

# **VA IT Competency Model for 2210 - IT Specialist (InfoSec)**

Training and Communication Division

# Agenda

- Mission
- Introduction
- What is the Competency Model?
- How to Implement the Model
- Incorporating the VA LMS
- Demonstration

# Mission

## Information Assurance Training Program

- Continuous training of all VA's users on current Information Assurance topics.
- Develop a highly skilled and motivated workforce of VA cyber security practitioners.
- Professionalize the community of cyber and information security staff in VA through professional certification.
- Improve communication of security priorities and information dissemination through use of the Information Assurance web portal.
- Conduct an annual information security (InfoSec) conference for Department-wide information security and information technology staffs, managers and executives.

# Introduction

## Precedent Setting Model

- The VA Competency model project for the 2210 series (InfoSec) is on the leading edge of utilizing a learning management system to tie OPM Identified competencies to training



# What is the Competency Model Project?

## Competency Model Project

- OPM Identified skills for 2210
- Utilize LMS to track and evaluate skill levels of Information Security Officers
- Identify gaps and develop training plans



# How to Implement the Model

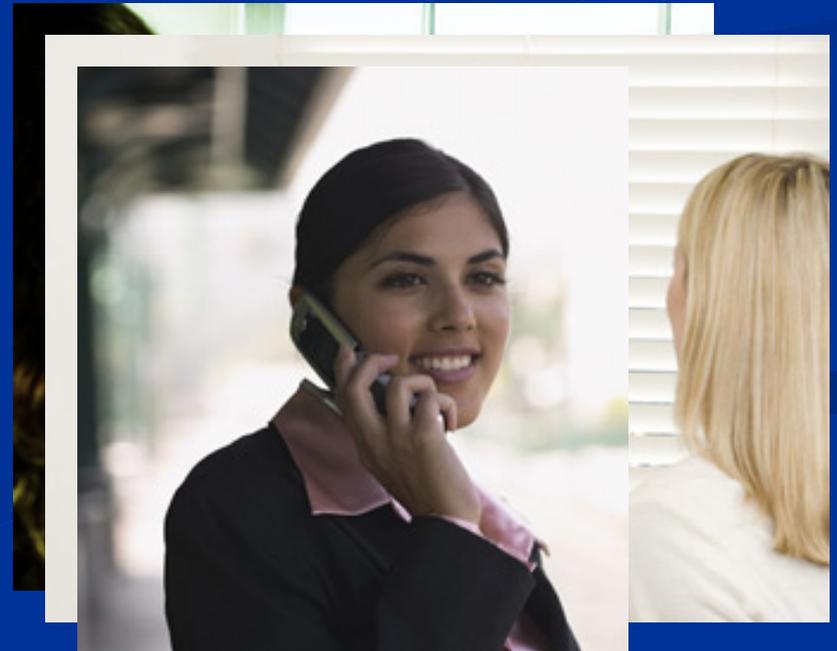
## Steps

- Validate competencies identified by OPM
- Review existing courses
- Map courses to competencies
- Identify Gaps
- Develop training plans
- Incorporate into the Learning Management System (LMS)

# How to Implement the Model

## Validate competencies identified by OPM

- Network ISOs assisted in evaluating the competencies identified by OPM
  - ISOs ranked the competencies based on experience in the positions for the three ISO levels:
    - FISO – Facility ISO
    - NISO – Network ISO
    - RISO – Regional ISO



