



# Job Analysis and Competency Modeling

AIR specializes in analyzing job requirements, which serve as the foundation for developing and evaluating human capital systems. Our evidence-based job/practice/occupational analyses and competency modeling approaches support projects that encompass the entire employment life cycle and provide our public and private sector clients with unique insights and solutions.

### Here are some highlights of our job analysis and competency modeling projects:

- Developing and implementing innovative methods for strategic job and practice analyses to ensure that training and certification programs keep pace with current profession-related trends
- Conducting rigorous job and practice analyses to ensure that certification and selection measures are reliable and valid
- Conducting organization-wide job analyses to specify a set of core, leadership, technical, and professional competencies that can be integrated into an existing Human Resources Information System (HRIS) for use across human resource functions
- Conducting a program analysis to identify effective and promising practices, areas for change, and ways to strengthen professional development programs intended to help prepare individuals with disabilities for gainful employment
- Building a web-based relational database to store, query, and report job analysis information

**For more information,** contact Cheryl Hendrickson, PhD, at 202.403.5092 or [chendrickson@air.org](mailto:chendrickson@air.org).

