



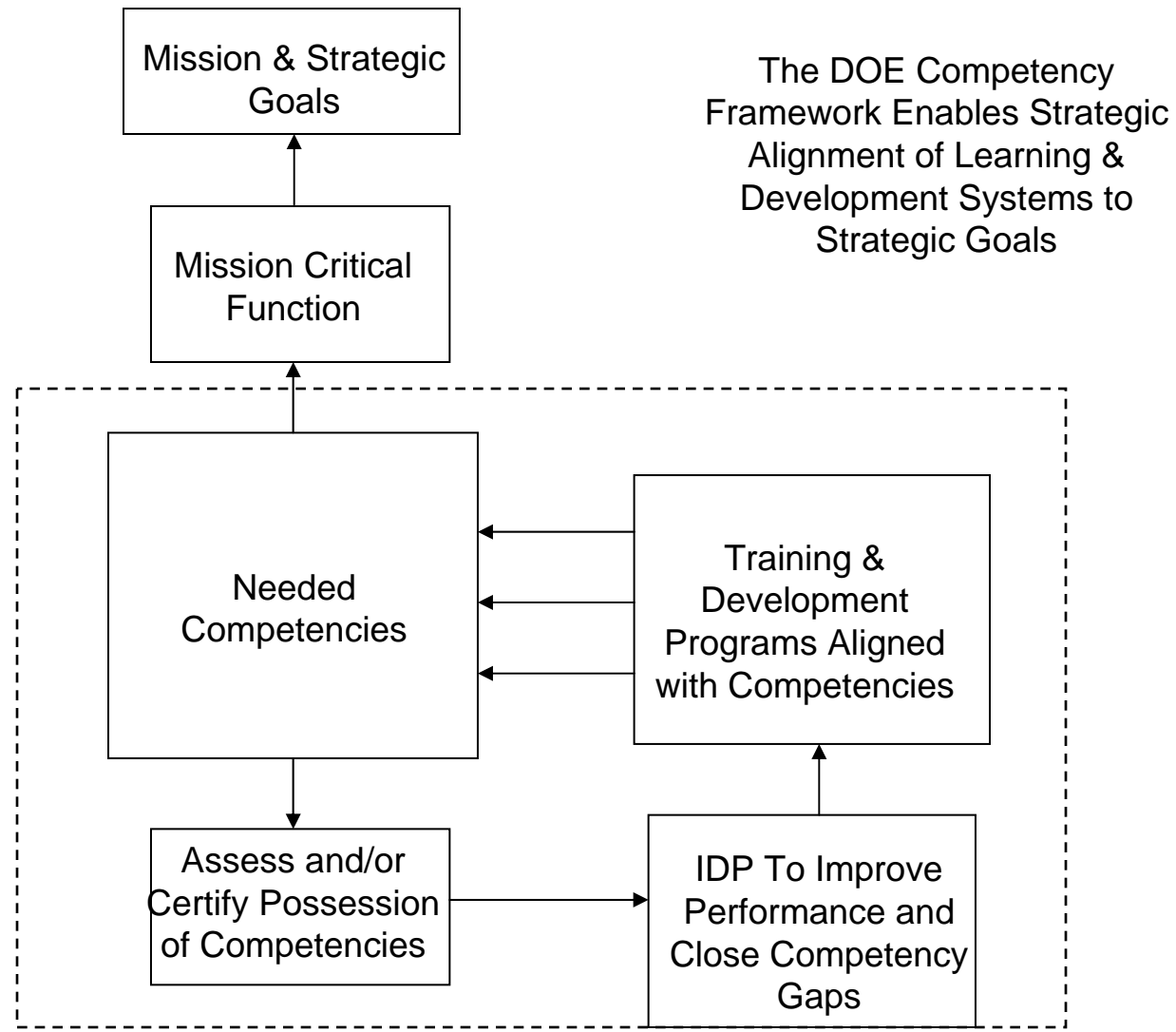
# New Directions in Learning at DOE: Building a DOE University System

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# DOE is Implementing a Competency-Centric Learning Framework





# The DOE Competency Framework

- The DOE Competency Framework considers the totality of those competencies an employee needs to possess to be effective.
- Each employee needs to possess some optimum combination of different types of competencies regardless of their position.
- The different types, or “families” of competencies comprising the DOE Competency Framework are as follows:

**U = Universal Competencies:** universal competencies needed by every individual to be effective in today's work environment. Examples may include:

- Resolving Conflict
- Emotional Intelligence
- Team Skills

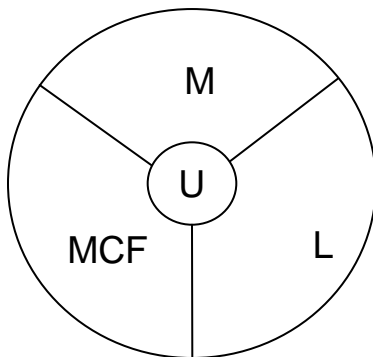
**M = Management Competencies:** business management competencies necessary to execute management (not positional) functions. Examples may include:

- Managing Projects
- Performance Measurement
- Managing a Budget

**L = Leadership Competencies:** competencies necessary to execute leadership (not positional) functions. Examples include:

- Strategic Planning
- Strategy to Execution
- Building Partnerships
- Change Management

**MCF = Mission Critical Function (MCF) Competencies:** specific technical competencies necessary to successfully execute a given Mission Critical Function (e.g., Supervision, Acquisition Management, Project Management, TQP.....)

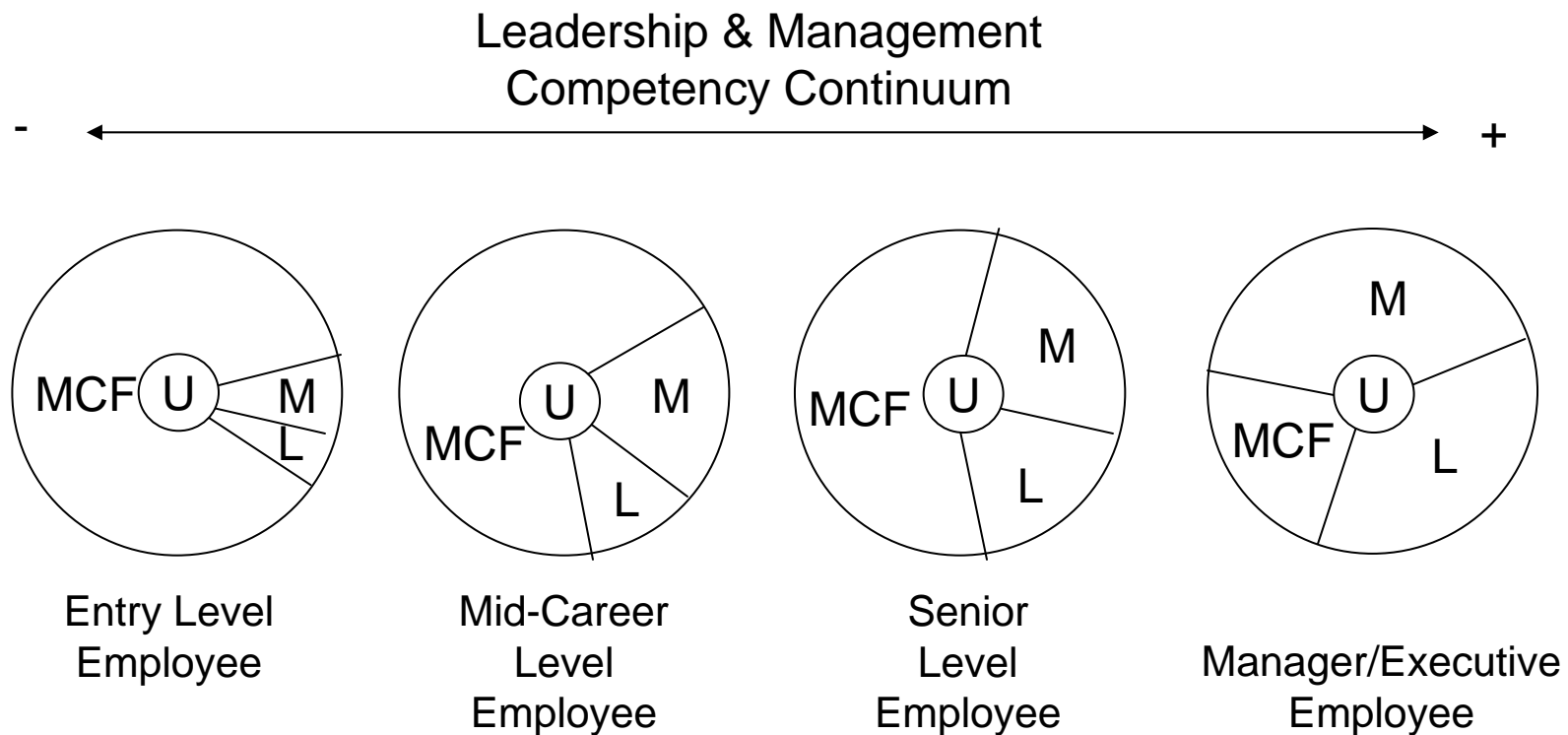




# DOE Competency Framework

The relative weighting of each competency “family” varies by the employee’s function(s) and level within the organizational hierarchy.