Competency Name	Recommended Proficiency	Competency Name	Recommended Proficiency	Competency Name	Recommended Proficiency
<a href="#">Information Assurance</a>	<a href="#">2 - Foundational</a>	<a href="#">Arithmetic</a>	<a href="#">3 - Intermediate</a>	<a href="#">Accessibility</a>	<a href="#">2 - Foundational</a>
<a href="#">Information Technology Architecture Standards</a>	<a href="#">1 - Basic</a>	<a href="#">Information Assurance</a>	<a href="#">1 - Basic</a>	<a href="#">Configuration Management</a>	<a href="#">1 - Basic</a>
	<a href="#">2 - Foundational</a>	<a href="#">Information Technology Architecture</a>	<a href="#">2 - Foundational</a>	<a href="#">Human Factors</a>	<a href="#">2 - Foundational</a>
<a href="#">Technology Awareness</a>	<a href="#">2 - Foundational</a>	<a href="#">Interpersonal Skills</a>	<a href="#">2 - Foundational</a>	<a href="#">Information Assurance</a>	<a href="#">1 - Basic</a>
<a href="#">Web Technology</a>	<a href="#">1 - Basic</a>	<a href="#">Requirements Analysis</a>	<a href="#">2 - Foundational</a>	<a href="#">Information Technology Architecture</a>	<a href="#">1 - Basic</a>
		<a href="#">Standards</a>	<a href="#">1 - Basic</a>	<a href="#">Logical Systems Design</a>	<a href="#">2 - Foundational</a>
		<a href="#">Systems Life Cycle</a>	<a href="#">1 - Basic</a>	<a href="#">Multimedia Technologies</a>	<a href="#">1 - Basic</a>
		<a href="#">Teaching Others</a>	<a href="#">1 - Basic</a>	<a href="#">Object Technology</a>	<a href="#">2 - Foundational</a>
		<a href="#">Technology Awareness</a>	<a href="#">2 - Foundational</a>	<a href="#">Operating Systems</a>	<a href="#">1 - Basic</a>
				<a href="#">Organizational Awareness</a>	<a href="#">1 - Basic</a>
				<a href="#">Quality Assurance</a>	<a href="#">1 - Basic</a>
				<a href="#">Requirements Analysis</a>	<a href="#">1 - Basic</a>
				<a href="#">Software Development</a>	<a href="#">2 - Foundational</a>
				<a href="#">Software Testing and Evaluation</a>	<a href="#">2 - Foundational</a>
				<a href="#">Standards</a>	<a href="#">1 - Basic</a>
				<a href="#">System Testing and Evaluation</a>	<a href="#">1 - Basic</a>
				<a href="#">Technical Documentation</a>	<a href="#">1 - Basic</a>
				<a href="#">Technology Awareness</a>	<a href="#">1 - Basic</a>
				<a href="#">Web Technology</a>	<a href="#">1 - Basic</a>

# How to Implement the Model

## Review existing courses

- Initially, review existing IT and InfoSec training available in VA Catalog
  - Subsequent phases:
    - Identify VA “home grown” training not in national catalog and evaluate
    - Identify external training

Browse Catalog	
This page is used to browse the catalog by Subject Area. You can click the Expand icon next to an	
Subject Area Menu	Items
[Expand All] [Collapse All]	<b>Information Security (56)</b>
▼ Information Technology (22)	Cost: 0.00 Leng
ADP Security (1)	🔗 <b>Cryptography and Netwo</b>
ADPAC Components (1)	Description : Note: Our purcha
Basic Computer Skills (2)	Employees ma More »
Front Page (13)	Cost: 0.00 Leng
Hardware (3)	🔗 <b>Cyber Security Practition</b>
Information Security (56)	
Internet (1)	

# How to Implement the Model

## Map courses to competencies

- Map competencies to the training and evaluate skill level each course satisfies
- Update course in the LMS to reflect evaluated skill levels



# How to Implement the Model

## Identify Gaps

- Existing VA training may not meet OPM identified skill levels for 2210 parentheticals
- Training and Communication to utilize gap analyses:
  - plan in-house course development
  - Research other federal agency owned or commercially available training



