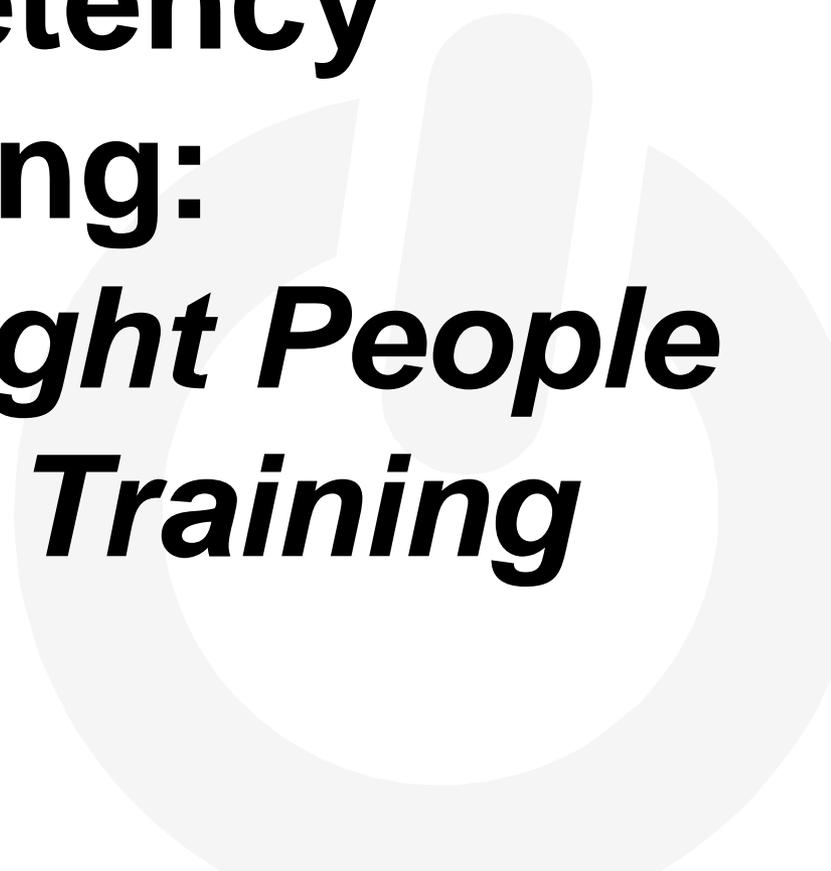


**IT Competency
Modeling:
*Linking the Right People
to the Right Training***



Objectives

Build

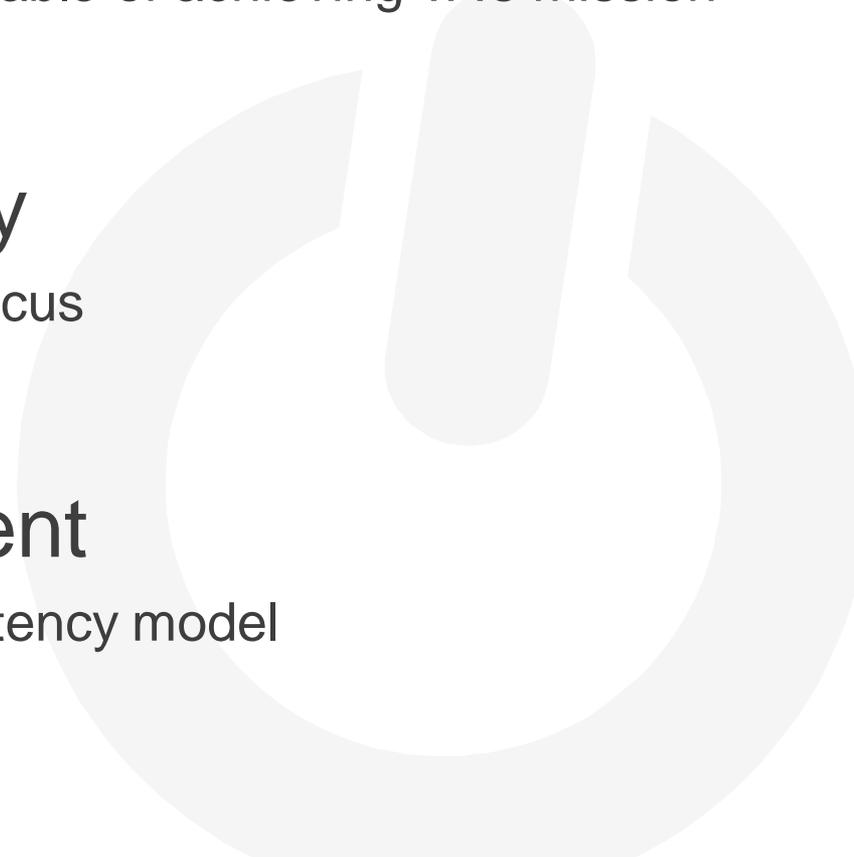
a high-performing IT workforce fully capable of achieving VA's mission

