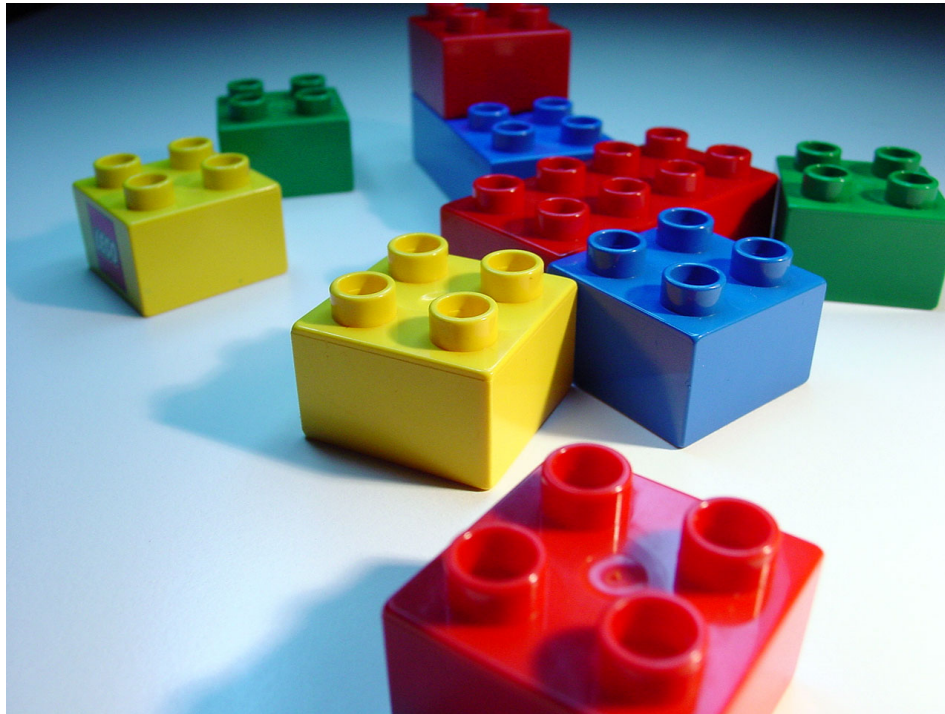


Competency Frameworks

An international best practice



Jeff Griffiths

Janet Lane

GRIFFITHS SHEPPARD

Purpose | People | Process | Performance

“Competency as a Corporate Asset”

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Strategic Thinking
Smart Public Policy
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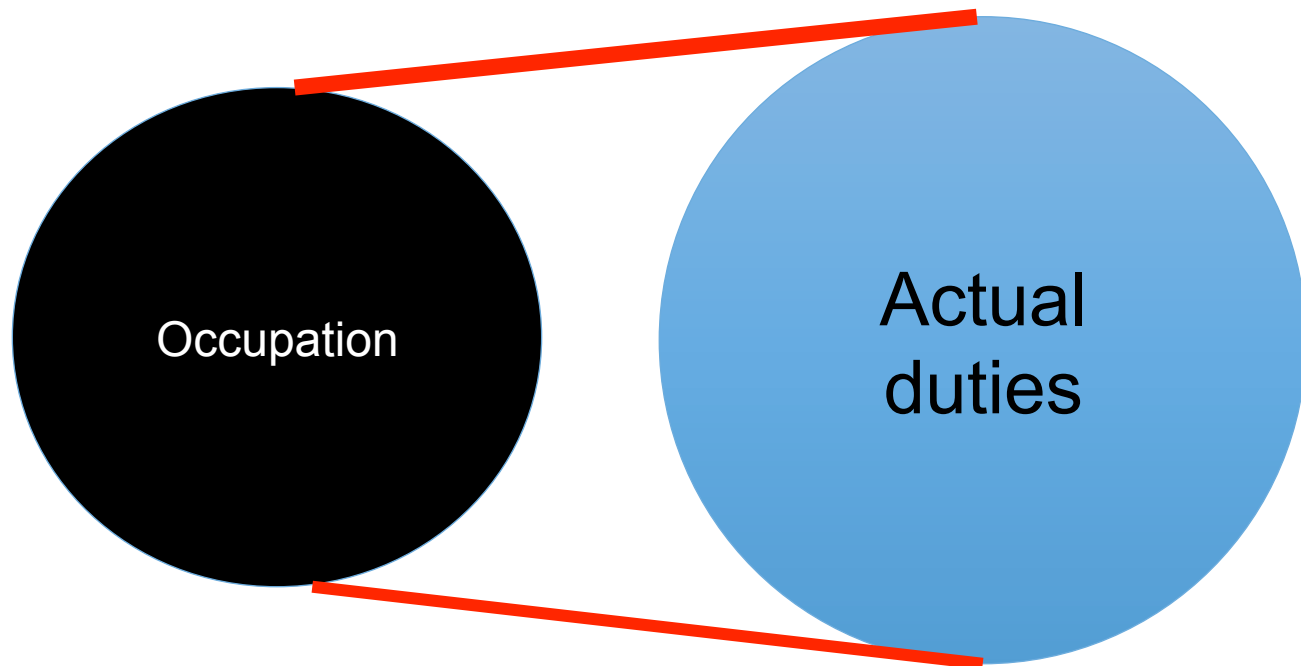


