

CDC Fellowship Competency Level Definitions

Expert Proficiency:

Fellow is able to diagram or explain the relevant process elements and issues in relation to organizational issues and trends in sufficient detail during discussions and presentations, to foster a greater understanding among internal and external colleagues and constituents.

- Focus is strategic;
- You have demonstrated consistent excellence in applying this competency across multiple projects and/or organizations;
- You are considered the “go to” person in this area within your organization;
- You create new applications for and/or lead the development of reference and resource materials for this competency;
- You are able to diagram or explain the relevant process elements and issues in relation to organizational issues and trends in sufficient detail during discussions and presentations, to foster a greater understanding among internal and external colleagues and constituents.

Working (intermediate) Proficiency:

Fellow is able to successfully complete tasks in this competency as requested. Help from an expert may be required from time to time, but you can usually perform the skill independently.

- Focus is on applying and enhancing knowledge or skill;
- You have applied this competency to situations occasionally while needing minimal guidance to perform successfully;
- You understand and can discuss the application and implications of changes to processes, policies, and procedures in this area.

Developing (Novice) Proficiency:

Fellow has the level of experience gained in a classroom and/or experimental scenarios or as a trainee on-the-job. Fellow is expected to need help when performing this skill.

- Focus is on developing through on-the-job experience;
- You understand and can discuss terminology, concepts, principles, and issues related to this competency;
- You utilize the full range of reference and resource materials in this competency.

Minimal (Fundamental) Proficiency:

Fellow has a common knowledge or an understanding of basic techniques and concepts.

- Focus is on learning

No Proficiency

Fellow has done no work and/or training in this competency.