Identify

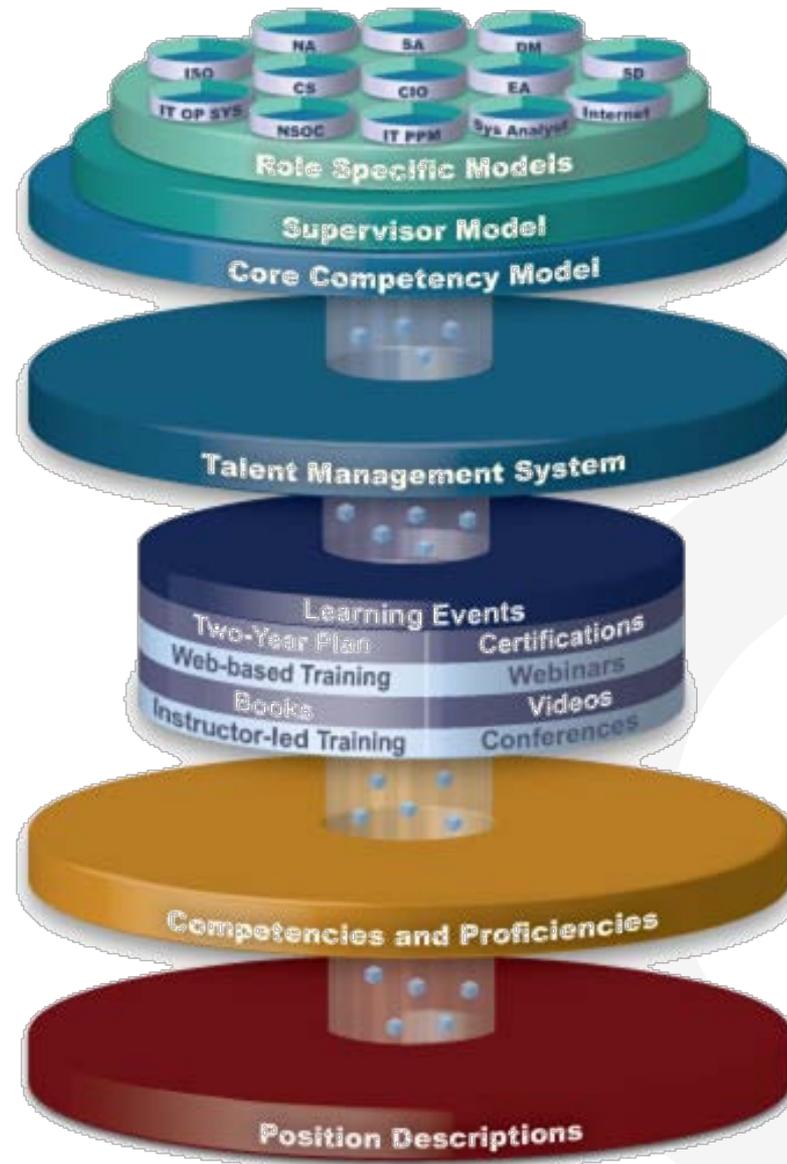
a common focus

Implement

a customized competency model



Approach



Framework

Core Competencies

Cross cutting and applicable to all OIT 2210-series roles

Technical Competencies

Role specific (CIO, ASD, ISO)