***... a Canadian
skills/ competency/
qualification framework***

***A critical piece that
we're missing!***



- No one does EVERYTHING that's part of their occupation
- There are LOTS of things that people do that AREN'T part of their occupation
- There's a lot of variation in proficiency among individuals with the same credential



Up to 50% of what people were doing wasn't part of their occupational description









*The Association of Science
and Engineering Technology
Professionals of Alberta*

jobickle



Competent employees contribute to:

- Safer workplaces
- Higher quality and less rework
- Improved productivity
- Lower overall costs and increased competitiveness

Canada needs a system of competency frameworks because:

We do a terrible job of ...

Matching formal education and apprenticeships to competencies required by the job.

Canada needs a system of competency frameworks because:

We do a terrible job of ...

Recognizing skills people have built since they were in school

Canada needs a system of competency frameworks because:

We do a terrible job of ...

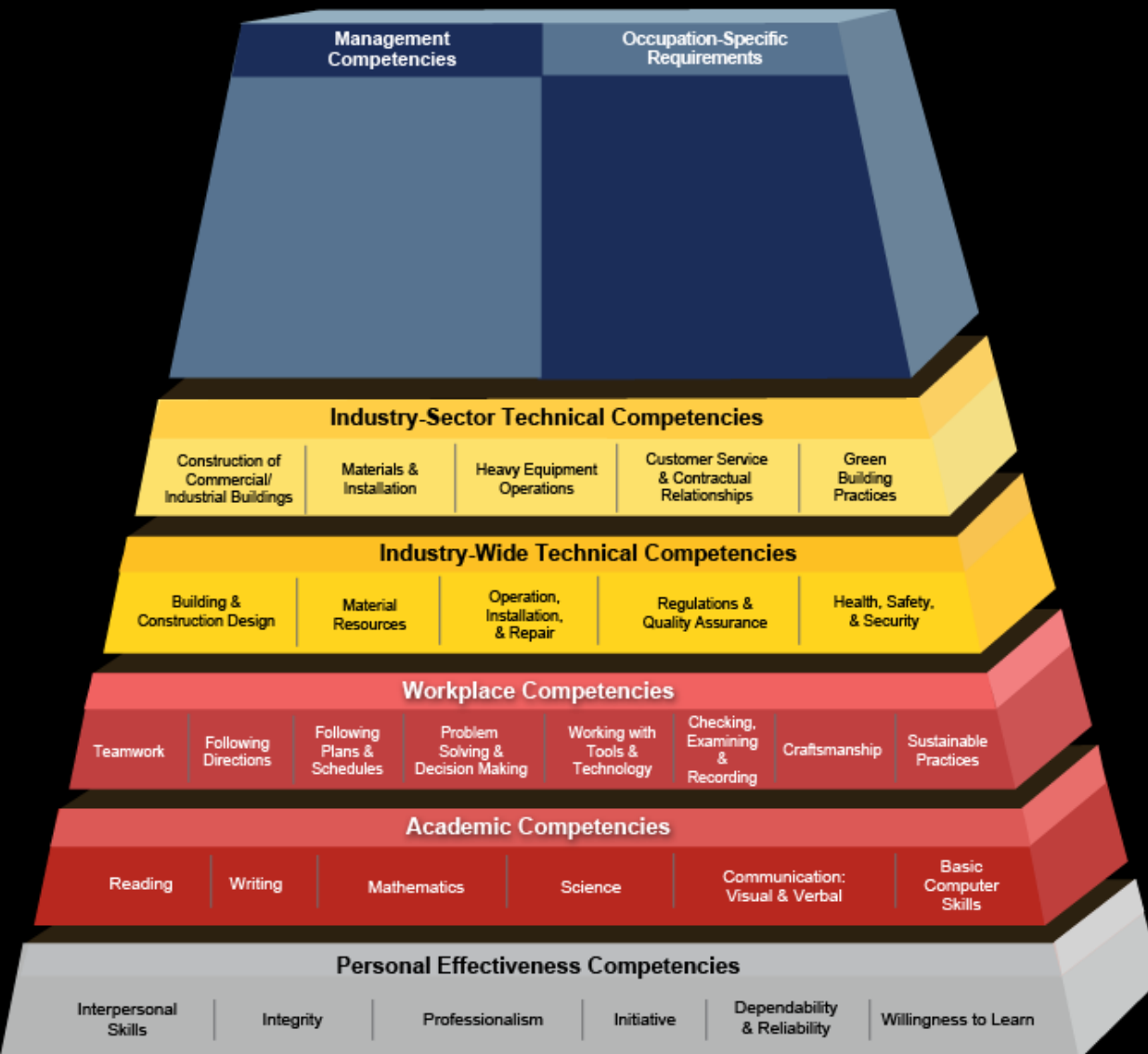
Helping employers to articulate what skills they need.

