

# **Currency and Use of Credentials in the Federal Government:**

*A Factor Toward A New  
Competency-Based Federal Workforce*

**Workcred Federal Training Session**

May 15, 2017

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Auditors

Mechanics

Soil  
Scientists

Project  
Managers

**Federal Government Jobs  
1.5 Million+**

Administrative  
Officer

Engineers

Clerks/  
Assistants

I.T.

# *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***

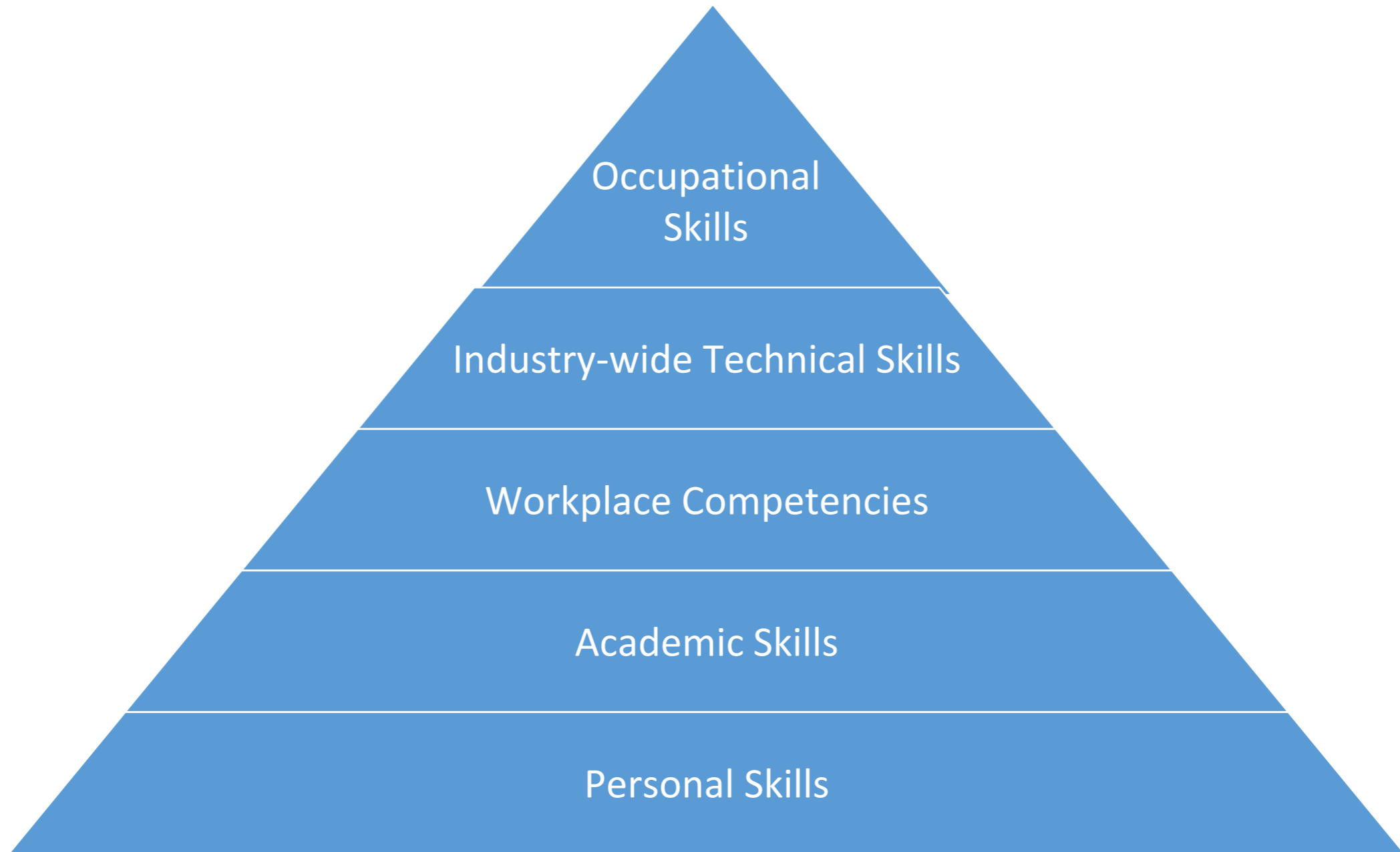
## KSA

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

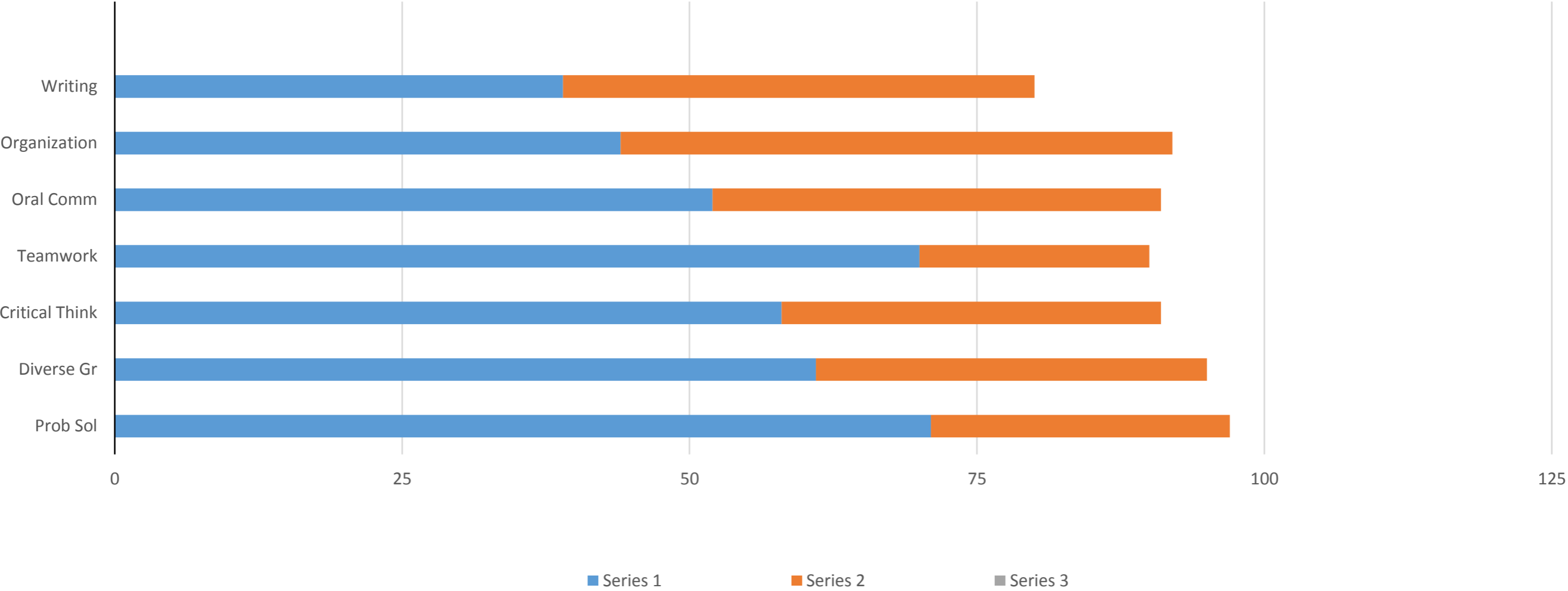
## Credentials

- Objective
- Assessed\*
- Comparable
