International Education Professional Competencies for 2022 and Beyond

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NAFSA: Association of International Educators
Professional Competency Timeline

- **2013**: Task Force Assembled to Develop IE Competencies
- **2014**: Hiring Manager Questions
- **2015**: CareerPrint Assessment Program Released
- **2016**: Refreshed Competencies Released at Annual Conference
- **2017**: Enhanced Access, Professional Support, Certificates
Feedback on 2015 IE Competencies

- Overwhelming
- Too detailed
- Not representative for all roles
- Out-of-date in some areas
- Missing content, roles
- What is a competency, skill, levels?
# The IE Competency Commission

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Our mission was to prioritize a list 10-12 top competency categories that will serve as the frame of our work going forward.
IE Competency Commission Work in 2021

Foundational Knowledge (input)
- Resources to build foundational and advanced knowledge to support action

Skills (output)
- Observable, measurable, accountable work skills
- Broken into levels of competency/responsibility

Ability
- Breaks down competency work areas into core duties or tasks performed to fulfill the function

Competency
- Represents core work areas requires to get the work done
NAFSA INTERNATIONAL EDUCATION PROFESSIONAL COMPETENCIES™ 2.0
How to use the competencies

- A springboard for collaborative conversations
- A professional and personal development tool for individuals, supervisors, and mentors alike
- A framework for identifying and developing effective staff roles
- A tool to assess organizational readiness
- An effective mechanism to advocate for international education priorities
- A tool for creating content in the field
- And more!
Future plans

- Additional tools and resources
- Integration with website taxonomy
- Workshops
- Publications
- Programs

Skills and Abilities: Examples of core duties and tasks

Knowledge base: foundational understanding and applied expertise that advances with the field over time

Learn more about NAFSA IE Professional Competencies 2.0

www.nafsa.org/competencies
Consider

- How do these competencies connect to your work?
- What surprises you about this new edition?
- What is your initial reaction to this new approach?
- What are some creative uses of these new competencies?
Essential skills for international educators

“Addressing global challenges requires us to possess both tangible skills and the ability to sit with and interpret complexity and ambiguity in our work. The NAFSA International Education Professional Competencies 2.0 have been designed and organized to meet these professional needs.”

LaNitra Berger, PhD,
Senior Director of Fellowships
Office of Undergraduate Education
George Mason University and
NAFSA President and Chair of the Board of Directors