Competency Models and Career Pathways

U.S. DOL Competency Model Peer Learning Call #2
June 13th, 2019
PLG Overview

• **U.S DOL Competency Model**
  **Peer Learning Group Website**

• Focus areas identified by you!
  – Business Engagement – Call #1
  – Career Pathways – Call #2 (Today)
  – Curriculum Development – Call #3 (August 2019)
  – Apprenticeship – Call #4 (October 2019)
Recap of PLG #1

• Heard from Frank Neely of SW Missouri Workforce Investment Board

• Launched and provided demo of the *Customizing Competency Models Through Convening Guide*

• Had discussion and Q&A with Frank and answered questions about Guide
Reflecting on PLG Call #1

• What did you learn?
• What was most helpful?
• What are you looking forward to in the series?
Today’s Agenda

• Review 2 Examples from Convening Guide
  – Workforce Development Council (WDC) of Seattle-King County IT Career Pathways
  – Colorado Water Framework Career Pathways

• Spotlight on Colorado Helps Advanced Manufacturing Program’s (CHAMP) Career Pathway Development

• Group Discussion and Q&A

• Next Steps
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Career Pathways Examples

Seattle-King County and Colorado Water Framework
Reference the Convening Guide

In addition to ensuring that employers, educational institutions, and other partners in the workforce development community of interest have a venue to articulate immediate skilled worker needs, convening sessions also provide an opportunity for these entities to develop career pathways for workers to progress once they are hired. Educational institutions can use ETA’s competency models as a reference tool to develop stackable credentials so that students can move along a career pathway with multiple entry and exit points. The career pathway approach also facilitates the goal of providing employers with a continuing pipeline of workers to meet a range of skill needs as older workers retire and new entrants seek to progress in their occupations.

Customizing Competency Models Through Convening Guide
Workforce Development Council (WDC) of Seattle-King County

Career Paths in Information Technology

- Data Integration
  - Project Manager, Data Architect
  - Systems Analyst, Network Analyst, Data Analyst, Compliance Analyst
  - Business Data Specialist
  - Certifications: Business Intelligence + Analytics

- Network Devices and Administration
  - Computer Hardware Engineer, Network Systems and Communications Analyst
  - Network Administrator, Hardware Installation Coordinator, Security Specialist
  - Computer Support Technician, Help Desk Technician

- Development
  - Information Systems Mgr, Database Designer, Systems Software Engineer
  - Software Applications Developer, Database Analyst, Programmer Analyst, Programmer
  - Database Technician, Software QA Tester

- Internet and Interactive Media
  - Internet Site Designer
  - Internet Application Developer, Scripter Language Programmer, Technical Writer, Multi-Media Artist, Graphic Designer
  - QA Tester, e-Commerce Specialist, Business Publications Specialist

Hourly Wage Ranges
- Information Systems Manager: $44.85 - $53.89
- Network Administrator: $26.60 - $35.73
- Graphic Designer: $15.80 - $37.41
- Computer Support Specialist: $16.37 - $47.55

Wages from EMSI Career Coach

COMPETENCY MODEL CLEARINGHOUSE

www.careeronestop.org/competencymodel
This map includes some of the most in-demand information technology jobs in Seattle-King County. As technology becomes more central to day-to-day life, occupations become increasingly broad and diverse. The same set of skills can apply to business, finance, entertainment, or data management applications. Emerging technologies promise innovative opportunities, but require adaptability on projects that can rapidly change focus.
Colorado Water Framework
Career Pathways

- Tier 10: Colorado Supervisory/Management Abilities
- Tier 9: Colorado Occupational-Specific Technical Job Tasks (Different for each Cert. Type/Level)
- Tier 8: Colorado Occupation-Specific Technical Abilities
- Tier 7: Colorado Occupation-Specific Technical Knowledge Competencies
- Tier 6: Colorado Occupation-Specific Trade Competencies
- Tier 5: Colorado Occupation-Specific Academic Competencies
- Tier 4: National Industry (Utility) Wide Technical Competencies
- Tier 3: National Workplace Competencies
- Tier 2: National Academic Competencies
- Tier 1: National Personal Effectiveness
## Background

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<th>Colorado Helps Advanced Manufacturing (CHAMP)</th>
<th>Evolution</th>
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# Colorado Advanced Manufacturing Career Action Tool

