

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



Moderators



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Career Pathways Examples

Seattle-King County and Colorado Water Framework

Reference the Convening Guide

▼ PHASE 3: SELECT A POST-CONVENING PATH

≡ Post-Convening Paths ○

≡ Apprenticeship Development ○

≡ Curriculum & Credential Development ○

≡ Competency-Based Education Enhancement ○

≡ Career Pathways ✓

▼ CONCLUSION

≡ Keep Your Model Updated ○

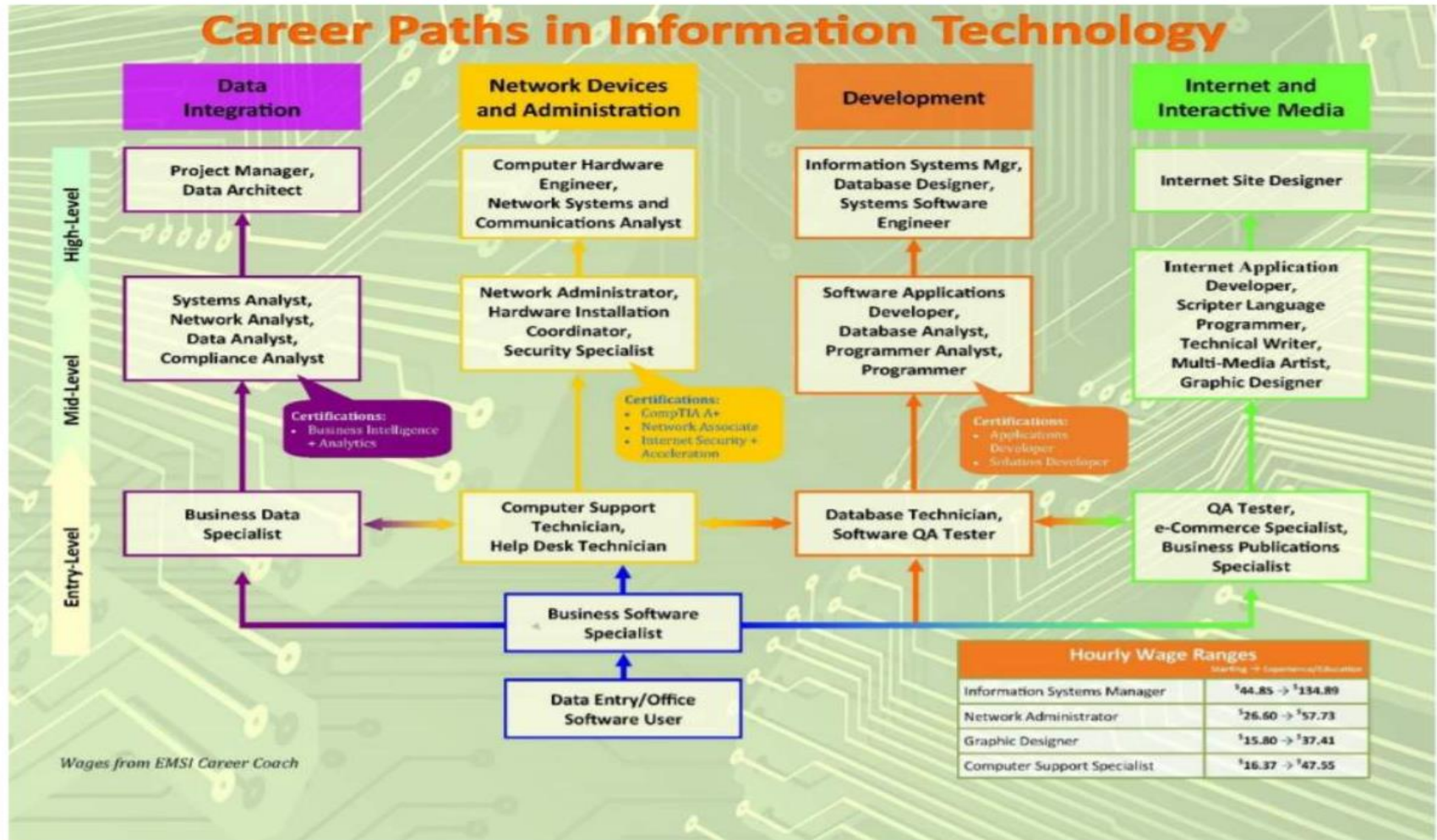
Topic 20 of 21

Career Pathways