- Often Stackable

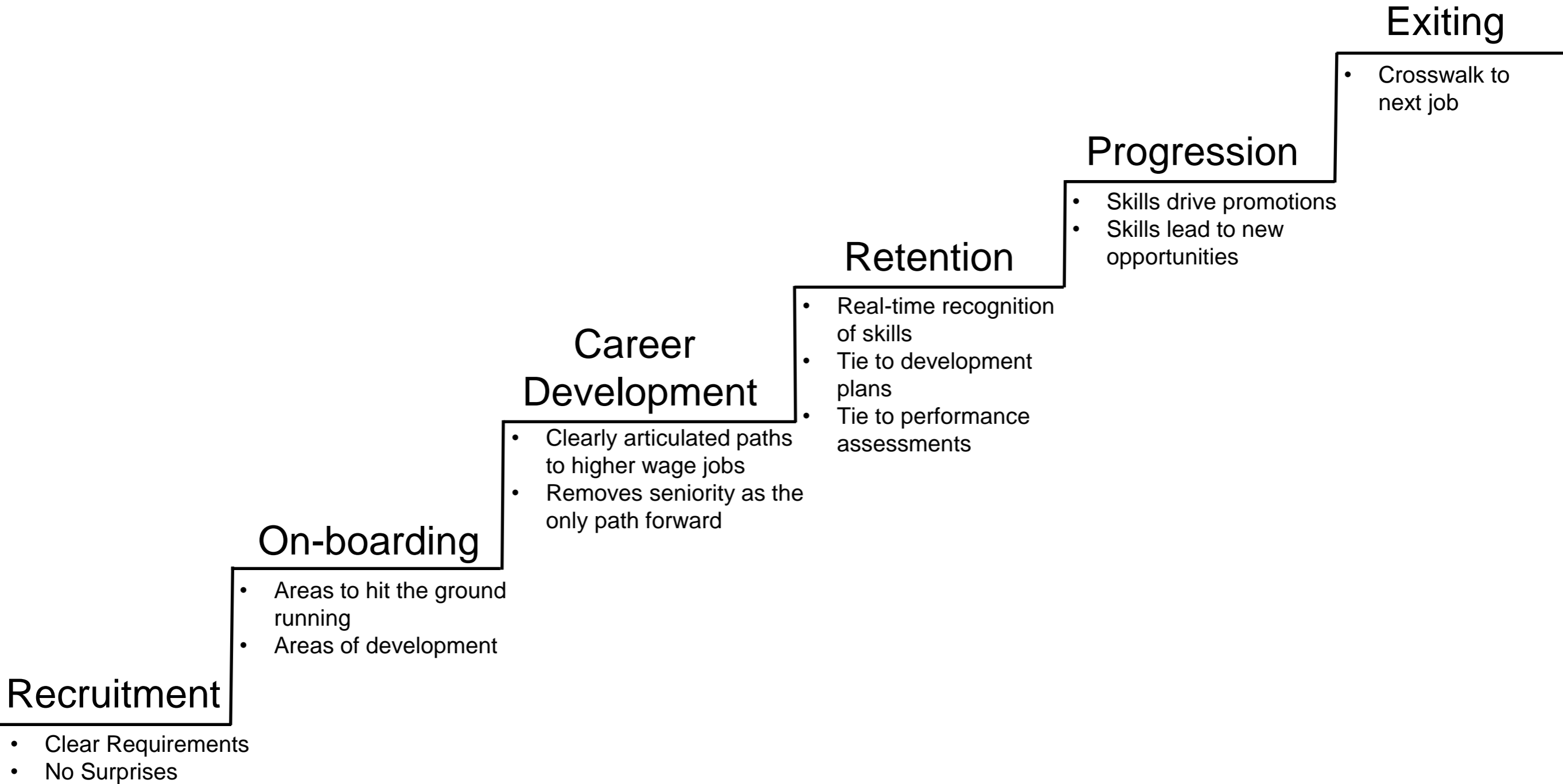
# Competency Models



# What are Essential Competencies on the Job?



# How Could Credentials Help?



# Why Now?

- Aging Workforce
- Intense Competition for In-Demand Skills
- Reduced Pension Benefit
- Public Perception
- Workplace Climate
- Flexibility
- 3/5/7-Year Itch