What will it take to be a professional in the new ISL Field?

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The Informal STEM Learning (ISL) Professional Competency Framework was developed and validated through research with professionals across the field.

The Framework identifies 64 core competencies, organized within four domains and across three levels. The **General Expertise** domain is depicted below.

Institutional Impact · Institutional Operation · Job-Specific Expertise · General Expertise

General Expertise

	Level 1	Level 2	Level 3
Intrapersonal Knowledge & Skills	Understand and respect the values, attitudes, and behaviors that I bring to my work.	Encourage institutional practices that recognize and reward intrapersonal reflection, knowledge, and skills.	Create and support ISL practices that recognize intrapersonal reflection, knowledge, and skills.
Interpersonal Knowledge & Skills	Acknowledge and respect the values, attitudes, and behaviors of myself and of others within my institution.	Support and influence collaborative and mutually-beneficial relationships within my institution.	Create and support collaborative and mutually-beneficial relationships within and outside the ISL field.
Communication	Demonstrate effective and ethical communication skills in my work.	Support and influence effective and ethical communication skills with a range of audiences and using a range of media.	Create and support strategic communication skills that advance the work of the ISL field in society.
Creative & Analytical Thinking	Demonstrate creative and analytical thinking skills in my area of work.	Use creative and analytical thinking skills to address increasingly complex problems and opportunities within my institution.	Use creative and analytical thinking skills to influence and support the capacity of the field to address societal goals and problems.

http://www.islframework.org

Ideas and expectations about professions and about the process of becoming a professional are changing as the nature and assumptions about the ways we learn and the ways we work evolve.

Competency frameworks are used in some fields to describe the skills, knowledge, attitudes, and capabilities needed for that area of work.

In the post-Covid world, competency frameworks may help institutions effectively and efficiently align institutional needs with individuals who have the skills, knowledge, and other competencies.

Competency frameworks may also help individuals identify the strengths they offer and the strengths they want to develop to be competent and competitive.

What is a competency?

Competencies are the skills, knowledge, values, and other capabilities that enable a person to act effectively in a job or situation.

What is professional work?

Professional work is complex, non-routine, and grounded in theory and research. Professional work provides a critical service to society.

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