AIR specializes in analyzing job requirements, which serve as the foundation for developing and evaluating human capital systems. Our evidence-based job/practice/occupational analyses and competency modeling approaches support projects that encompass the entire employment life cycle and provide our public and private sector clients with unique insights and solutions.

Here are some highlights of our job analysis and competency modeling projects:

- Developing and implementing innovative methods for strategic job and practice analyses to ensure that training and certification programs keep pace with current profession-related trends
- Conducting rigorous job and practice analyses to ensure that certification and selection measures are reliable and valid
- Conducting organization-wide job analyses to specify a set of core, leadership, technical, and professional competencies that can be integrated into an existing Human Resources Information System (HRIS) for use across human resource functions
- Conducting a program analysis to identify effective and promising practices, areas for change, and ways to strengthen professional development programs intended to helpprepare individuals with disabilities for gainful employment
- Building a web-based relational database to store, query, and report job analysis information

For more information, contact Cheryl Hendrickson, PhD, at 202.403.5092 or chendrickson@air.org.