

Competency Models and Curriculum Development

U.S. DOL Competency Model Peer Learning Call #4
November 21st, 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
 - Curriculum Development – Call #3
 - Apprenticeship – Call #4 (today!)
- Final Webinar (December 18, 2019)

Recap of PLG #3

- Heard from Kyle Jones and Jennifer Davis of Sinclair Community College
- Learned about Sinclair's design and delivery of CBE programs
- Showcased Sinclair's resources available in the [Customizing Competency Models Through Convening Guide](#)
- Had discussion with Kyle and Jennifer and answered questions about CBE
- Launched a new [Video Series](#)

Let's Hear From You

- What has been most helpful about the peer learning group?
- What are you hoping to gain from today's session?
- What did you do for National Apprenticeship Week 2019?

Today's Agenda

- Hear from Henry Ford College about Competency-Based Apprenticeship Development
- Group Discussion and Q&A
- Learn about December Wrap-Up Webinar
- Next Steps



Moderators



Sydney Callahan

Analyst

Maher & Maher

✉ scallahan@mahernet.com



Christian Lagarde

Subject Matter Expert

Maher & Maher

✉ clagarde@mahernet.com



Speakers



Dr. Patricia Chatman

*Dean, School of Business, Entrepreneurship,
and Professional Development*

Henry Ford College

pchatman@hfcc.edu



Bob James

*Associate Dean, School of Business,
Entrepreneurship, and Professional
Development*

Henry Ford College

rjames@hfcc.edu



Learn More about HFC



Competency Models In Action

June 2019

Developing Competency-Based Apprenticeships

- Building on Past Experience to Implement Apprenticeship Initiative
- Utilizing Competency Models to Define Performance Based Objectives
- Improving Collaboration Between Educators and Industry Partners

[HFC: Models in Action Case Summary](#)

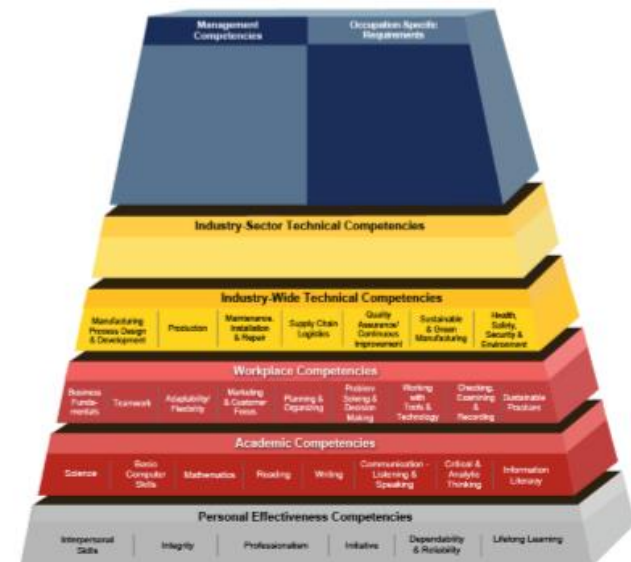
Henry Ford
College

Dr. Patricia Chatman and Bob James

PBO: Humble Beginnings

- Trade Adjustment Assistance Community College and Career Training (TAACCCT Grant)
 - MS-AMC
 - Competency-based education (CBE)
 - Performance Based Objectives (PBO)
 - Contextualized Learning
- Advanced Michigan Center for Apprenticeship Innovation (AMCAI)
 - Federal Grant under the American Apprenticeship Innovation (AAI) opportunity.
 - Continuation of TAACCCT Grant
 - Expansion of apprenticeship training
 - Develop innovative apprenticeship opportunities

Advanced Manufacturing Competency Model



Strategy for PBOs, CBE, and Contextualized Learning

- Multi-State Advanced Manufacturing Consortium - Performance Based Objectives (PBOs)
 - Writing Performance-based Learning Objectives
 - SMART (Action Verbs)
 - Relationship between Educators and Industry
- Utilizing PBOs for CBE
 - HFC Welding Program
 - HFC Accounting Program
 - Competency-based Hybrid Instructional Model
 - Contextualized Learning
- The Center for Innovative Manufacturing Education
- Networked Improvement Community (NIC)

Impact: Students, Industry, and Workforce

- Students
 - Faster rate of completion
 - Open entry/Open exit
 - Just in time education
- Industry
 - Traditional model vs. Competency-based approach
 - Attendance (Education leave vs. Time off)
 - Prorated education
- Workforce
 - Verification via skills assessment
 - 3rd party credentialing
 - Human Resources vs. Competency-Based Education

Successes, Challenges, and Opportunities



- Downriver Career Technical Consortium – Dual Enrollment
- Early Middle College Advanced Manufacturing
- HFC Early Middle College Trade School
- HFC Accounting AAS degree



