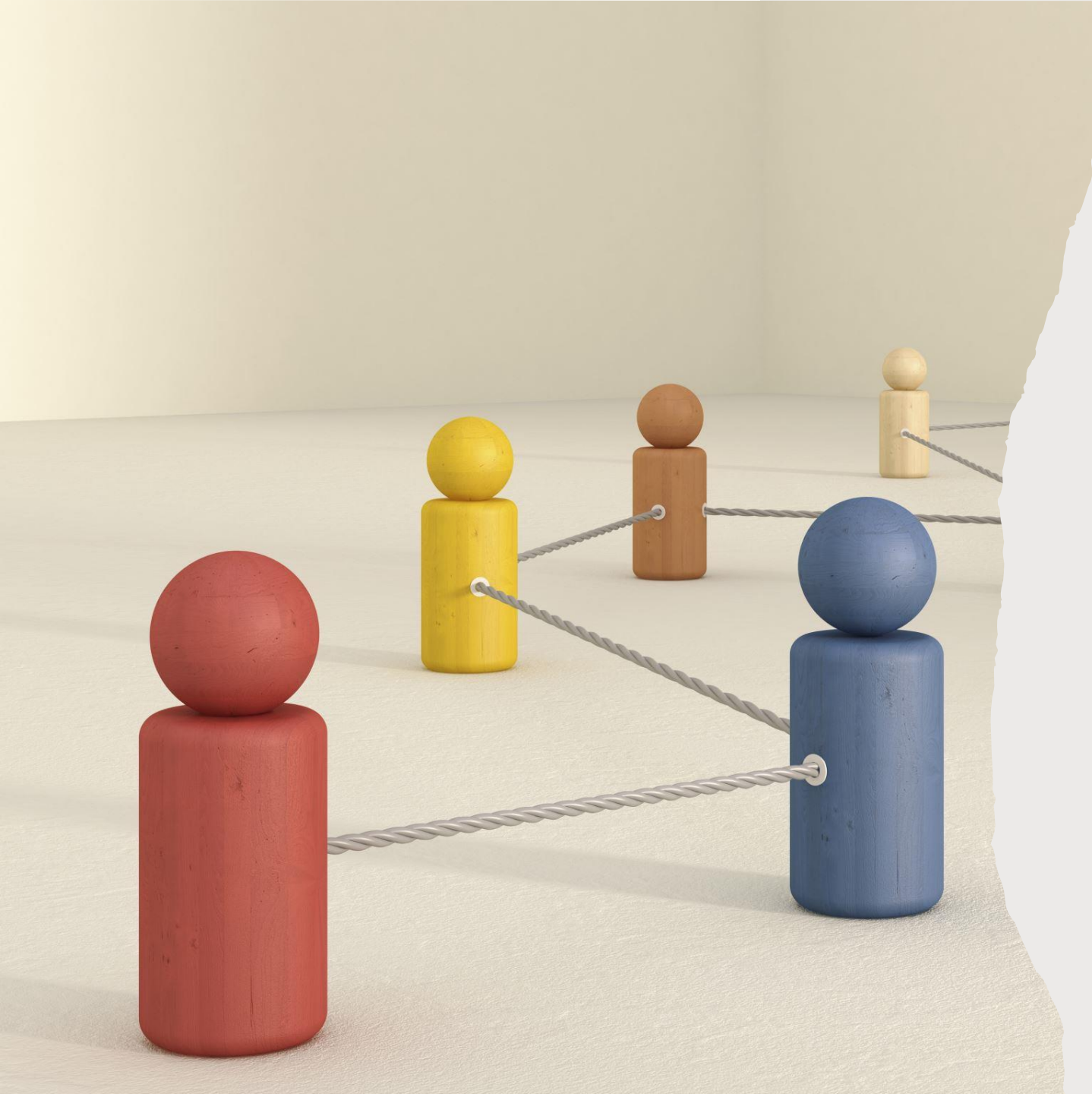
Large organizations

Create your own!

Barriers to leveraging competency frameworks

- Paywalls/Licensing
- Static documents
- Different terminology/context
- Too many frameworks – or not enough?
- ????



