



2022
Annual **INCOSE**
international workshop
HYBRID EVENT
Torrance, CA, USA
Jan 29 - Feb 1, 2022

Competency

www.incose.org/IW2022

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CHAIR

Clifford Whitcomb (cawhitco@nps.edu)

CO-CHAIR

Lori Zipes (lorizipes@gmail.com)

MEMBERS

10 active members, 99 in
community

INCOSE CONNECT ADDRESS



<https://connect.incose.org/WorkingGroups/Competency/Pages/Home.aspx>

INCOSE WEB PAGE



<https://www.incose.org/incose-member-resources/working-groups/analytic/competency-working-group>

Charter Summary



WG PURPOSE/MISSION

The aim of the INCOSE Competency Working Group is to improve the practice of Systems Engineering through further development and adoption of competency management approaches.

WG GOAL(S)

The specific goal(s) for the Competency WG include:

1. Evolve to a globally accepted and marketed standard competency framework, tailorable to the needs of the customer organizations.
 - Evolution of the current INCOSE SE Competency Framework available to INCOSE members,
 - Identified products/services of business benefit to INCOSE
 - Industry-academia empirical research projects in the area of better understanding systems engineering competency.
 - Established and exploited (initial) SE Competency set for Soft Skills
 - Clear and agreed understanding of how SE and PM Competencies relate, and
 - Trainable framework in support of training providers
 - Joint and individual paper and article contributions on Competency published
 - Products/services of business benefit to INCOSE (positive revenue)
 - Meaningful and sensible to people who are not systems engineers;
1. Create a globally accepted and marketed standard assessment instrument/tool, tailorable to the needs of the customer organizations, once validated, may be used for selection, filtering, and screening of candidates for SE job positions and placing the "right person to the right job". (Stretch goal for future.)
 - Trainable framework in support of training providers
 - Joint and individual paper and article contributions on Competency published
 - Products/services of business benefit to INCOSE (positive revenue)

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WG SCOPE

The following is considered in scope for the Competency WG.

- Development of practical solutions for practicing systems engineers and organizations
- A systems approach to systems engineering
- As broad a membership as possible - we can all learn from each other
- Collaboration with other WG/organizations
- Determination of competency fit with other functions (PM/Finance, etc.)
- Produce papers (Collaborative WG papers/Individual)
- Global competency model refinement based on the INCOSE Competencies Framework 2010-0205 & Guide to Competency Evaluation - Framework Annex A 2010-0205
- Use cases to generate roles
- Use currently available works (papers, books, frameworks, BKCASE, etc.) as inputs
- Define soft skills (cognitive, affective, behavioral), intuitiveness
- Define PM/SE competency intersections
- INCOSE Connect Site development

OUTCOMES (PRODUCTS/SERVICES)

INCOSE Systems Engineering Competency Framework
INCOSE Systems Engineering Competency Assessment Guide

IW Outcomes



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IW Outcomes

Decisions on next steps after publication of SECAG by Wiley

PLANNED ACTIVITIES AFTER IW

Collaborate with PDP team to support ongoing PDP development

Collaborate with other WGs to add more "evidence" indicators and encourage them to take some ownership of relevant portions of the SECAG

Continue collaboration with Certification team to pursue Competency Based Certification

Collaborate with SE Handbook V5 and 15288 update team to ensure alignment.

Pursue domain specific competency frameworks

PLANNED WORK PRODUCTS AFTER IW

Contribute to PDP explanatory video to be produced for IS 2022