

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

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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