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



MAP your CAREER

JOB INFO &
MORE AT

MapYourCareer.org/
Info-Tech

INFORMATION TECHNOLOGY



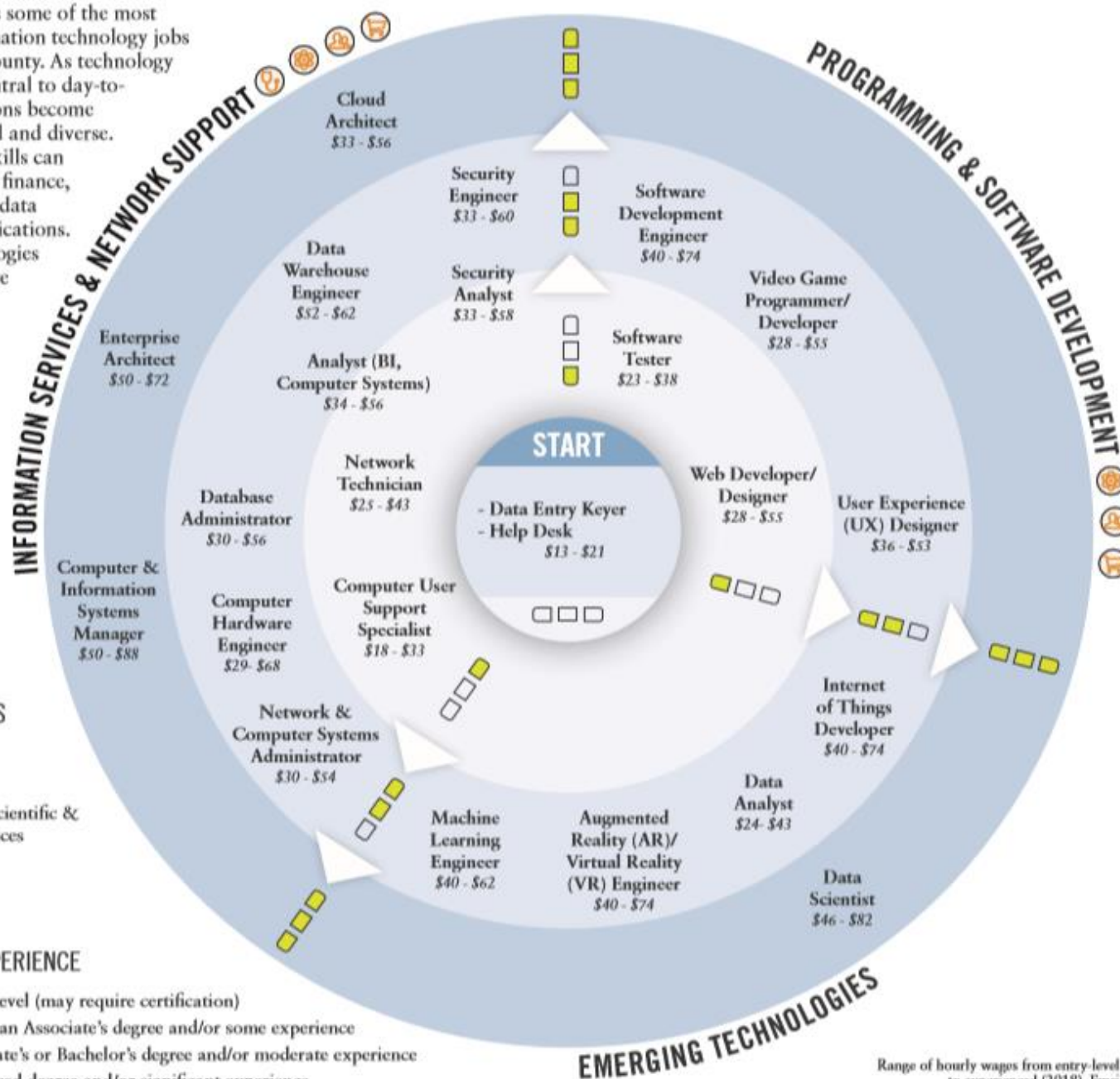
This map includes some of the most in-demand information technology jobs in Seattle-King County. As technology becomes more central to day-to-day life, occupations become increasingly broad and diverse. The same set of skills can apply to business, finance, entertainment, or data management applications.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

