COMPETENCY SYMPOSIUM 2021

Strategies for Institution-wide Competency Development

Competency development is essential for students as they prepare for and successfully transition to life after graduation. Institutions must leverage current and repurposed resources to infuse and assess intentional competency-based student learning throughout the curriculum and co-curriculum. As a community of professional practice, we believe institutions that embrace competency development as a shared mindset and commitment to remove barriers to experiences and learning create a foundation for successful careers, lives of meaning, and social mobility for students of all backgrounds and abilities. Let this work be done with dynamic inclusion and engagement at its core.

The following four pillars frame the Competency Symposium and a student success initiative with the following outcomes.

- Competency learning, development, and articulation should be made apparent and infused into the curriculum and co-curriculum to provide opportunities for students to actively demonstrate competency development and career readiness. Framing programs, services, and one-on-one conversations around competencies provide students with multiple touchpoints throughout their time at the institution.

**Pillar 1
Conceptualization & Planning**

- The value of an institution-wide competency development and career readiness initiative that supports overall student success is apparent when strategic relationships result in the initiative being reflected in institution/division/college/department strategic plans and general education. A common vocabulary and definitions for institution-identified competencies provides a shared understanding, buy-in, and brand. One area may take the lead in mobilizing stakeholders while refraining from solely owning the initiative.

**Pillar 2
Coalition Building**

- Institution-wide competency infusion may be achieved through new and re-purposed human and financial resources and single departmental or collaborative initiatives. It is imperative to keep a pulse on trends and issues affecting higher education and the evolving world to ensure an institution-wide approach and learning opportunities remain relevant.

**Pillar 3
Resources**

- Competency development should be assessed at the micro and macro levels in curricular and co-curricular experiences. Collecting outcomes data will help individual students realize developmental progress and institutions focus on continuous improvement.

**Pillar 4
Assessment**

- Academic achievement
- Career readiness
- Life preparedness
- Social justice

Outcomes