

SKILL AND KNOWLEDGE GAP ANALYSIS OVERVIEW

To understand how the identified skills and knowledge align with existing certifications a gap analysis comparing the skills and knowledge to the content of five existing certifications was completed. Through the gap analysis skills and knowledge were given a score of **1 to 3** to identify if the skills and knowledge:

N/A: The certification is not relevant to the skill and knowledge.

- 1:** The skills and knowledge is barely mentioned, or is not specific enough, in the certification.
- 2:** The certification ensures that trainees acquire at least 80 – 90% of the skill and knowledge.
- 3:** The certification ensures trainees acquire the skill and knowledge, and/or goes beyond what is listed.

Key takeaways and results from this exercise are summarized below.

Certifications Reviewed

- ✓ CLIA
- ✓ GreenCO BMPs
- ✓ NALP LICT
- ✓ QWEL
- ✓ SLM

KEY TAKEAWAYS

Across all certifications key takeaways include:

- ✓ All certifications have their own strengths, with certifications scoring higher in certain categories depending on their focus
- ✓ Across all the certifications, native grass topics are not well integrated
- ✓ Most of the skills and knowledge identified through this process are covered by at least one, if not more, of the certifications reviewed

For the CLIA certification key takeaways include:

- ✓ Great detail and focus on irrigation topics
- ✓ Due to the irrigation focus, other categories are not as well covered
- ✓ Because CLIA is a national certification, it is missing some of the Colorado specific details

For the GreenCO BMP certification key takeaways include:

- ✓ Even though the content was created in 2008, a lot of the topics covered are relevant today and well aligned with the identified skills and knowledge
- ✓ While the content is thorough, it does not lend itself well to be an accessible training for all landscape professionals

For the NALP LICT certification key takeaways include:

- ✓ Extremely practical curriculum that lends itself well to a field technician
- ✓ Covers safety and equipment mechanics topics that were not included in the identified skills and knowledge
- ✓ Due to the practicality and focus the certification does not cover higher level concepts included in the skills and knowledge
- ✓ Because LICT is a national certification, it is missing some of the Colorado specific details

For the **QWEL** certification:

- ✓ Comprehensive curriculum that is focused on sustainable practices across all the category areas
- ✓ Because the curriculum provides a higher-level overview, missing some of the more technical details included in other certifications

For the **SLM** certification:

- ✓ Well designed certification for entry level field technician, with a focus on maintenance
- ✓ Useful glossary of terms and pictures that are a helpful guide for the entire industry
- ✓ Due to the focus and level missing some of the details, especially in the design and irrigation topic areas

RESULTS

Across all the categories, the GreenCO BMP received the highest alignment scores, followed by QWEL. Construction scored the lowest for alignment across all certifications, while irrigation scored the highest.

Category	CLIA	GreenCO BMP	NALP LICT	QWEL	SLM	Average
Construction 	1.0	2.0	1.2	1.6	1.4	1.4
Design 	1.7	2.2	1.0	1.8	1.7	1.7
Maintenance 	1.8	2.1	1.8	1.6	1.7	1.8
Irrigation 	1.9	2.2	1.5	2.0	1.7	1.9
Average	1.6	2.1	1.4	1.7	1.6	1.8
Total Count N/A	46	0	0	0	7	-

ACKNOWLEDGMENTS

Thank you to the volunteers who participated in the gap analysis process. This effort wouldn't have been possible without you!

CLIA: Eric Olson and Spencer Bernard

GreenCO BMPs: Rick Schultz and Lyle Fair

NALP LICT: Donovan Ryan and Josh Pool

QWEL: Jason Naughtin and Victoria Arling

SLM: Kerry Pole, Khalan Gocken,
and Melissa Emdin