TRANSFER SKILLS BETWEEN

- Healthcare
- Professional, Scientific & Technical Services
- Public Sector
- Trade

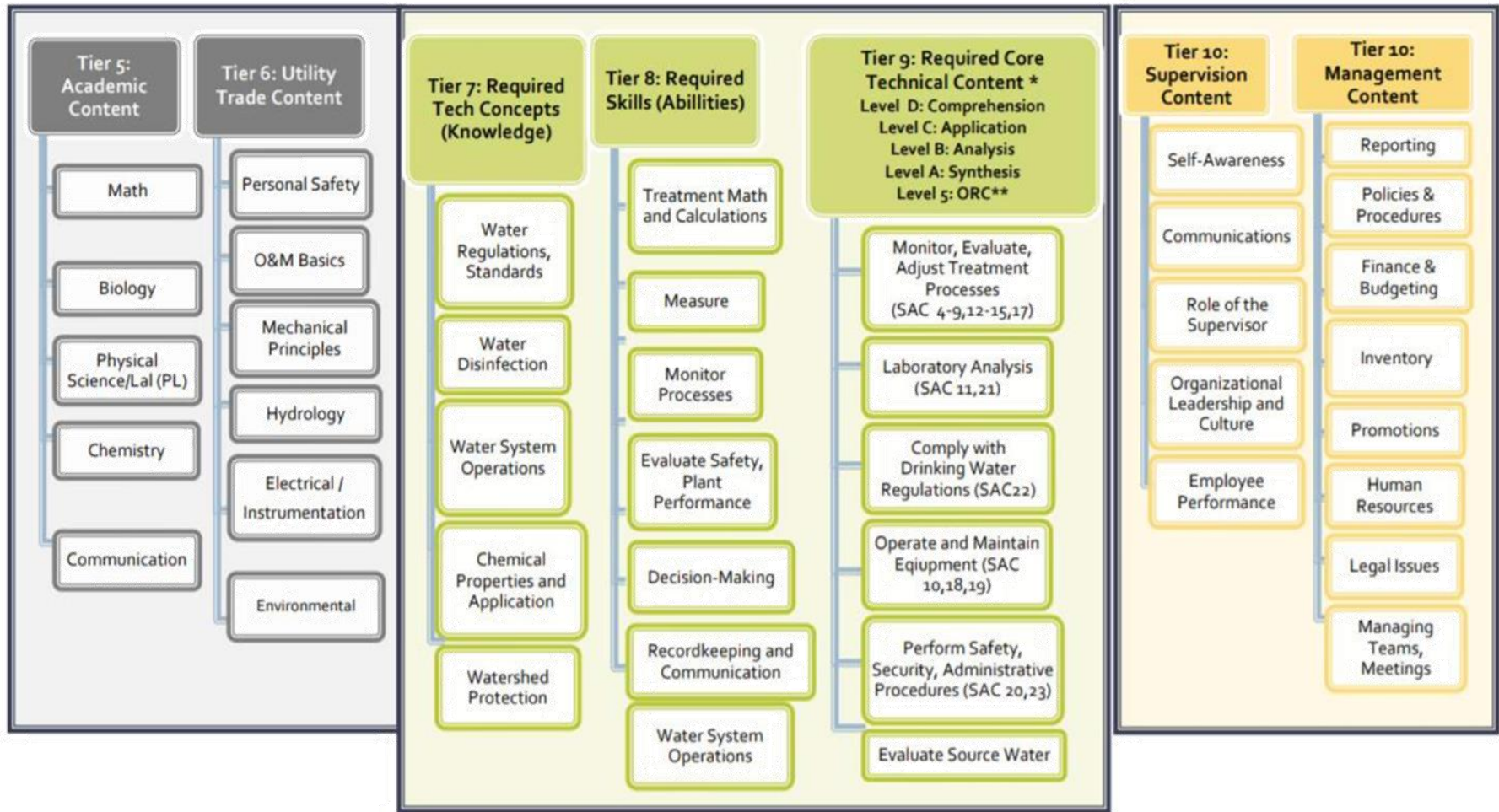
EDUCATION / EXPERIENCE

- ☐ ☐ ☐ Entry-level (may require certification)
- ☒ ☐ ☐ Less than Associate's degree and/or some experience
- ☒ ☒ ☐ Associate's or Bachelor's degree and/or moderate experience
- ☒ ☒ ☒ Advanced degree and/or significant experience

