

**Willing** = little or no experience or training regarding this competency, but interested and willing to learn.

**Beginner** = developing knowledge and skills regarding this competency through completion of an employer sponsored training or higher education program, OR, through at least 6 months of experience applying this competency in the workplace.

**Skilled** = successfully and regularly apply this competency in the workplace. Recognized by others as demonstrating exceptional knowledge and skills regarding this competency. Generally, this is achieved through 2 or more years of experience.

**Advanced** = application of this competency is polished to excellence and is extensive in nature. Recognized by others as demonstrating exceptional knowledge and skills regarding this competency. Generally, this is achieved through 3 or more years of experience.