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| COMPETENCY GRID BEFORE THE CHANGE |
|  | **Traditional Competencies in old objectives** | **New Competencies to be Acquired** |
| WORKERS | **Green Product Design** | **Green Supply Chain**  | **Materials Recycling** | **Energy Savings** | **Product Knowledge** | **Contracts** | **Project Management** | **Customer Service** |
| **A** |  | **☐** |  | **☐** |  | **☐** | **☐** |  |
| **B** | **☐** | **☐** |  | **☐** |  | **☐** |  |  |
| **C** | **☐** |  |  |  |  |  |  | **☐** |
| **D** | **☐** | **☐** |  |  |  | **☐** | **☐** |  |
| **E** |  | **☐** |  |  |  | **☐** |  | **☐** |
| **F** |  |  |  |  |  | **☐** | **☐** | **☐** |

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| COMPETENCY GRID AFTER THE CHANGE |
| **A** |  |  |  |  |  | **☐** | **☐** |  |
| **B** | **☐** |  |  |  |  | **☐** |  |  |
| **C** | **☐** | **☐** |  |  |  |  |  | **☐** |
| **D** | **☐** | **☐** |  |  |  | **☐** | **☐** | **☐** |
| **E** |  | **☐** |  |  |  |  | **☐** |  |
| **F** |  |  |  |  |  |  | **☐** |  |

=**Frequently Practiced** =**Occasional Practiced/Not all Mastered**

**☐=Knowledge of Principles without Practice BLANK= No Knowledge or Practice**