

**U.S. Department of Labor (DOL):
Development of Competency Tools to Enhance the Competitiveness of the U.S. Workforce**

Intended Results

DOL's Goals:

- Development of competency model building blocks and industry-specific competency models to promote competitiveness among the American workforce.
- Development of a technical assistance guide for creating and using competency models for use by industry representatives and workforce development professionals.
- Creation of a web-based tool for industry representatives and workforce development professionals to use to develop competency models using the competency model building blocks developed by PDRI.
- Reduction of duplication of effort resulting from multiple parties developing competency models for the same occupation or industry.
- Promotion of the development of industry-driven competency models in high growth, high demand industries.

Achieved Results

PDRI has worked in partnership with Aguirre International and DOL since 1999 to design and conduct research and develop tools to serve the workforce development needs of businesses, workforce investment systems, the education/training community, and American workers. As part of this broader program, PDRI has developed competency tools to enhance the competitiveness of the U.S. workforce.

PDRI achieved the following results in its competency work with DOL:

- Competency model building blocks capturing the critical competencies important across the vast majority of U.S. jobs.
- Competency model development tool for industries to use to build competency models.
- Competency model building blocks and competency tool are available on the Competency Model Clearinghouse website (<http://www.careeronestop.org/CompetencyModel/>).
- Competency Model Technical Assistance Guide to serve as a resource for stakeholders and partners of the public workforce investment system supported by the U.S. Department of Labor, Employment and Training Administration (ETA).
- All products and services delivered on schedule and within budget.

Management Process

PDRI successfully utilized its standard project management process to perform this work. Specific challenges related to the current project included:

- Identifying competencies that are meaningful and relevant across virtually all jobs in the U.S. economy.
- The need to incorporate feedback early and often. PDRI used a rapid prototyping approach so stakeholders would have a concrete understanding of deliverables as early as possible.