



Competency-Centric Learning and Governance Overview

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What is Competency Centric Learning Anyway?

- First off, Competencies are not much different from Knowledge, Skills, and Abilities (KSAs).
- Competency-Centric Learning is learning that is focused on developing competence (i.e., observable or measurable skill, knowledge, qualification, or capacity) required and sufficient to perform some task, action, or function at some desired level of proficiency.



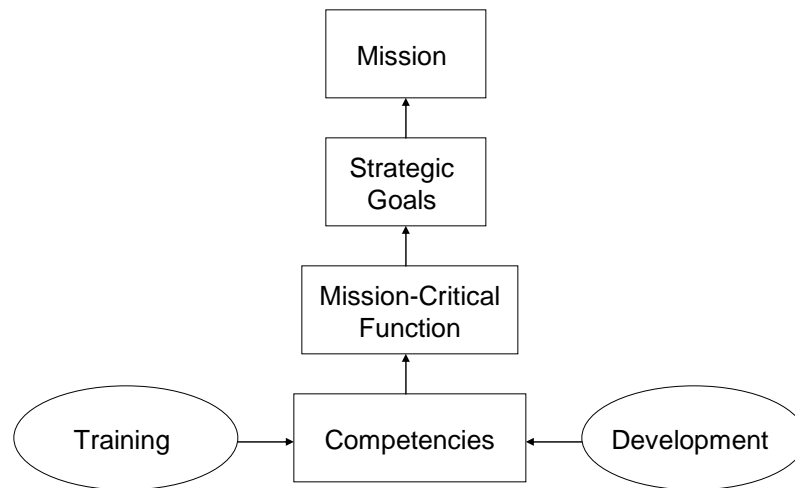
Why Competency-Centric Learning?

Advantages Include:

- Enables us to link and align learning to specific competencies required to complete the Department's goals, objectives, and missions.
- Enables us to maximize value-added from learning investments (time and \$\$)
 - Build common, shared learning solutions for the common competencies. "Build once and use many times"
 - Focus learning on most needed competencies. High "Bang for the buck"
- Provides employees a clear road map for their learning expectations.
- Systematizes our employees' competencies as assets to be managed.



Strategic Alignment of Learning Programs to the Mission





What Competencies Must our Employees Possess to be Effective?

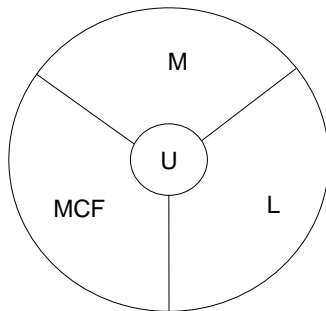
There are many different types of competencies our employees need in order to be fully effective:

- There are some general professional competencies every one of our employees need simply to be effective in today's work place
- There are some business management skills most employees need to varying degrees based on their job function
- There are some leadership skills most employees need to varying degrees based on their job function.
- There are certain technical competencies employees need depending on their specific mission function.



The DOE Competency Framework

The Competency Framework Comprises Multiple “families” of competencies:



U = Universal Competencies: universal competencies needed by every individual to be effective in today's work environment. Examples may include:

- Resolving Conflict
- Emotional Intelligence
- Team Skills

M = Management Competencies: business management competencies necessary to execute management (not positional) functions. Examples may include:

- Managing Projects
- Performance Measurement
- Managing a Budget

L = Leadership Competencies: competencies necessary to execute leadership (not positional) functions. Examples include:

- Strategic Planning
- Strategy to Execution
- Building Partnerships
- Change Management

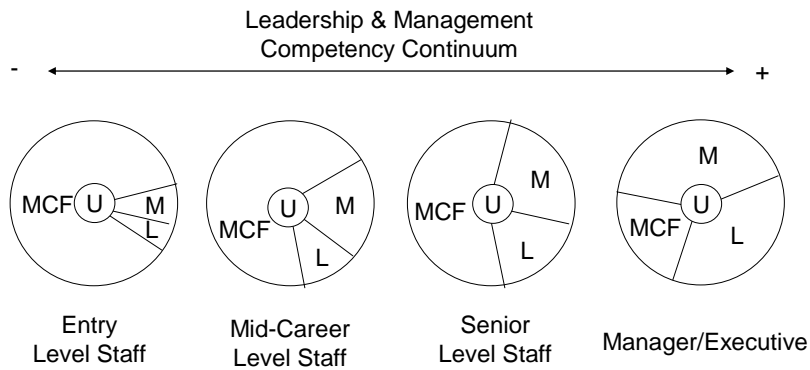
MCF = Mission Critical Function (MCF) Competencies: specific technical competencies necessary to successfully execute a given Mission Critical Function (e.g., Supervision, Acquisition Management, Project Management,.....)



DOE Competency Framework

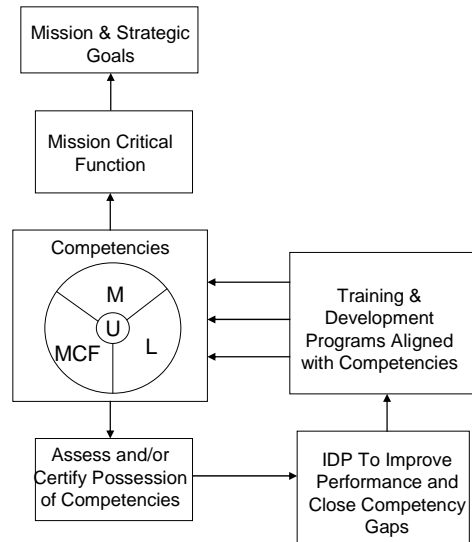
The relative weighting of each competency “family” will vary by specific Mission Critical Function and level within the organizational hierarchy.

Example:



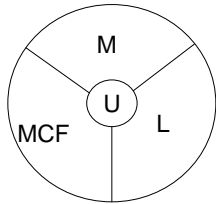


Strategic Alignment of Learning Programs to Strategic Goals



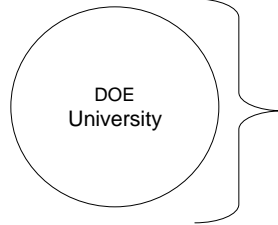
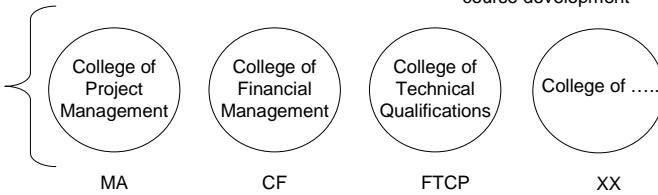


“University” Governance Construct



Different “Colleges” for each major MCF

- Competency “owners” develop their respective MCF competencies
- Provides subject matter expertise for curricula/course development
- Operate within the “university” system
- College Deans Serve on University “Board of Directors”



- HR Has Responsibility for:
- Leading University System
 - U, L, & M Competencies and Associated Training
 - Central Training Registration
 - Central Tracking/Reporting
 - QA and Auditing
 - Assist and facilitate “schools” in MCF competency and training course development



Actions Underway

- ✓ DOE Competency Framework – Completed
- ✓ Define U, M, & L Competencies – In Progress
- ✓ Align Learning to Competencies – In Progress
- ✓ Migrating to New Version of LMS with Enhanced Competency Management Functionality – In Progress
- ✓ Craft DOE University Charter – In Progress
- ✓ Outreach to Program “Competency Owners” to Establish Colleges – In Progress
- ✓ Create DOE University Web Site – In Progress