


Competency Modeling Brief Overview

Santa Monica Community College District
Personnel Commission Meeting


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Background

- **Job Analysis** is the basis for much of what the PC does:
 - Classification
 - Exam Development
- Can be “task-oriented” (older model) or “worker-oriented” (more recent model)

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Definitions

- **What is Competency Modeling?**
 - Worker-oriented method of Job Analysis, Classification, and Exam Development
 - Provides for a standardized, consistent approach
 - Reduces variability in analytic methods → better overall quality and documentation
 - Enables the use of consistent terminology
- **What is a Competency?**
 - A capability or type of work behavior that underlies outstanding performance
 - A causal determinant of job success
 - Observable and measurable


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50 Competencies in 7 Groupings

- **Reasoning:** Critical Thinking, Decision Making
- **Occupational:** Professional/Technical Expertise, Using Tech.
- **Personal Effectiveness:** Handling Stress, Adaptability
- **Communication:** Oral Communication, Writing
- **Interpersonal:** Customer Focus, Handling Conflict
- **Group:** Leadership, Managing Performance
- **Organization:** Managing Change, Process Improvement

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Competency Modeling: Process

1. Select appropriate Subject Matter Experts
2. Identify and prioritize the key duties of the job
3. Identify the most essential competencies
4. For each duty, identify competencies that best differentiate excellent from acceptable performance
5. Determine weights for each competency
6. Determine which test parts will be most effective/efficient to assess the critical competencies (written test, interview, technical project, etc.)

Credit: Dr. Rod Freudenberg, LACOE

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