

Job Competence Model

Background

Functional Analysis of company activities was used to develop National Occupational Standards¹. This analysis focused on breaking company functions down into the smallest 'sensible' unit or element of activity.

The concept of the Job Competence Model was proposed as a measure of this smallest unit or element and further breakdown of activity was halted when one or more of four themes disappeared.

These themes, with summary descriptions are shown in the following table.

The key message behind this model is that competency in any topic, however small or large, is not robust and cannot be demonstrated unless the topic covers all four themes.

The three consequences are:

1. Training programmes should include the relevant part of the knowledge and know-how in each theme.
2. Training programmes need to accommodate aspects of the job/working environment in which the technical skills is to be used.
3. Providers need to become more adept at introducing the specific company Job/working environment into the development work.

The Model

Technical Skills	Management Skills	Problem Solving	Job/ Environment Skills
Knowledge of technical theories	Knowledge of own and other's responsibilities	Knowledge of potential problems	Understanding work environment
Knowledge of skills' Practices	Knowledge of resource issues	Knowledge of problem solving Techniques	
Applying this knowledge	Applying this knowledge	Applying this knowledge	Applying this knowledge

¹ Model supplied courtesy of SEMTA