

Competency Driven Training Programs

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How Competency Models Drive Professional Development Programs

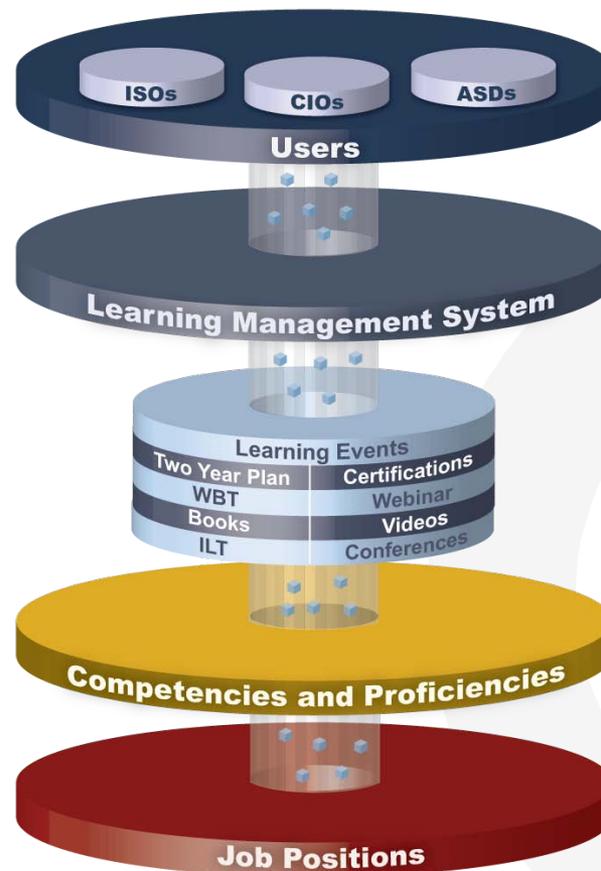
- *Provides continuous training of employees in multi-modalities aligned to their skill gaps and agency mission*
- *Develops a highly skilled and motivated workforce that understands proficiency targets and career paths*
- *Professionalizes IT staff through training and certification programs*

Our Goal: Right training at the right time to the right person

Human Capital Life Cycle Integration



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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