Research Questions

In order to compile uncover the gap between existing and desired competencies for MEP field consultants, the research team is guided by the following questions:

1. What does the literature say are important skills and knowledge for the types of work done by MEP field consultants?
2. What are the skills and knowledge currently used by MEP field consultants?
3. What are the skills and knowledge that MEP field consultants believe they need to possess?
4. What are the skills and knowledge that NIST/MEP leadership (both national and local) believe that MEP field consultants need to possess?

Problem Statement

Despite the critical nature of measuring performance in our field in industry, dearth of empirical research on formulated competencies for performance improvement (Dear, 1999; Guerra 2003)

Inconsistencies emerge between perceived need and current practice: suggesting there are obstacles preventing application of required competencies (Guerra Lopez, 2003)

Development of performance models based on self-assessed competency models will bridge best practices, unique accomplishments, and performance accountability. (Robins & Robinson, 2008)

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MEP Consultant Competencies

One foundation to facilitation of this change is to understand the current and desired competencies of MEP center staff. The gap between these two sets of competencies is then considered the area of professional development focus.

Literature Review