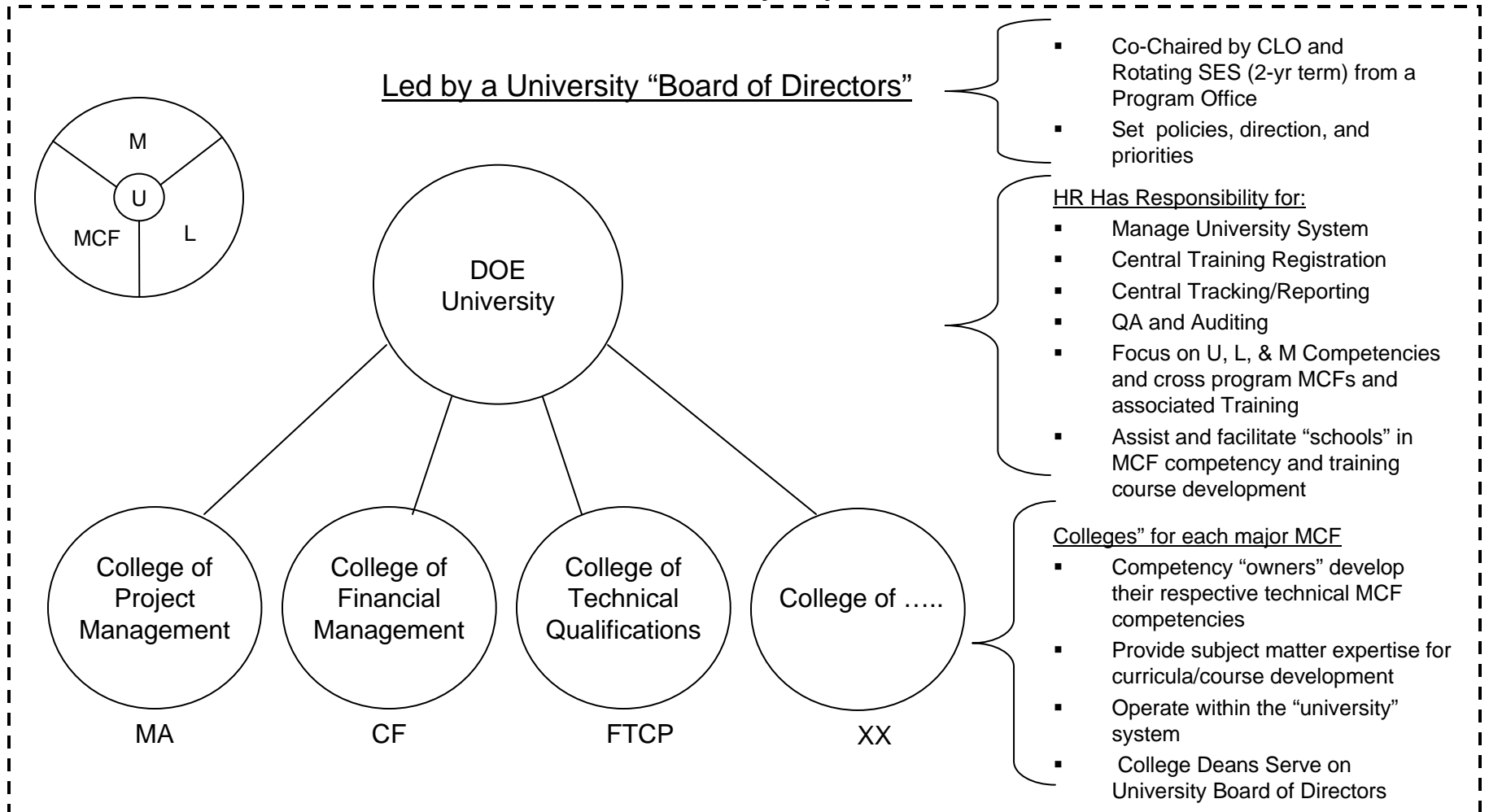
Example:





# “University” Governance Construct Aligned to DOE Competency Framework

## DOE University System





# Actions Underway

- ✓ DOE Competency Framework – Completed
- ✓ Define U, M, & L Competencies – In Progress
- ✓ Align Learning (e.g., training courses) to Competencies – In Progress
- ✓ Migrating to New Version of LMS with Enhanced Competency Management Functionality – In Progress
- ✓ DOE University Charter – In Progress
- ✓ Outreach to Program “Competency Owners” to Establish Colleges – In Progress
- ✓ Create DOE University Web Site – Planned