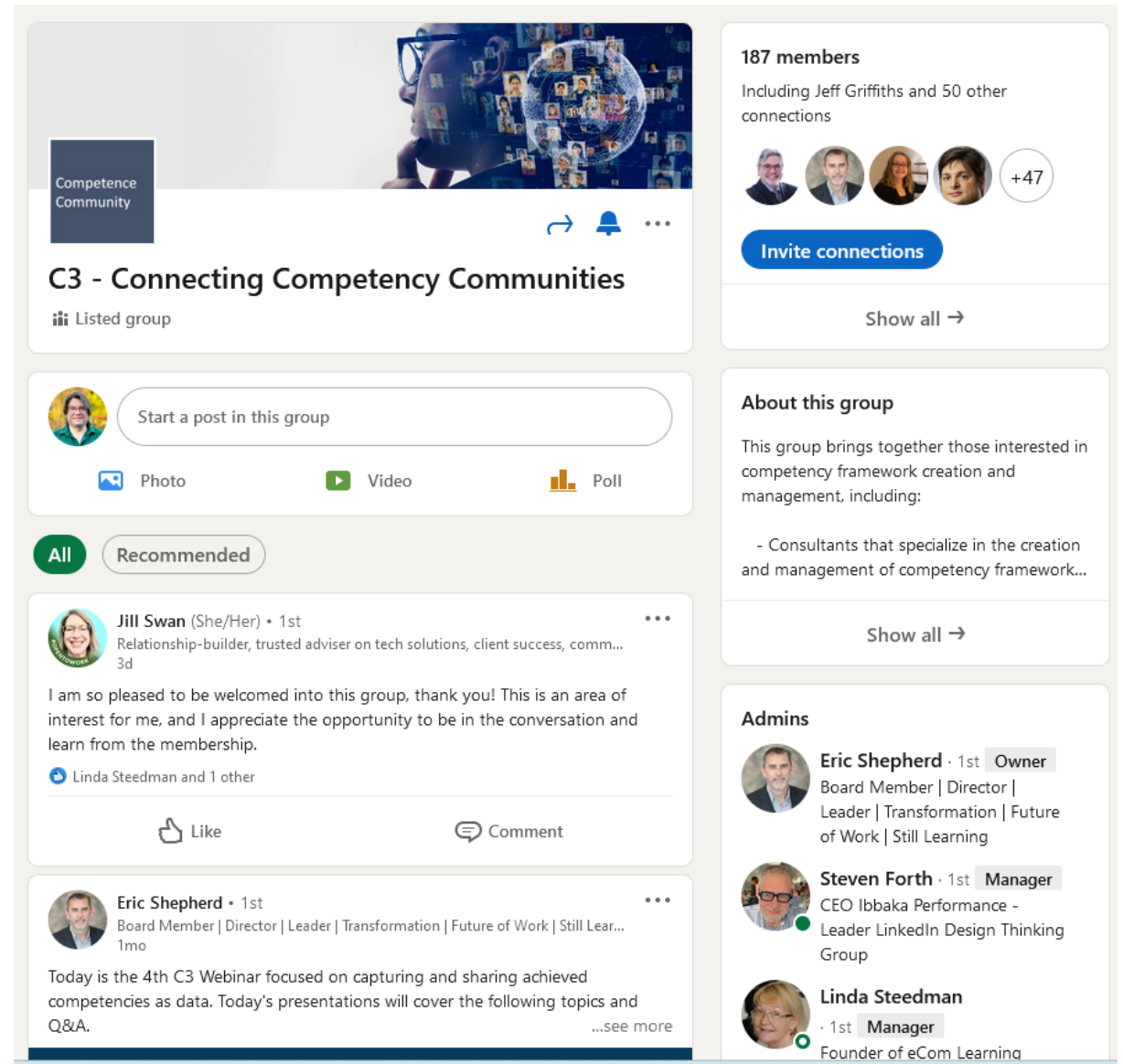


Solutions

- More connected frameworks
- Greater collaboration
- Interoperability (language, standards, data models, etc.)
- OPEN LICENSING!!

C3 LinkedIn Group

- <https://www.linkedin.com/groups/13926066/>



The screenshot displays the LinkedIn group page for "C3 - Connecting Competency Communities". The header features a blue banner with a globe icon and the group name. Below the banner, the group is identified as a "Listed group" with 187 members. A section titled "About this group" describes its purpose: bringing together those interested in competency framework creation and management, including consultants specializing in this field. The "Admins" section lists three individuals: Eric Shepherd (Owner), Steven Forth (Manager), and Linda Steedman (Manager). The main content area shows two posts. The first post by Jill Swan, dated 3 days ago, expresses her excitement about joining the group. The second post by Eric Shepherd, dated 1 month ago, announces the 4th C3 Webinar focused on capturing and sharing competencies as data.

C3 - Connecting Competency Communities
Listed group

187 members
Including Jeff Griffiths and 50 other connections

Invite connections

Show all →

About this group
This group brings together those interested in competency framework creation and management, including:
- Consultants that specialize in the creation and management of competency framework...

Show all →

Admins
Eric Shepherd · 1st Owner
Board Member | Director | Leader | Transformation | Future of Work | Still Learning
Steven Forth · 1st Manager
CEO Ibbaka Performance - Leader LinkedIn Design Thinking Group
Linda Steedman · 1st Manager
Founder of eCom Learning

Jill Swan (She/Her) · 1st
Relationship-builder, trusted adviser on tech solutions, client success, comm...
3d
I am so pleased to be welcomed into this group, thank you! This is an area of interest for me, and I appreciate the opportunity to be in the conversation and learn from the membership.
Linda Steedman and 1 other

Eric Shepherd · 1st
Board Member | Director | Leader | Transformation | Future of Work | Still Lear...
1mo
Today is the 4th C3 Webinar focused on capturing and sharing achieved competencies as data. Today's presentations will cover the following topics and Q&A.
...see more



Discussion and questions



