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

<table>
<thead>
<tr>
<th>Knowledge Area</th>
<th>Description</th>
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<tbody>
<tr>
<td>Climate Variability and Change</td>
<td>Why and how climate variability and change occur</td>
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<tr>
<td>Climate-Related Hazards and Impacts</td>
<td>Why and how climate variability and change create hazards and subsequent impacts</td>
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<tr>
<td>Vulnerability</td>
<td>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</td>
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<tr>
<td>Risk</td>
<td>What constitutes risk (i.e. probability and consequence), how risk is impacted by individual perception and preferences, and methods for measuring risk</td>
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<tr>
<td>Climate Change Adaptation and Climate Resilience</td>
<td>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</td>
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<tr>
<td>Climate Change Mitigation</td>
<td>How to mitigate climate change (i.e. reduce greenhouse gas emissions)</td>
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<tr>
<td>Systems Thinking</td>
<td>Why and how to think in systems to address climate change</td>
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<tr>
<td>Justice and Equality</td>
<td>Why and how to achieve justice and equity by addressing climate change</td>
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<tr>
<td>Change Management</td>
<td>Why and how to effectively manage change in individuals, organizations, or systems</td>
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<tr>
<td>Decision Making</td>
<td>Theories and methods for understanding decision making in individuals, organizations and political systems</td>
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<tr>
<td>Communication</td>
<td>The theory and methods of values-based, culturally competent communication</td>
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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.

<table>
<thead>
<tr>
<th>Core Competency</th>
<th>Sample List of Associated Skills, Abilities, and Attitudes</th>
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</table>
| Using best available information | • 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 strategies | • Identifying and using windows of opportunity  
• Identifying opportunities for mainstreaming climate adaptation action |
| Communicating climate adaptation concepts and needed actions | • 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 | • 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 | • 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 | • 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 | • 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 |