# How to Implement the Model

## Develop training plans

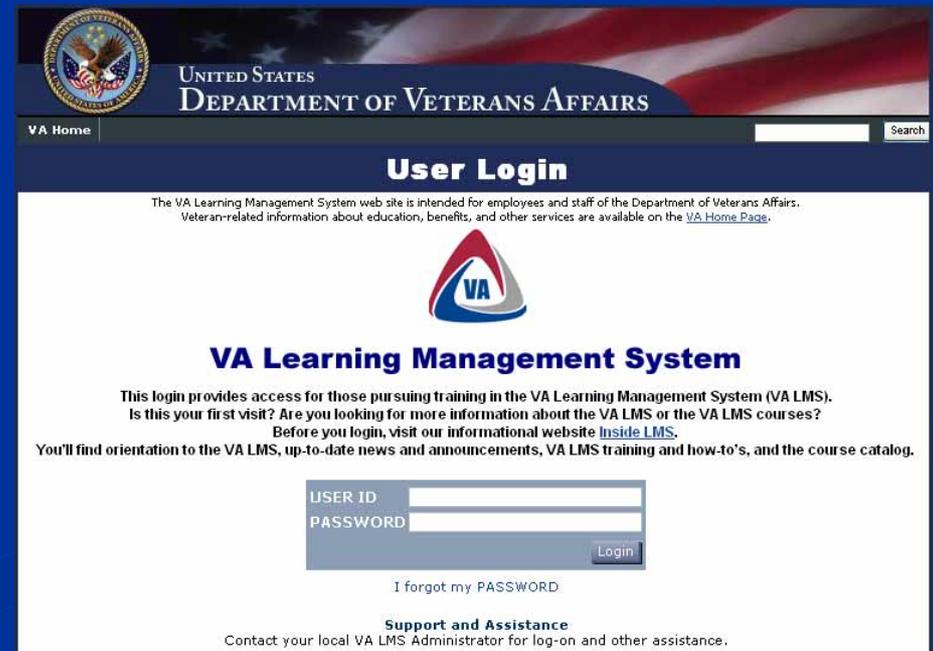
- Create items and curricula for the varying ISO roles



# How to Implement the Model

## Incorporate into the Learning Management System

- Training and Communications updates existing training items in the LMS with identified competencies and appropriate skill levels
- As more training is developed and/or added, competencies are included in the creation of new items



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DEPARTMENT OF VETERANS AFFAIRS

VA Home  Search

### User Login

The VA Learning Management System web site is intended for employees and staff of the Department of Veterans Affairs. Veteran-related information about education, benefits, and other services are available on the [VA Home Page](#).



### VA Learning Management System

This login provides access for those pursuing training in the VA Learning Management System (VA LMS).  
Is this your first visit? Are you looking for more information about the VA LMS or the VA LMS courses?  
Before you login, visit our informational website [Inside LMS](#).  
You'll find orientation to the VA LMS, up-to-date news and announcements, VA LMS training and how-to's, and the course catalog.

USER ID   
PASSWORD

Login

[I forgot my PASSWORD](#)

**Support and Assistance**  
Contact your local VA LMS Administrator for log-on and other assistance.

# Incorporating the VA LMS

## Competency Skill Level Assessment

Supervisors or users can perform assessments

Competency ID	Description	Rating
IT01	Information Systems Security Certification	5 (5) ▼
IT02	Information Systems/Network Security	3 (3) ▼
IT03	Information Technology Architecture	3 (3) ▼
IT05	Infrastructure Design	1 (1) ▼
IT10	Network Management	2 (2) ▼
IT12	Operating Systems	1 (1) ▼
IT15	Process Control	1 (1) ▼
IT20	Risk Management	1 (1) ▼
IT21	Software Development	3 (3) ▼
IT24	Standards	1 (1) ▼
IT26	Systems Life Cycle	1 (1) ▼
IT29	Technology Awareness	4 (4) ▼
IT37	Customer Service	1 (1) ▼
IT47	Leadership	1 (1) ▼
IT49	Legal, Government and Jurisprudence	4 (4) ▼
IT57	Problem Solving	1 (1) ▼
IT70	Computer Emergency	1 (1) ▼

# Incorporating the VA LMS

## Assess Training Needs

Where gaps exist, items can be assigned by the supervisor, mentor or even the employee to meet the training requirement.

Competency Profiles with Associated Competencies			
Competency Profile		Assigned Date	
Security - Basic		3/24/2005	
Type	Competency	Gap	Action
Knowledge	Computer Forensics	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Configuration Management	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Customer Service	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Data Management	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Database Administration	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Decision Making	<input checked="" type="checkbox"/> 0.0  5.0 Current:2.00 Req:1	
Knowledge	Distributed Systems	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Encryption	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Information Assurance	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	
Knowledge	Information Systems Security Certification	<input type="checkbox"/> 0.0  5.0 Current:0.00 Req:1	<a href="#">Assign Related Items</a>
Knowledge	Information Systems/Network Security	<input checked="" type="checkbox"/> 0.0  5.0 Current:2.00 Req:1	
Knowledge	Information Technology Architecture	<input checked="" type="checkbox"/> 0.0  5.0 Current:1.00 Req:1	

# Demonstration

Using the LMS to manage  
competencies and track iISO progress  
through the CSP Activities Matrix