

# *How do Competencies Align Curriculum to Jobs?*

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# Competency-Based Management









2006

**\$2.8B**



**\$7.9B**

2011

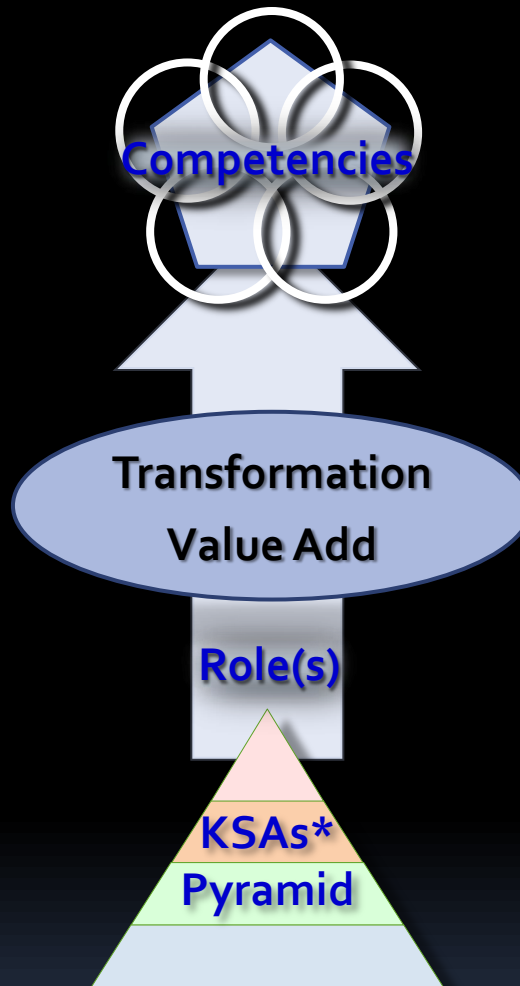


# Workforce Engineering: Competency-Based Management





Input



Competencies

Transformation  
Value Add

Role(s)

KSAs\*  
Pyramid

Result

Key Performance  
Indicators (KPIs)



\* Knowledge  
Skill  
Ability  
Personal Characteristics

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

15.  $\text{FeO} \rightleftharpoons$  Iron(II) oxide

60  
MINUTES



## 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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