Canada needs a system of competency frameworks because:

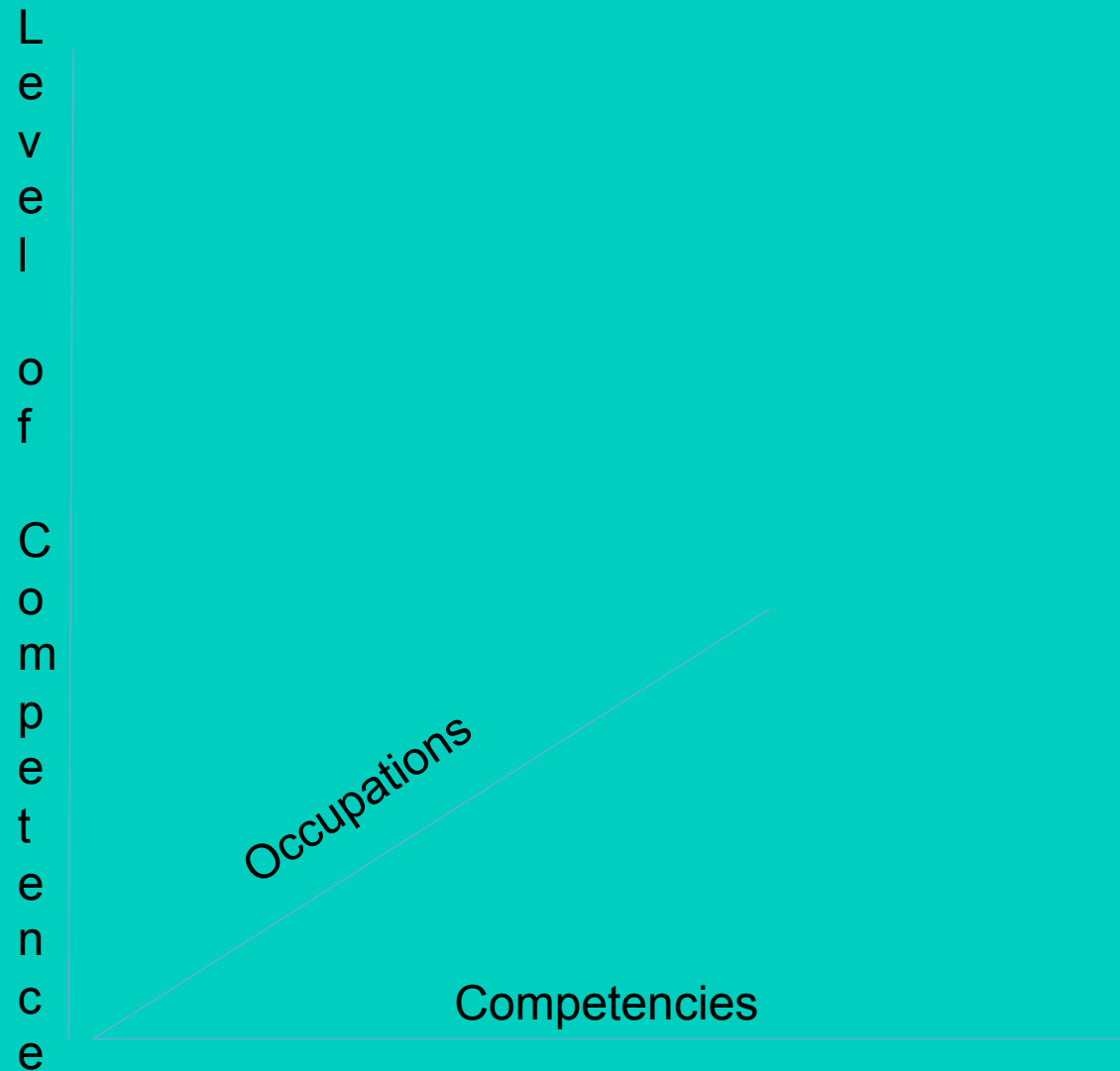
We do a terrible job of ...