Leadership Competencies

Cross cutting and applicable to OIT 2210-series supervisors

Information Assurance

Knowledge of methods and procedures to protect information systems and data by ensuring their availability, authentication, confidentiality and integrity

Proficiency Level 5: Expert

- **Builds** consensus (internal/external) for the integration and implementation of information assurance strategies

Proficiency Level 4: Advanced

- **Implements** and **supports** security software and hardware across multiple platforms, applications and architectures

Proficiency Level 3: Intermediate

- **Applies** knowledge of information assurance concepts and understands their impact on the organization

Proficiency Level 2: Foundational (Core)

- **Describes** compliance with information assurance standards, practices and procedures to perform routine operations

Proficiency Level 1: Novice (Core)

- **Understands** basic concepts of information assurance

Talent Management System

Complete Assessment

Self Assessment

You have been asked to complete this assessment survey for the individual(s) named below. Please provide your honest assessment of their proficiency level for the competencies listed below. Competency results will not be used to assess or evaluate individual performance.

For: OCSDEMO, SUPERVISOR S
Required By: 10/31/2011

Page 1 of 1 Submit Cancel

OIT Core Competency Profile Competencies

Administration and Management (Knowledge)
Knowledge of planning, coordination, and execution of business functions, resource allocation, and production.

User	Does not apply	1	2	3	4	5	
OCSDEMO, SUPERVISOR S	<input type="radio"/>		2		4	5	Add Comments

Rating: 2 - 2
Rating Description: 2 Prepares basic drafts of proposed IT contracts, including employee salary/benefits, travel, supplies, making charges, etc. 2 Reviews number of hours reported on work reports to ensure that all hours are allocated.

Arithmetic (Knowledge)
Performs computations such as addition, subtraction, multiplication, division, numbers, fractions, decimals, and percentages.

User	Does not apply	1	2	3	4	5	
OCSDEMO, SUPERVISOR S		1	2	3	4	5	

Knowledge	Creative Thinking Uses imagination to develop new insights into situations and applies innovative solutions to problems; designs new methods where established methods and procedures are inapplicable or are unavailable.	0.0 5.0 Actual:4.00 Req:1
Knowledge	Decision Making Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.	0.0 5.0 Assign Related Items Actual:1.00 Req:2
Knowledge	Mental Visualization Sees things in the mind by mentally organizing and processing symbols, pictures, graphs, objects, or other information (for example, sees a building from a blueprint, or sees the flow of work activities from reading a work plan).	0.0 5.0 Assign Related Items Actual:0.00 Req:2

Competency Model

Competencies

Proficiency Levels

Behavioral Indicators

Competency Profiles

Competency Model



Employee Benefits

Training

Knowledge, competencies
professional development
teaching of vocational or practical skills provides the

- On-the-job training provides the
- Off-the-job training takes

VA ITWD at-a-glance

Who we are

VA IT Workforce Development identifies training solutions to the challenges facing today's government information technology and information security professionals. We gather the most experienced and talented course designers, instructors, graphics professionals and communications experts to meet your training needs.

What we do

At ITWD, we prepare VA staff to better serve our nation and our nation's Veterans through the delivery of targeted, competency-based skills and development programs. ITWD actively promotes information security and privacy awareness through robust training and awareness programs.

VA ITWD at-a-glance cont.

What we can do for you

ITWD has a growing selection of communication and training materials available to help you

- Create or increase information security awareness in your workforce
- Provide FISMA-compliant web-based training

ITWD offers

- Awareness and role-based INFOSEC training
- Customizable social media security posters
- Information protection communication materials
- Multiple training modalities (web-based, video, print, etc.)
- And more...

For more information, send an email to vaitwd@va.gov or visit us online at <http://vaww.itwd.va.gov/>.