Currency and Use of Credentials in the Federal Government:

A Factor Toward A New Competency-Based Federal Workforce

Workcred Federal Training Session
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Federal Government Jobs
1.5 Million+
Are Degrees the Right Measure?

- A PhD in Chemistry = A Chemist
- An M.ED in Education = A Teacher
- A BS in Accounting = An Entry-Level Accountant
- A BA in Fine Arts = ?
- A BS in Psychology = ?
- A BA in Liberal Studies = ?
KSAs vs Credentials

KSA

• Subjective
• Self Evaluated
• Difficult to Compare
• Difficult to Build On

Credentials

• Objective
• Assessed*
• Comparable
• Often Stackable

*Not all Credentials have an Assessment
What are Essential Competencies on the Job?

- Writing
- Organization
- Oral Comm
- Teamwork
- Critical Think
- Diverse Gr
- Prob Sol

Series 1
Series 2
Series 3
How Could Credentials Help?

Recruitment
- Clear Requirements
- No Surprises

On-boarding
- Areas to hit the ground running
- Areas of development

Career Development
- Clearly articulated paths to higher wage jobs
- Removes seniority as the only path forward

Retention
- Real-time recognition of skills
- Tie to development plans
- Tie to performance assessments

Progression
- Skills drive promotions
- Skills lead to new opportunities

Exiting
- Crosswalk to next job

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Why Now?

• Aging Workforce

• Intense Competition for In-Demand Skills

• Reduced Pension Benefit

• Public Perception

• Workplace Climate

• Flexibility

• 3/5/7-Year Itch