

Competency is the capability to apply a set of related **knowledge, skills, and abilities** to successfully perform functions or tasks in a defined work setting. Competencies often serve as the basis for skill standards that specify the level of knowledge, skills, and abilities needed for success, as well as potential measurement criteria for assessing competency attainment.

A **Competency Model** is a collection of competencies that together define successful performance in a particular work setting. It's the foundation for important HR functions such as recruitment and hiring, training and development, and performance management. Competencies can be developed for specific jobs, job groups, organizations, occupations, or industries.

Effective use of profiles and competencies provides a common language to describe talent throughout the organization. This language allows stakeholders to have productive conversations in areas such as skills gaps, performance management, talent acquisition, leadership development, and the like.



TOOLING U-SME COMPETENCY FRAMEWORK

IN RESPONSE TO REQUESTS FROM CUSTOMERS AND AN OVERALL GAP IN THE MARKETPLACE, WE WORKED WITH INDUSTRY LEADERS IN MANUFACTURING FROM CORPORATIONS AND ACADEMIA TO IDENTIFY WHAT FUNCTIONAL AREAS AND JOB ROLES WERE NEEDED. WE THEN IDENTIFIED THE KNOWLEDGE AND SKILLS REQUIRED FOR AN EMPLOYEE TO BE SUCCESSFUL IN EACH ROLE.

Benefits of the Competency Model

Why Competencies?

Competencies:

- Ensure enterprise-wide consistency, making your workforce more flexible and dynamic, and ultimately reducing labor costs.
- Streamline the training process and cut costs by eliminating unnecessary/redundant training and allowing more training on true needs.
- Help managers to easily evaluate worker performance levels using behavioral indicators, reducing subjective assessment.
- Enhance employee satisfaction based on the rationality of the system.
- Define and explain to an average performer what they need to attain in order to become a superior performer.

Why these Competency Models?

- They offer stronger workforce performance for companies and career growth for employees.
- They help companies combat the increasing talent shortage and achieve stronger performance from their workforce, while providing career growth opportunities for their employees.
- They are fully customizable based on each organization's needs.
- They are designed to improve manufacturing education to boost morale, keep people employable and productive, and improve their credentials.
- They complement other industry models in the market.

Training Resources

All of our relevant training resources are mapped to the knowledge and skill objectives (elements) for each competency model. Our resources provide instant curriculum design for companies to quickly initiate competency-based programs.