

# [Career competency model](https://assignbuster.com/career-competency-model/)

[Business](https://assignbuster.com/essay-subjects/business/), [Management](https://assignbuster.com/essay-subjects/business/management/)

The knowledge an individual to know how to tackle the problem and make a positive change where necessary. To see the progress and development in the profession, building an individual career competency model and a career ladder/lattice will help. The process will identify the knowledge, abilities, and skills that are important to perform critical functions in an industry or profession. It enables the creation of materials that assist professionals in the success of their careers.
Career ladders and lattices are types of machinery that assist individuals visualize and have knowledge about job opportunities as they grow in their career. The lattice offers guidance through the development of career paths for an individual’s profession. Building competency models consist of three blocks that are further divided into smaller tiers. This is best explained in the completed model below.
Management Competencies
Occupation- Specific Requirements
Data management
Emerging Technologies
Enterprise Architecture
Information Security
Information Technology Policy and Planning
Information Technology Service Operations
Computer and electronics knowledge
Administration and management knowledge.
Customer and personal service knowledge
Production and processing knowledge
Personnel, human resource, telecommunication, economics, and accounting knowledge.
Industry-Sector Technical Competencies
Wide Technical Competencies
Programming
Software development
Evaluating the functionality of the system
Workplace Competencies
Planning and organizing
Providing technical support
Recruit, hire and train new staffs
Academic Competencies
Mathematics, science, communication, IT skills, Bachelor’s degree or Masters
Personal Effective Competencies
Integrity, professionalism, interpersonal skills, and teamwork
Figure1: Career competency model
Industrial Competencies
Install, configure, and support the company’s local area network.
Maintain network hardware and software.
Workplace Competencies
Diagnose hardware and software problems, perform data back up and disaster recovery, maintain and administer computer networks.
Figure 2: Career Lattice/Ladder