- 4-year Articulation Agreements and Transfer
- Alignment of college academic calendar and faculty contractual load
- Faculty and Industry buy-in
- Realignment of Curriculum



- Redesign curriculum to meet employers needs
- Hybrid competency-based education model
- Individual skill assessments
- Lecture portion to online format

Questions & Answers



Continuing the Conversation: Competency Models Across the Country

- Join us for a PLG wrap-up webinar and look ahead to future competency model activities
- Speakers:
 - Corporation for a Skilled Workforce
 - Minnesota Department of Labor
 - Truckee Meadows Community College

December 18, 2019 2-3PM ET

[Registration](#)

Peer Learning Group Recordings



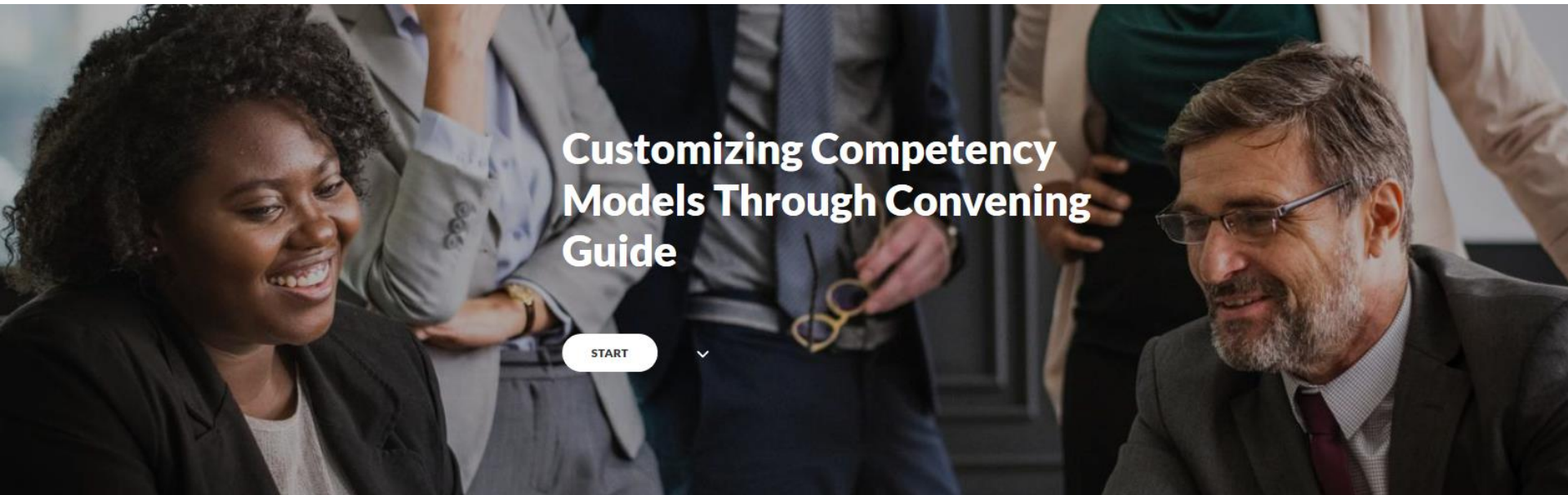
U.S. DOL Competency Model Peer Learning Group

Resource

The U.S. DOL Competency Model Peer Learning Group (PLG) is an interactive forum for education and workforce professionals who are using (or looking to use) industry competency models in talent conversations with businesses. Participants will:

- Hear from peers and competency model champions about their experiences with competency models;
- Engage in discussion about using competency models in a variety of sectors and types of organizations; and
- Be the first to hear about new competency model tools and resources.

Convening Guide



Customizing Competency Models Through Convening Guide

START



Video Series

6 Videos

- Overview of Video Series
- Walkthrough of CMC
- Value of Competency Models
- Alignment of Industry-Based Credentials (coming soon!)
- Employer Engagement and Input
- Development of Programmatic Curriculum (coming soon!)



<https://www.careeronestop.org/CompetencyModel/GetStarted/videos.aspx>

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](#)

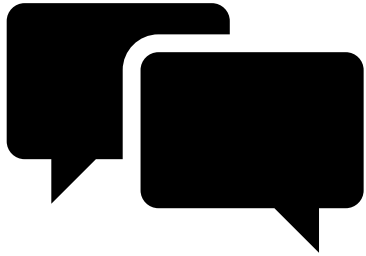
Do It Yourself

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](#)

Keep in Touch



Sydney Callahan



scallahan@mahernet.com

Christian Lagarde



clagarde@mahernet.com

