



ASAP Knowledge and Competencies Framework for Climate Change Adaptation and Climate Resilience Professionals

AMERICAN SOCIETY OF
ADAPTATION PROFESSIONALS

www.adaptationprofessionals.org

Framework Purpose:

This framework provides a complete view of the knowledge and competencies needed to ensure that existing professionals, students, and learners of all types are prepared to effectively address climate change adaptation and climate resilience in the context of their work. The Framework is designed to articulate the baseline knowledge and competencies that are necessary for climate change adaptation and climate resilience work in any sector, field, professional role, or career phase. ASAP expects that most climate change adaptation and climate resilience professionals will require specific education and training to gain the knowledge and competencies described in this framework, as well as education and training that is specific to their role, sector, discipline, or specialty.

Foundational Knowledge:

All climate change adaptation and climate resilience professionals must possess knowledge of each of the following concepts, and must be able to effectively demonstrate that knowledge. One's professional role will dictate how they must be able to demonstrate each knowledge concept, such as by explaining the concept or the science behind it, describing solutions or examples, or explaining how the concept is connected to adaptation. One's professional role will also dictate the extent to which they must be able to put each knowledge concept into practice, such as by using a specific method to quantify, measure, assess, or visualize something related to the concept or using oral, written, or visual media to tell a story related to the concept.

Climate Variability and Change	Why and how climate variability and change occur
Climate-Related Hazards and Impacts	Why and how climate variability and change create hazards and subsequent impacts
Vulnerability	Why and how individuals and systems are vulnerable to climate impacts and how to decrease vulnerability by increasing adaptive capacity and reducing exposure and sensitivity
Risk	What constitutes risk (ie probability and consequence), how risk is impacted by individual perception and preferences, and methods for measuring risk
Climate Change Adaptation and Climate Resilience	What constitutes climate change adaptation and what means are available to adapt and what constitutes climate resilience and what means are available to improve climate resilience
Climate Change Mitigation	How to mitigate climate change (i.e. reduce greenhouse gas emissions)
Systems Thinking	Why and how to think in systems to address climate change
Justice and Equality	Why and how to achieve justice and equity by addressing climate change
Change Management	Why and how to effectively manage change in individuals, organizations, or systems
Decision Making	Theories and methods for understanding decision making in individuals, organizations and political systems
Communication	The theory and methods of values-based, culturally competent communication

Core Competencies:

All Climate Change Adaptation and Climate Resilience Professionals must possess each core competency. Each core competency for Climate Change Adaptation and Climate Resilience Professionals requires knowledge of one or more of the concepts described above along with a set of associated skills, abilities, and attitudes, such as those listed in the right hand column of the table below. Each person need not possess every associated skill, ability, and attitude; these attributes will vary based on professional role.

Core Competency	Sample List of Associated Skills, Abilities, and Attitudes
Using best available information	<ul style="list-style-type: none"> • Vision, mission, and value-statement development • Problem orientation, identification, and framing • Action/option identification and analysis • Scenario development, assessment, and planning • Determining critical thresholds • Capacity building (e.g. fundraising?, financing, resources, tools, technical assistance, codes, partnerships, influencing and managing political change) • Metrics development • Monitoring
Implementing cross-cutting strategie	<ul style="list-style-type: none"> • Identifying and using windows of opportunity • Identifying opportunities for mainstreaming climate adaptation action
Communicating climate adaptation concepts and needed actions	<ul style="list-style-type: none"> • Identifying audiences • Developing framing • Using engagement models • Communicating nuance through appropriate language choices
Building psychological strength to proactively confront change among professionals and the broader community	<ul style="list-style-type: none"> • Embracing deep uncertainty • Dealing with loss, trauma, profound change, and renewal • Empowering Action • Bringing about positive emotional responses • Psychological resilience
Planning for and managing adaptation action	<ul style="list-style-type: none"> • Vision, mission, and value-statement development • Problem orientation, identification, and framing • Action/option identification and analysis • Scenario development, assessment, and planning • Determining critical thresholds • Capacity building (e.g. fundraising?, financing, resources, tools, technical assistance, codes, partnerships, influencing and managing political change) • Metrics development • Monitoring
Promoting inclusive planning and action	<ul style="list-style-type: none"> • Leadership • Creating functional teams of people • Understanding, mapping, and building power • Building trust, legitimacy, and social capital • Fostering collaboration • Cultivating stakeholder support and buy-in • Asking thoughtful questions • Pursuing just and equitable outcomes • Empowering and incorporating input and decision making from frontline and marginalized communities • Active listening • Facilitating difficult, emotion- and value-laden dialogues
Orienting efforts to achieve transformative change	<ul style="list-style-type: none"> • Framing a new narrative, championing it, and inspiring others with it • Developing (or enabling) creativity and innovation • Transferring and scaling lessons learned • Recognizing and accepting the limits of previously used approaches • Recognizing the limits of existing systems