



# Building a 21<sup>st</sup> Century Federal Workforce through Dynamic Competency-Based Credentialing

*Federal Training Session hosted by Workcred*

**October 11, 2016**

8:30 a.m. – 4:00 p.m.

**The 20 F Street NW Conference Center**

20 F Street, NW, Washington, DC, 20001

## Agenda

8:30	<b>Breakfast</b>
9:00 – 9:05	<b>Opening Remarks</b> <b>Cynthia Woodley</b> , Chair, Workcred Government Credentialing Network
9:05 – 9:35	<b>Federal Perspective on Credentialing</b> <b>Clifton Triplett</b> , Senior Cyber and Information Technology Advisor, Office of Personnel Management (OPM)  <i>Mr. Triplett will discuss the importance of credentialing within the federal government, how credentials are used, and improvements that could be made to benefit both the public and private sectors.</i>
9:35 – 10:05	<b>Industry Trends: Where is Credentialing Headed?</b>  <b>Eric Seleznow</b> , Deputy Assistant Secretary, Employment and Training Administration, U.S. Department of Labor (DOL)  <i>Mr. Seleznow will highlight new and upcoming trends in the civilian credentialing community that relate to federal initiatives.</i>
10:05 – 10:45	<b>Creating the Credential Registry: Moving to Scale – a Future Resource for the Government</b> <b>Roy Swift</b> , Executive Director, Workcred <b>Bob Sheets</b> , Research Professor, George Washington University Institute of Public Policy  <i>This session will educate government employees about the forthcoming Credential Registry – a groundbreaking technology effort aimed at transforming the credentialing ecosystem and the way people use it. The presentation will focus on how the government can leverage the registry as an important resource.</i>
10:45 – 11:00	<b>Break</b>

11:00 – 12:45

**Panel: Success in Creating Credentialing Programs: Best Practices and Lessons Learned**

**Moderator: Cynthia Woodley**

**Panelists:**

- **Josh Olsen**, Lead Policy Advisor, Technical Operations, Office of Weatherization and Intergovernmental Programs, U.S. Department of Energy (DOE)

*The Department of Energy's Weatherization Assistance Program is the nation's oldest and largest energy retrofit program. With technicians working in over 800 individual organizations and producing more than 100,000 retrofits per year, a consistent and industry-recognized benchmark for workforce training and credentialing is vital for success. In 2010, the DOE created the Home Energy Professional certifications to fill an unmet need for professional credentialing in this industry. This presentation will focus on the lessons learned and ongoing revisions to this process from both a technical and policy-making perspective.*

- **Michael Scott**, Chief, Professionalization Division, Center for Development of Security Excellence, Defense Security Service (DSS)

*The Security Professional Education Development (SPeD) Certification Program is part of the U.S. Department of Defense's (DoD) initiative to professionalize the security workforce. This initiative serves to ensure there exists a common set of competencies among security practitioners that promotes interoperability, facilitates professional development and training, and develops a workforce of certified security professionals.*

- **Rodney Petersen**, Director, National Initiative for Cybersecurity Education (NICE), National Institute of Standards and Technology (NIST)

*The National Initiative for Cybersecurity Education, led by the National Institute of Standards and Technology in the U.S. Department of Commerce, builds upon existing successful programs, facilitates change and innovation, and brings leadership and vision to increase the number of skilled cybersecurity professionals helping to keep our nation secure. Historically, the most valued credentials have included academic degrees, industry-recognized certifications, and experience; however, cybersecurity is a new and evolving field in need of greater standardization and more specialized competencies. This presentation will discuss the NICE Workforce Framework, which helps both employers and educational providers by providing a standardized approach for the development of the cybersecurity workforce with a focus on seven broad categories of work, 31 specialty areas, and a corresponding set of knowledge, skills, and abilities.*

- **Elizabeth Ziolkowski**, Manager, Laboratory Operations & Quality Assurance, U.S. Postal Inspection Service Forensic Laboratory Services

*There are an estimated 14,000 forensic practitioners performing analyses and providing expert testimony in court in the United States. Forensic practitioners and the laboratories in which they work have long recognized the desirability of credentialing. There are now over twenty organizations offering certifications in some forty different forensic specialties, but there remain at least twelve recognized forensic specialties for which there are no appropriate certifications. Some forensic specialties have fewer than fifty practitioners in the entire country. This*

	<i>presentation will focus on lessons learned and the political, financial, and scientific considerations when providing credentials for forensic analysts.</i>
12:45 – 1:30	<b>Lunch</b>
1:30 – 3:00	<p><b>Interactive Roundtable Discussions</b></p> <p>Three interactive roundtable discussions will allow attendees to explore the following topics:</p> <p><b>Table 1:</b> Problem Identification Group – What Major Obstacles Are Facing Federal Agencies Today and What Can Be Done About It?  <i>Facilitator:</i> David Wilcox, Global Skills Exchange Corp.</p> <p><b>Table 2:</b> Appropriate Use of Regulatory vs. Non-Regulatory Credentials – When to Use Each?  <i>Facilitator:</i> Deanna Hudella, Pearson VUE</p> <p><b>Table 3:</b> Steps for Building Certification Programs: Building Blocks and Resources for Success  <i>Facilitator:</i> Ibi Layi-Ojo, Prometric</p>
3:00 – 3:30	<p><b>Breakout Session Report Outs</b></p> <p>Breakout session facilitators will distill and share insights and common themes from each session.</p>
3:30 – 4:00	<p><b>Closing Remarks</b></p> <p><b>On the Horizon for the U.S. Credentialing System</b></p> <p><b>Sharon Boivin</b>, Chair, Interagency Working Group on Expanded Measures of Enrollment and Attainment (GEMEnA), National Center for Education Statistics</p> <p><i>Dr. Boivin will highlight new federal statistics from the Current Population Survey on the prevalence of certifications in the U.S. adult population. She will also discuss how upcoming new data from the National Center for Education Statistics (NCES) and National Science Foundation (NSF) will help us understand who gets certifications, how adults prepare for certifications, and how they perceive the benefits of certification. Finally, Dr. Boivin will talk about how and why these new data can provide a context for ongoing efforts to make sense of the credential landscape in our nation and why federal agencies should care.</i></p>