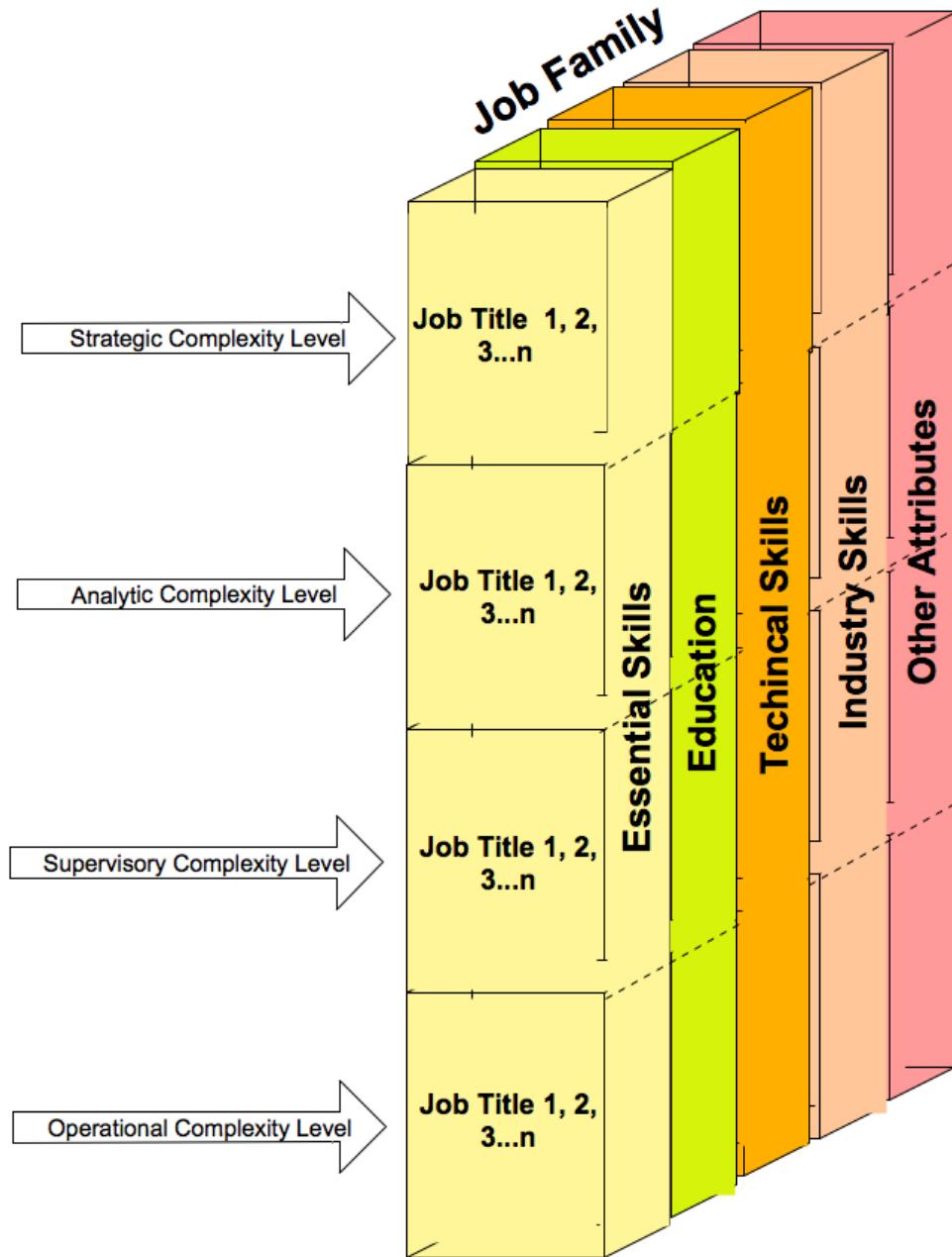
Foreign credential recognition

U.S. Department of Labour Construction Sector Competency model



Competency Frameworks







Examples



Waiward



MODOS





Canadian Natural



SOUTHLAND

T R A I L E R C O R P .

YOUR TURN!



Application....

How will you use this?

1. Job postings?


2. Resumés?

3. Other?

So...

- Competency frameworks work... on an individual organizational level, and at the larger national (or transnational) level
- They make the workforce development and deployment system more effective and more efficient
- They reduce employer risk
- They improve labour mobility and opportunity

Questions



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