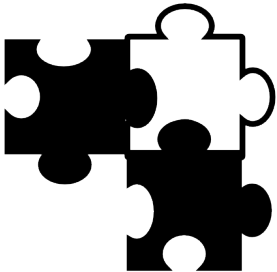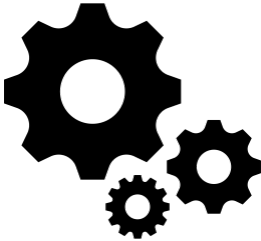**4th Annual**
COMPETENCY SYMPOSIUM 2020
Strategies for Institutional-wide Competency Development
May 20 - May 21
The University of Texas at Austin
Austin, TX

Competency development contributes to student success before and after graduation. Colleges and universities are integrating this development institution-wide by infusing intentional student learning mapped to competencies into the curriculum and co-curriculum. The following four pillars will frame the sessions and discussions at the Competency Symposium:

Pillar 1 Conceptualization & Planning	Pillar 2 Coalition Building
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.	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/ 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 3 Resources	**Pillar 4 Assessment**
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.	Competency development should be assessed at the micro and macros levels in curricular and co-curricular experiences. Collecting outcomes data will help individual students realize developmental progress and institutions focus on continuous improvement.

The Competency Symposium uses the National Career Development Association's definition for "career" as an inclusive way of thinking about preparing students for life after graduation. Career "is the totality of work – paid and unpaid -- one does in his/her lifetime."