

Competency Rating Scale Summary

Competency Category

Competence Level	1	2	3	4	5	6	7
0	Has little or no exposure to the competency						<ul style="list-style-type: none"> Has completed no continuing professional development Has not completed a gap analysis to determine areas of weakness Has demonstrated no plan for future professional development
1	<ul style="list-style-type: none"> Receives training in the various phases of office, plant, field, or laboratory engineering Tasks assigned may include preparation of simple plans, designs, plots, calculations, costs or bills of material in accordance with established codes, standards, drawings, etc May carry out routine technical surveys or inspections and prepare reports Has no supervisory role 	<ul style="list-style-type: none"> Receives training in on-the-job assignments Is at an early/beginner level Carries out activities of low complexity Has no supervisory role. Is at a basic level in this area; competency needs substantial development 		<ul style="list-style-type: none"> Has completed little continuing professional development activities Gap analysis and assessment of areas of weakness incomplete Has developed an inadequate or no professional development plan; many gaps in knowledge are not sufficiently addressed 			
2	Direct supervision required = Significant		Responsibility and Risk = Minimal		Complexity of applicant's own work = Minimal		
2	<ul style="list-style-type: none"> Receives tasks of limited scope and complexity; minor phases of broader projects Uses standard engineering methods and techniques in solving problems Assists senior engineers with technical tasks requiring accuracy in calculations, completeness of data, and adherence to prescribed testing, analysis and or design May assign and check work of approximately one to five non-engineering staff Normally regarded as a continuing portion of an engineer's training and development 	<ul style="list-style-type: none"> Carries out activities of limited scope and complexity Usually relies on predetermined standards and techniques in solving problems. Assists more senior engineers in carrying out tasks Normally regarded as a continuing portion of an engineer's training and development Marginal skills; requires training to bring skills to a professional level 		<ul style="list-style-type: none"> Has completed some continuing professional development activities Gap analysis is marginal; insufficient assessment of areas of weakness Has developed a marginal professional development plan; not all key gaps in knowledge are addressed 			
3	Direct supervision required = Considerable		Responsibility and Risk = Some		Complexity of applicant's own work = Some		
3	<ul style="list-style-type: none"> Receives tasks of moderate scope and complexity; standalone phases of major projects Usually solves problems by using combinations of standard procedures, modifications of standard procedures, or methods developed in previous assignments. May assign and check work of approximately one to five non-engineering staff Is typically seen to be ready to assume professional engineering responsibilities 	<ul style="list-style-type: none"> Carries out activities of moderate scope and complexity Provides significant assistance to more senior engineers in carrying out tasks Usually solves problems by using combinations of standard procedures, modifications of standard procedures, or methods developed in previous assignments. Possesses adequate skills in this competency Is typically seen to be ready to assume professional engineering responsibilities 		<ul style="list-style-type: none"> Has completed sufficient continuing professional development activities Gap analysis is adequate; areas of weakness are adequately assessed Has developed an adequate professional development plan; gaps in knowledge are addressed 			
4	Direct supervision required = Some		Responsibility and Risk = Considerable		Complexity of applicant's own work = Moderate		
4	<ul style="list-style-type: none"> Carries out responsible and varied assignments requiring general familiarity with a broad field of engineering and knowledge of reciprocal effects of the work upon other fields. Solves problems by using a combination of standard procedures and devising new approaches Deals with assigned problems by devising new approaches, applying existing criteria in new ways, and drawing conclusions from comparative situations Participates in planning to achieve prescribed objectives May give technical guidance to junior engineers, technologists and technicians Is typically seen to be working at a fully qualified professional engineering level 	<ul style="list-style-type: none"> Carries out responsible and varied activities Deals with assigned problems by devising new approaches, applying existing criteria in new ways, and drawing conclusions from comparative situations Participates in planning to achieve prescribed objectives May provide guidance to junior engineers, technologists and technicians Possesses strong skills in this competency; above-average ability is apparent Is typically seen to be working at a fully qualified professional engineering level 		<ul style="list-style-type: none"> Has completed a good amount of continuing professional development activities Gap analysis is strong; areas of weakness are correctly assessed Has developed a strong professional development plan; gaps in knowledge are well addressed 			
5	Direct supervision required = Minimal		Responsibility and Risk = Significant		Complexity of applicant's own work = Considerable		
5	<ul style="list-style-type: none"> Applies mature engineering knowledge in planning and conducting projects having scope for independent accomplishment, and coordination of difficult and responsible assignments. Deals with assigned problems in a mature, creative and experienced manner by modifying established guides, devising new approaches, applying existing criteria in new ways, and drawing conclusions from comparative situations Participates in short and long-range planning Makes independent decisions for devising practical and economical solutions Assigns and outlines work; advises on more difficult problems and methods of approach 	<ul style="list-style-type: none"> Carries out activities of advanced scope and complexity Independently coordinates difficult and responsible assignments and activities. Deals with problems or issues in a mature, creative and experienced manner by modifying established guides, devising new approaches, applying existing criteria in new ways, and/or drawing conclusions from comparative situations Participates in short and long-range planning Makes independent decisions for devising practical and economical solutions to problems Possesses superior skills in this competency; provides mentorship or supervision 		<ul style="list-style-type: none"> Provides and demonstrates leadership in continuing professional development activities Gap analysis is excellent; areas of weakness are very well assessed Has developed a superior professional development plan to address all gaps in knowledge and maintain currency in field of practice Develops professional development plans with others and may instruct courses as appropriate 			
6	Direct supervision required = Autonomous		Responsibility and Risk = Total		Complexity of applicant's own work = Significant		