<table>
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<th>Development</th>
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<tr>
<td>• Significant industry and stakeholder involvement</td>
<td>• MfgWorks to COMCAT</td>
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<td>• End user design model</td>
<td>• Colorado Community College System</td>
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<td>• Real time data feeds</td>
<td>• <a href="http://careersonestop.org/competencymodel">Careers in Colorado</a></td>
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<td>• Real time company connections</td>
<td>• <a href="http://careersonestop.org/competencymodel">Skillful</a></td>
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<tr>
<td>• Real time functionality for job/training exploration</td>
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Website Walk-through

COMCAT
Colorado is booming with jobs in ADVANCED MANUFACTURING

MANUFACTURING PROVIDES COLORADO WITH OVER 120K JOBS

COLORADO IS HOME TO 5900 MANUFACTURING COMPANIES

*COLORADO COLLABORATIVE ECONOMICS, JULY 2014

LEARN MORE ABOUT ADVANCED MANUFACTURING

CURIOUS ABOUT THE KINDS OF JOBS IN ADVANCED MANUFACTURING?
EXPLORE THE JOB TYPES

ALREADY WORKING IN ANOTHER INDUSTRY?
FIND YOUR FIT

WANT TO VISUALIZE THE ENTIRE INDUSTRY?
EXPLORE THE INDUSTRY MAP
MACHINE OPERATOR

Click on a job or new category to learn more.

Maintenance Supervisor

CNC Set-Up Machinist

CNC Machinist

Machinist

Process Engineer

CNC Machine Programmer

Front Line Supervisor

Production Manager

Tool and Die Maker

CAD/CAM Programmer

Chemical Engineer

Press Machine Operator

Mold Maker

Molding Machine Operator

Rolling Machine Operator/Setter

Chemical Equipment Operator

Process Technician

MACHINIST OPERATOR / PROGRAMMER

Quality Assurance / Control

Logistics & Supply Chain

Electrical & Mechanical Maintenance Technicians

Production & Assembly

Machinist Operator / Programmer

Sales

Engineering / R&D

Welder / Solderer

BACK TO THE FULL INDUSTRY MAP

COMPETENCY MODEL CLEARINGHOUSE

www.careeronestop.org/competencymodel
A machine operator sets-up, starts, operates, and tends to more than one type of cutting or forming machine tool or robot.

Do you have steady hands and learn quickly? Are you interested in machines and moving parts? Becoming a machine operator is a great way to start out in the manufacturing industry, working in the middle of all the action on the production floor. It's an exciting job with a lot of opportunity for advancement.

Machine operators work as part of the assembly line in a production facility. Your position will put you in charge of a basic, manually-controlled manufacturing machine. You'll start, stop, and monitor the machine's operation, making sure there are no defects or issues in the product it makes. You might need to make small adjustments to your machine, or perform minor repairs if it malfunctions. Depending on the size of your company and the manufacturing system, you may be assigned to one specific machine, or to several. Either way, you'll need to learn all about how the machine works in order to run and repair it.

A job as a machine operator is considered entry-level, but any previous experience working with large machines or on a production floor will make you stand out to potential employers. In addition, knowledge of basic mechanical principles can give you a boost in the job hunt.

**ALSO KNOWN AS:**
Equipment Operator, Machine Technician, Machine Tool Setters, Operators, Tenders, Plastic - Set up

**REQUIRED EDUCATION:**
High school diploma or GED

**PREFERRED EDUCATION:**
Production Technician Certificate, Operator's Certificate, National Institute for Metalworking Skills Level I
Questions & Answers
Competency Model Peer Learning Group Call #3

• August 2019
• Will focus on Using Competency Models to Develop Curriculum
• Be on the lookout for an email with the recap of this session and the registration link for call #3
## Competency Model Peer Learning Group Series

### Every other month: April – November 2019

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<th>We’ll use real-world practitioner experts</th>
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<td>• Using competency models to build career pathways</td>
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<td>• Using competency models to help develop curriculum for education and training</td>
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<td>• How to use competency models to initiate an apprenticeship program</td>
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www.careeronestop.org/competencymodel
Thank You!

To keep up with the U.S. DOL Competency Model Peer Learning Group, visit:

https://lmi.workforcegps.org/resources/2019/05/16/14/44/U-S-DOL-Competency-Model-Peer-Learning-Group