



# What's New in Human Resources?

*Working for America*

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



# Message from the President

*“Public service is a high, high calling. And I’m proud of the men and women who devote their lives to our great nation.”*

**- George W. Bush**



# Message from the Director



*“Today's Federal agency needs not only to recruit and staff their operations, but they must constantly and consistently upgrade their workforce by training them to tackle the tasks that are given to them in our new America.”*

**- Kay Coles James**



# Overview

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1. Competency Initiatives and Occupational Standards
2. Classification Standards Update
3. What's New in Training
4. The IT Exchange Program



# Competency Initiatives and Occupational Standards

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How does OPM define “competency”?

A measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics that an individual needs to perform work roles or occupational functions successfully



# Integrated Occupational Standards

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- Move from time-driven to competency-driven decisions across the employment life cycle
- Create integrated occupational standards for classification and qualification based on competencies identified in Governmentwide studies
- Use these standards to align human resources functions, including recruitment, selection, compensation, career development, performance management, and workforce and succession planning



# Classification Standards Update

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- 400 Natural Sciences Job Family Standard (JFS)
- 701 Veterinary Medical Science
- 800 Engineering and Architecture Technical JFS
- 900 Legal and Kindred Assistance Group
- 1500 Math and Statistics JFS
- 1800 Justice and National Security JFS
- 1895 Customs and Border Protection Series
- Research Grade Evaluation Guide (RGEG)



# Academic Degree Training

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## Purpose

- Training contributes significantly to:
  - Meeting an identified agency training need
  - Resolving an identified agency staffing problem
  - Accomplishing goals in the agency strategic plan



# Academic Degree Training

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## Requirements

- Part of a planned, systemic, and coordinated agency development program linked to accomplishing the strategic goals of the agency
- Is accredited and is provided by a college or university that is accredited by a nationally recognized body



# Academic Degree Training

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## Computing Time in Training

- When an employee is pursuing an academic degree through an agency academic degree training program, an agency may compute the length of the academic training period based on the academic institution's established contact hours for the degree.  
(5 CFR 410.310(d))
- Sample computation available at:  
<http://www.opm.gov/hrd/lead/Policy/fea-00.asp#academic>

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# Governmentwide Information Technology (IT) Training Program

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- Links existing Governmentwide IT training programs into a consolidated IT training framework
- Promotes the use of the IT Roadmap as the cornerstone of the framework
- Establishes the CIO Council and OPM roles for a continuing partnership in IT workforce development



# Information Technology (IT) Exchange Program

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- Allows the temporary assignment of employees between the Federal Government and private sector organizations (5 USC 3707)
- Final regulations expected December 2004
- Requires agency implementation plans



# Contact Information

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For more information,  
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