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Avilar Releases Competency Model to Support Integrated Talent Management Solutions

COLUMBIA, MD – May 29, 2007 – Avilar, Inc., a leader in competency management and e-learning solutions, announces the release of its Workforce Competency Model for organizations initiating talent management and competency management programs. The competency model includes a skills dictionary of over 200 professional, leadership and occupational skills clustered in more than 40 skill groups. The dictionary can be used as is or customized to the specific needs of the employing organization. The competencies in the model serve as the common thread when integrating elements of talent management such as recruiting, training, performance management, succession planning and career planning.

“Competency models serve as the foundation for strategic workforce planning and all talent management activity,” says Avilar’s Director of Workforce Solutions, Christine Hipple. “In developing the competency model, we followed Avilar’s guiding principles that our solutions be grounded in best practices and practical enough for contemporary organizations with limited resources to achieve meaningful results. We have been practitioners so we naturally put great emphasis on the functionality aspects of everything we do. This model is derived from decades of HR and training experience across a variety of sectors.”

With Avilar’s Workforce Competency Model, organizations have a starting point for integrating talent management activities and can achieve faster results in their workforce strategy. The competency model includes well defined professional and leadership competencies such as manages conflict, exerts influence and negotiates agreements. It also includes occupational competencies in finance, manufacturing, customer service, human resources, training, sales and marketing. It is available as a printed report as well as in electronic data format that can be imported into HR systems such as PeopleSoft, Lawson, Oracle and SAP, and competency management systems, such as Avilar’s WebMentor Skills.

“Interest in building a competency foundation has grown as more organizations have begun to align their talent management activities,” notes Avilar CEO John Skowlund. “Competencies are the glue that holds talent management together. Without a solid competency model, the pieces will certainly come apart.”

In addition to the Workforce Competency Model, Avilar offers competency consulting services and a web-based competency assessment tool. Avilar consultants have decades of experience and work with clients to apply competency management best practices to all aspects of talent management, from targeted employee selection through skills assessment, development planning and performance management. For professionals new to competency management, Avilar consultants offer an interactive day-long workshop called *Competency Management 101: Competency Models that WORK*, which helps participants understand the complex process of starting a competency management initiative and break it down into manageable steps.

Avilar's web-based competency assessment tool, WebMentor Skills, allows organizations to manage and tailor competency models, create web-based assessments, analyze organizational skill gaps and identify training needs. In addition, employees can create Individual Development Plans (IDPs) with learning resources recommended based on the skill gaps. Furthermore, managers can use WebMentor Skills to search for employees with specific skills, experience and other characteristics to fill open positions or assign project teams.

“By offering this model we expect to provide a foundation that puts competency management within reach for more organizations,” says Hipple. “If we accomplish one thing we hope it is to show people that competency management isn't as daunting as it might seem, it is in fact an achievable goal even with limited resources.”

Avilar's Workforce Competency Model is available in a printed and electronic data formats and can be licensed for \$5,000. Additional information can be found at www.avilar.com.

About Avilar, Inc.

Avilar, Inc., The Competency Company™, provides competency management and learning solutions for the corporate, government and academic sectors. With its Smart, Strategic and Proactive™ solutions, Avilar offers a competency-based approach to workforce development to help organizations build a competency framework that will support efforts in training, performance management, career planning, succession planning, and recruiting. Formed in 1997, Avilar was a pioneer in the e-Learning marketplace. The flagship WebMentor® product line, originally introduced in 1998, includes a complete suite of affordable and full-featured learning management and competency management tools. Avilar is the recipient of the Excellence in E-Learning for Customer Satisfaction award from Brandon Hall and E-Learning Magazine, and was cited by Training Magazine as a top “Price-to-Value” provider.

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