



Building a Federal Workforce through Quality Credentialing

May 15, 2017

8:30 a.m. – 4:00 p.m.

The 20 F Street NW Conference Center
20 F Street, NW, Washington, DC 20001

Proposed Agenda

8:30 – 9:00	Registration: Breakfast & Networking
9:00 – 9:05	Opening Remarks Cynthia Woodley , Chair, Workcred Government Credentialing Network
9:05 – 9:40	Currency and Use of Credentials in the Federal Government: A Factor toward a New Competency-Based Federal Workforce Jane Oates , Assistant Secretary for Employment and Training, U.S. Department of Labor, 2009-2013 <i>Credentials are increasingly becoming the currency of the job market, but their true value can only be communicated and evaluated through competencies. This keynote will shed light on the federal government's current use of credentials and how the government can leverage competency-based credentials to help build a 21st-century federal workforce.</i>
9:40 – 11:00	Panel: Federal Credentialing Models Moderator: David Wilcox , Global Skills X-Change (GSX) Panelists: <ul style="list-style-type: none"> • Lisa Lutz, President, Solutions for Information Design, LLC; Ed Davin, Senior Analyst, Solutions for Information Design, LLC; and Jim Johnson, Voluntary Education Service Chief, U.S. Navy, OPNAV <i>The Department of Navy (DON) recently developed the DON Civilian COOL system, which links each civilian federal occupational series to relevant civilian credentials, allowing DON civilians to identify professional development opportunities in their occupational areas. The presentation will focus on how the DON Civilian COOL can set the foundation for a possible "Department of Defense Civilian COOL" site, or even a "Federal Civilian COOL" site.</i> • Selden Fritschner, Senior Transportation Specialist, Federal Motor Carrier Safety Administration, U.S. Department of Transportation <i>The Department of Transportation (DOT) and the Federal Motor Carrier Safety Administration</i>

	<p>were early partners with both the Pentagon and White House efforts to equate training and experience gained in the military to an equivalent credential in the civilian world. From airplane mechanics, pilots, and tower controllers to ship captains and engineers; from highway engineers and equipment operators to commercial truck and bus drivers, each required a review of the military experience and credentialing compared to State and Federal agency requirements. DOT and the Department of Defense (DOD) partnered with a variety of stakeholder groups to make this transition as seamless and easy as possible. This presentation will give focus to the obstacles, successes, and lessons learned.</p> <ul style="list-style-type: none"> • Michael Scott, Chief, Professionalization Division, Center for Development of Security Excellence, Defense Security Service (DSS) <p><i>Professionalization of the security workforce in DoD has become a priority initiated by Executive Order. The Under Secretary of Defense for Intelligence and Security teamed with the mission owners and security workforce managers to determine a structure to professionalize the force, meeting mission demands to better protect National Security information, personnel, facilities, and technologies. Discussion will follow the creation of the Security Professional Education Development (SPeD) Certification Program Office, the process to bring together twenty-seven defense agencies creating skill standards, blueprint, execute an assessment, and a process to get NCCA accredited.</i></p>
11:00 – 11:25	Networking Break
11:25 – 11:50	<p>Department of Labor as a Resource on Industry Certifications</p> <p>Pam Frugoli, O*NET/CareerOneStop/Competency Assessment Team Lead, Employment and Training Administration, U.S. Department of Labor</p> <p><i>When looking for credentials and deciding whether there is a need to create new ones—it is helpful to be able to do market research on existing credentials. The U.S. Department of Labor (DOL) sponsors the CareerOneStop website, which contains a searchable online database of more than 5,000 certifications along with various indicators of quality, demand, and relevance for various purposes. Learn how to find and use this database and search tool.</i></p>
11:50 – 12:15	<p>Certification and Continuing Competency: Understanding the Relationship</p> <p>Roy Swift, Executive Director, Workcred</p> <p><i>Re-certification or “maintenance of certification” is an essential component of a certification program and yet, it’s importance is often overlooked. To date, little research has been conducted regarding what facilitates continued competence in the professions/occupations. This presentation will address the current approaches to re-certification and the inadequacy of these methodologies used by most certification bodies. A proposed research project will be described that addresses building the body of knowledge of what facilitates individuals to maintain their competencies and up-date their knowledge and skills.</i></p>
12:15 – 1:00	Networking Lunch

1:00 – 3:00	<p>Interactive Roundtable Discussions</p> <p>Three interactive roundtable discussions will allow attendees to explore the following topics:</p> <p>Table 1: Credential Registry: Benefits and Opportunities for Federal Agencies <i>This roundtable will provide an in-depth look at the benefits and opportunities for government agencies related to the web-based Credential Registry, which enables job seekers, students, workers, and employers to search for and compare credentials, just as travel apps are used to compare flights, rental cars, and hotels</i> <i>Facilitator: Bob Sheets, George Washington Institute of Public Policy</i></p> <p>Table 2: Problem-Solving Roundtable <i>Participants will share best practices, challenges, and lessons learned in an interactive setting. Attendees are invited to pose questions on key issues for feedback from the group.</i> <i>Facilitator: Deanna Hudella, Pearson Vue</i></p> <p>Table 3: Building a Certification: Step by Step <i>Participants will learn how to develop a certification program, from inception to implementation.</i> <i>Facilitator: Ibi Layi-Ojo, Prometric</i></p>
3:00-3:15	<p>Networking Break</p>
3:15 – 3:45	<p>Roundtable Discussion Report-Outs</p> <p>Facilitators will distill and share insights and common themes from each discussion.</p>
3:45 – 4:00	<p>Closing Remarks</p> <p>Cynthia Woodley, Chair, Workcred Government Credentialing Network</p>