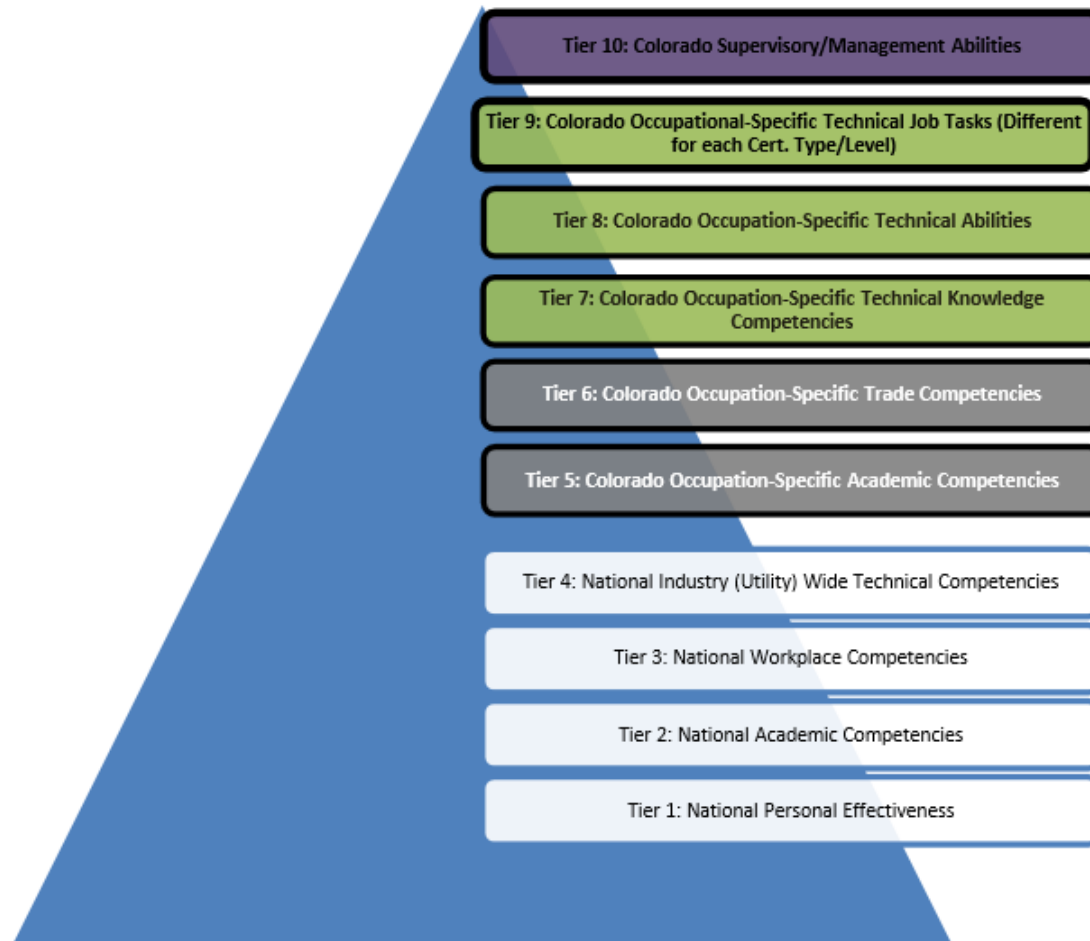


Range of hourly wages from entry-level to experienced (2018), Emsi

Water Treatment Operator Career Pathway



Colorado Water Framework Career Pathways



Colorado
Community
College System

Bitsy Cohn

Background

Colorado Helps Advanced Manufacturing (CHAMP)

- TAACCCT Round 3
- 9 Colorado Community Colleges
- Metro State University
- Goals

Evolution

- HB 1165
- Sector Partnerships
- TAACCT
- Sector expansions
- Pathways and CCCS

Colorado Advanced Manufacturing Career Action Tool

Development

- Significant industry and stakeholder involvement
- End user design model
- Real time data feeds
- Real time company connections
- Real time functionality for job/training exploration

Evolution

- MfgWorks to COMCAT
- Colorado Community College System
- [Careers in Colorado](#)
- [Skillful](#)

Website Walk-through

COMCAT



Colorado is booming with jobs in

ADVANCED MANUFACTURING

LEARN MORE

[Learn more about being a Electronics Technician]

MANUFACTURING PROVIDES COLORADO WITH OVER

 **120K**
JOBS

*COECON COLLABORATIVE ECONOMICS, JULY 2014

COLORADO IS HOME TO

 **5900**

MANUFACTURING COMPANIES

COECON COLLABORATIVE ECONOMICS, JULY 2014

LEARN MORE ABOUT ADVANCED MANUFACTURING



CURIOUS ABOUT THE KINDS OF
JOBS IN ADVANCED
MANUFACTURING?

