

## Frequently Asked Questions

### **What does HRPCF stand for?**

HRPCF stands for the Human Resources Professional Career Framework. It is also referred to as the HR Career Framework, the HR Framework, or the Framework.

### **What is the HRPCF?**

The HRPCF is a framework for HR professionals in any HR position across the entire enterprise (in the US and abroad) to map out their career path. The Framework is a tool and guide that will help HR professionals drive their own career development. The Framework is not an HR Career Program and does not replace the HR Career Programs in any of the Components.

### **Why was the HRPCF developed?**

DoD HR professionals face new and increasing demands in supporting the civilian workforce. CPMS developed the HRPCF to support the changing tactical and strategic roles of the civilian HR business partner serving in a rapidly changing and challenging strategic environment. It offers a vision of the emerging roles and competencies required to deliver quality HR support and advice today and into the future.

### **How does the HRPCF apply to me?**

The field of HR is leaving behind many traditional work roles. The HR function focuses on being a change agent for the agency's management team. This focus requires new talents and skills. The HRPCF can help you identify the career path that works for you, as well as identifies the new roles, competencies needed for the roles, and ways to gain or enhance those competencies. The Framework supports more empowered and focused careers and opportunities for HR professionals.

### **What are the roles in the HRPCF?**

There are three roles in the HRPCF: Tactical/Specialist, Advisor, and Strategic Partner. Each role is defined in more detail on the website with competencies, behaviors, and proficiency levels of performance. Access [Introducing New Roles Within the HR Profession](#) for more details.

### **What are the differences between the roles in the HRPCF?**

The Specialist/Tactical role focuses on the skills needed to perform the traditional HR service delivery activities. The Advisor role focuses on the advisory portion of the position as well as the development of the strategic focus while still performing traditional HR service delivery activities. The Strategic Partner role focuses on the strategic aspects of the position supporting the workforce and the organization. The roles are defined in more detail on the HRPCF website. Access [Introducing New Roles Within the HR Profession](#) for more details.

### **How can I find out what role is right for me?**

By completing the automated self assessment on the HRPCF website you can identify the role you align with right now and the career path that is right for you. A quick 20 question assessment is all it takes to get you started. Enter your responses online and your results appear for only you to view and/or print. Access [Identifying Your HR Career Path](#) for more details.

### **How can I know what role is right for me?**

The best way for you to know the role that is right for you is to complete the self assessment. Enter your responses to 20 questions online for your results. Discuss the results with your supervisor to determine the best way for you to move forward. Access [Identifying Your HR Career Path](#) for more details.

### **What is the purpose of the competency model?**

The purpose of the competency model is to define success factors that include the key behaviors required for excellent performance in a particular role. It describes work and jobs in a broader way. It identifies core capabilities required of any HR professional in any HR position across the entire enterprise (in the United States or abroad). The competencies in the competency model are categorized into three HR professional roles. Access [Build HR Competencies](#) for more details.

### **What are the competencies needed for the HRPCF?**

The HRPCF has a competency model that features 29 core competencies categorized into the three HR professional roles. These competencies define the skills, knowledge, abilities, attributes, and characteristics for successful performance in each of the three roles. The competencies vary across the three roles. Access [Build HR Competencies](#) for more details.

### **What do I do if I want to align my career path to the HRPCF?**

Surf the HRPCF website for more detail on the three roles, complete the self assessment to identify the role you currently align with and the career path available to you, then discuss with your supervisor the next steps for you to take.

### **Can I use the self assessment as part of my performance review?**

The self assessment is not intended to serve as a performance review or to be used in conjunction with a performance review. It is intended to stimulate your thinking about your own development and HR career aspirations. Access [Identifying Your HR Career Path](#) for more details.

### **How are the DoD certificate programs connected to the HRPCF?**

The DoD certificate programs have been developed to align with the HRPCF. Each certificate program has either different levels or tracks that align to the three roles in the HRPCF, including the competencies and the behaviors associated with the roles. An HR professional completes the track or level that is appropriate for him/her. Access [Participating in DoD Certificate Programs](#) for more details.

**What educational opportunities are available for me to gain the competencies that I need or move into a different or more advanced role within the HRPCF?**

There are internal DoD courses, external courses, internal DoD certificate programs, and external certification programs that can be completed to obtain the desired competencies. The competencies addressed by the coursework are listed on the HRPCF website. Developing a career is a joint effort. Remember to work out details with your supervisor. Access [Finding Opportunities to Build](#) for more details.

**I'm in HR but my title doesn't align with one of the three roles, should it?**

Not necessarily. Your role and function may differ depending on your position, responsibilities, work performed, the competencies you enter a position with, etc. The website contains information about each role. Complete the self assessment to identify where you fall in the Framework then discuss next steps with your supervisor.

**What if I don't have much time to spend surfing the HRPCF website?**

There is a printable quick reference guide (QRG) available. The QRG provide an overview of HRPCF and the website. Access the QRG from the bottom of the [HRPCF home page](#).