How do Competencies Align Curriculum to Jobs?

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Competency-Based Management
Ford

2006
$2.8B

2011
$7.9B

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Worker (competency(ies))

Behavior

Duty

Results (Critical to Quality (CTQ))

Key Performance Indicator (KPI) (to the employer)
Competencies:

- Make integrated use of knowledge & skills
- Are often interdisciplinary
- Deliver tangible results
- Add Value
- Give companies competitive advantage
- Are transferrable to new situations
- Function within a real-world context
Team Neon

14. \( \text{Iron(III)} \text{ Chloride} \rightleftharpoons \text{FeCl}_3 \)

15. \( \text{FeO} \rightleftharpoons \text{Iron(II)} \text{ oxide} \)
Competencies define curriculum that must:

• Help develop competence through:
  • Knowledge & skills needed to develop competence
  • Methods used in teaching

• Be relevant to solving real world problems

• Integrate formal training with real-world experience

• Meet companies’ and the nation’s needs
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