EXPLORE THE JOB TYPES

OR



ALREADY WORKING IN ANOTHER
INDUSTRY?

FIND YOUR FIT

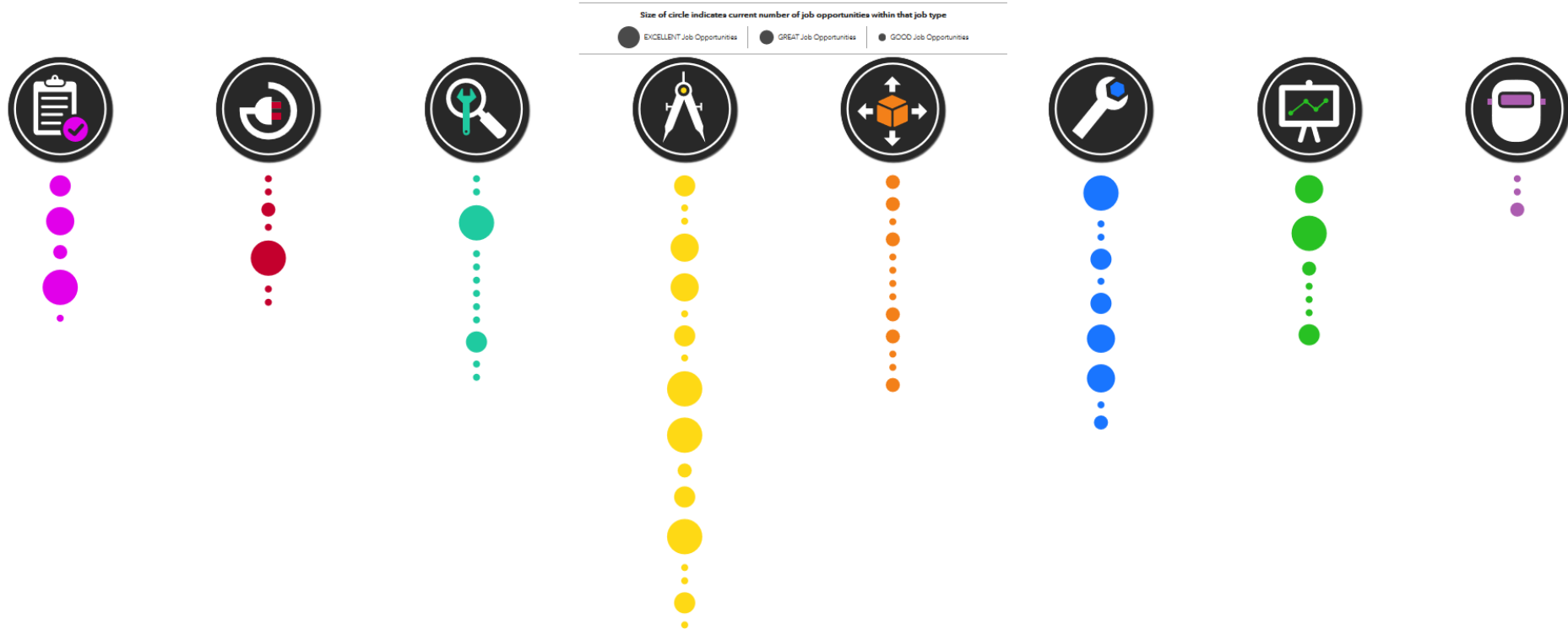
WANT TO VISUALIZE THE ENTIRE INDUSTRY?



