

# Training Model for Competencies

A **competency model** is a guideline developed by a Human Resource department that sets out the specific skills, knowledge and behavioral requirements that enable an employee to perform their job successfully.

Competency models define what performance success should look like within the organization for each individual job. The model is applied to recruitment practices, talent management, training and performance assessment.

## Types of competencies

### 1. Core competencies

Core competencies include the baseline skills required by the organization for all employees; these are the basic things that employees must fulfill. This will vary from company to company, as it depends on the values, philosophy and goals of each organization, but can include basic requirements like communication skills or teamwork.

### 2. Functional competencies

Functional competencies are job-specific skills and behaviors that are unique for each role.

Functional competencies should describe what behaviors or skills need to be performed in order for the employee to be a top-performer in their position.

### 3. Leadership competencies

Leadership competencies are often used for supervisory and management related roles, although can be applied to any job position that requires an employee to lead others. They include leadership skills and behaviors like decision-making abilities.

**Reference:**  
(2022) VALAMIS Group  
Competency Model  
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<https://www.valamis.com/hub/competency-model>