Competency Driven Training Programs

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How Competency Models Drive Professional Development Programs

• Provides continuous training of employees in multi-modalities aligned to their skill gaps and agency mission

• Develops a highly skilled and motivated workforce that understands proficiency targets and career paths

• Professionalizes IT staff through training and certification programs

Our Goal: Right training at the right time to the right person
Human Capital Life Cycle Integration

- **Agency Mission and Strategy**
  - Aligned with project/task requirements

- **Performance Measures and Assessment**
  - Tracked and monitored by agency leaders

- **Training and Professional Development**
  - Tracked through LMS
  - Assists with succession planning

- **Recruiting and Hiring**
  - Assists in finding the right people with right skill set
The VA Competency Model Approach
Competency Model Benefits

- Drives cost effective and targeted training plans (wiser use of training dollars)
- Drives training to fill competency gaps at specific proficiency levels
- Supports FISMA requirements for role-based training and beyond
- May be used for any role in any group (e.g., software developer, CIO, database administrator)
- May be used to support all or part of the human capital life cycle
VA OI&T Program Elements

- Competency models based on OPM’s 2210 IT Roadmap
- Curriculum development
- Learning events mapped to competencies at baseline proficiency levels
- Supervisor and leadership development
- “IT Welcome” on-boarding programs
- Intern program
- CIO job shadowing
- Regional “smart classrooms”
Questions? Contact Information

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