EXPLORE THE INDUSTRY MAP

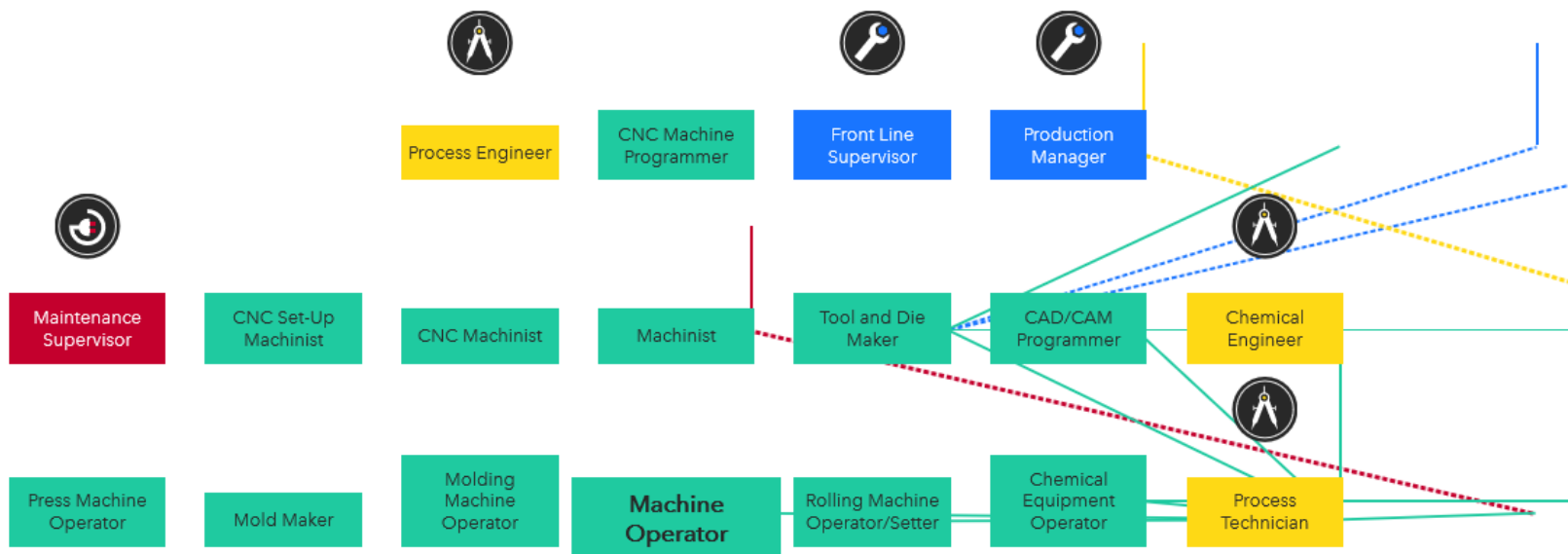
JOB TYPES IN ADVANCED MANUFACTURING

Choose a Job Type or Popular Career Path to learn more



MACHINE OPERATOR

Click on a job or new category to learn more.



MACHINIST OPERATOR / PROGRAMMER



BACK TO THE FULL INDUSTRY MAP





Advanced Manufacturing MACHINE OPERATOR

< BACK

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



EXPLORE THIS JOB'S MAP

SALARY

\$18-30/hour



HOT JOB

WORK ENVIRONMENT



ALONE



SITTING



WITH OTHERS



MOVING

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

We'll tackle hard challenges

- Convening employers to customize a competency model
- Using competency models to build career pathways
- Using competency models to help develop curriculum for education and training
- How to use competency models to initiate an apprenticeship program

We'll use real-world practitioner experts

- Community colleges
- Workforce board representatives
- Service providers

Get Started ▼

Industry Models ▼

Models in Action ▼

Tools ▼

Find Resources ▼



Get Started

Learn about competency models and the resources and tools available on the Clearinghouse...

Get Started

Industry Models

Models in Action

Tools

Latest Industry Models

1. [Engineering](#)
2. [Hospitality, Tourism, and Events](#)
3. [Enterprise Security](#)
4. [Energy: Advanced Commercial Buildings](#)
5. [Food and Beverage Service](#)

Do It Yourself

1. [Build your own Model](#)
2. [Build your own Career Ladder/Lattice](#)
3. [View Demo: Build a Model](#)
4. [View Demo: Build a Career Ladder/Lattice](#)
5. [Register Here](#)

What's New

1. [Community College Offers Competency Based Biofuels Program of Study](#)
2. [CMC Handout](#)
3. [Testimonials - Read what our users are saying](#)
4. [Industry Association Aligns Certificate Program with Retail Competencies](#)

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>

