

# NCCI Learning Framework

## Engagement Guide

This guide is designed to help you understand how to engage with the NCCI Learning Framework in ways that are meaningful to your career stage, professional goals, and day-to-day work in higher education.

### What Is the Learning Framework?

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The Learning Framework is built around a set of Pillars and Core Areas of Focus that reflect what NCCI is fundamentally about — the practice, knowledge, and competencies relevant to professionals working in and around higher education.

The Learning Framework serves two key purposes:

- Provides a shared vocabulary for professional development, learning, and peer connection.
- Highlights topics and interests within NCCI, helping you explore areas of interest, shape your development, and connect with others.

Access the [framework](#) online via this QR code.



### Quick Reference: How to Engage Based on Your Goals

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Your Situation	Start Here
New to NCCI or unsure where to start?	Discover the Pillars and Core Areas of Focus
Early career / skill building	Explore competencies; map to your current role and goals
Seasoned professional	Share and anchor your expertise within Core Areas of Focus
Prospective member	Choose tracks aligned to your Framework interest
Content developer	Map content to Core Areas of Focus and associated competencies

## I am new to NCCI and unsure how to use the Framework

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Start with the Pillars. The Pillars represent the foundational areas of what NCCI is all about. As you review them, consider:

- Which Pillars connect most directly to your current role?
- Are there areas adjacent to your work that you would like to explore?
- NCCI's professional development offerings are organized around the Learning Framework. When exploring webinars, conference sessions, institutes, and workshops, look for the program's Core Areas of Focus and or competency.

### TIP

*Think of the Framework as a menu of possibilities. You do not need to master everything — focus on the areas most relevant/interesting to your journey.*

## I am early in my career and want to develop skills

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The Framework is a powerful tool for career development. Here is how to use it:

- Review each Core Area of Focus and consider how it connects to your current job responsibilities.
- Identify your own areas of interest — where are you naturally curious or energized?
- Use the Framework as a map for your next career step: which competencies do you want to build toward a future role?
- Look for Level 1 (Novice) experience level when identifying trainings to attend.
- Review Level 2 (Intermediate) and 3 (Expert) experience level educational offerings to understand what career growth in your area may look like.

### WHAT'S IN IT FOR YOU

*The Framework helps you turn learning into progress—focusing your development and building skills that support your next step.*

## I am a seasoned professional and want to find peers and ways to contribute

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For experienced practitioners, the framework helps you identify where your expertise lands, find peers at the same depth, and contribute meaningfully to the NCCI community.

Considerations to deepen your engagement with NCCI:

- Use Core Areas of Focus as filters at the annual conference and Power60 sessions to find peers who share your depth of experience.
- Contribute your knowledge — consider presenting, facilitating, or mentoring others in your areas of mastery.
- Explore a Core Area of Focus outside your primary expertise to stay current and expand your perspective.

### WHAT'S UNIQUE

*NCCI's strength is peer learning and peer networking. The Framework provides the structure for those connections — helping you find the right people, engage in the right conversations, and grow within a community that understands the higher education context.*

## I am a prospective member of NCCI

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The Framework organizes the full landscape of change, innovation, and continuous improvement in higher education into Pillars, Domains, and Core Areas. Rather than ad hoc professional development, the framework allows organizations and individuals to approach learning with intention and strategic purpose.

- Browse the Pillars to understand the major themes NCCI communities organize around.
- Dive into the Core Areas of Focus to find programming most relevant to you and your institution's work.
- Review current experience levels across your team against the Novice–Intermediate–Expert continuum to identify gaps in change leadership capacity.

### WHAT'S IN IT FOR YOU

*The framework turns professional development from reactive to strategic — ensuring your investment builds real capability, not just credentials.*

## I am a content developer and desire to bring tangible value to NCCI

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Use the Framework to design intentional, high-quality programming. Rather than guessing what members need, you can anchor your programming to the framework's structure.

- Associate content to specific Pillars and Core Areas of Focus for members to know exactly where your program fits.
- Label content as Novice, Intermediate, or Expert to help members self-select.
- Map to stated competencies to articulate what participants will know or be able to do after engaging with your content.

### **DON'T FORGET**

*The shared higher education context is what makes NCCI connections so valuable. When you reach out to a peer through the Framework, you already have common ground — making learning and connections more meaningful.*

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*Questions or want to connect? Reach out to NCCI staff or engage with fellow members at the next NCCI program. The Learning Framework is your guide — but the community is the destination.*