Competency Efforts at the Forest Service

June, 2008
What We Are Doing

• Putting Competencies for All Professions With 25 or More Employees Into AgLearn

• Developing Complete Web-based Career Paths for Our Employees in These Occupations

• Assigning Proficiency Levels to Our Foundation and Leadership Competencies
Web Based Career Paths

USDA FOREST SERVICE
Pathways to Career Growth in Forest Service

Gaining Competency Through Development Opportunities
Click on a Level of Expertise and Competency Category
Mouse over each Level of Expertise for its definition.
Gaining Competency Through Development Opportunities

Competencies:

Click on arrows to view Relevant Training Objectives. Mouse over a Competency to see its definition.

Continual Learning:
- Realistically assesses own strengths, shortcoming, impacts on others, (e.g., 360-degree evaluation, peer-to-peer input, team mentoring sessions, assessment tools).
- Seeks and makes use of feedback from others (e.g., performance evaluation, mentoring, customer/stakeholder comments).
- Takes responsibility for on-going self-development (e.g., informal and formal training opportunities, developmental assignments, detail opportunities) to improve performance and prepare for future needs.
- Applies new knowledge learned or skills acquired to day-to-day work activities.
Pathways to Career Growth in Forest Service

Development Opportunities

SkillSoft Courses
Preparing as the Interviewee
Experiencing the Behavioral-based Interview
e-Learning
Get Your Career on to the Fast Track
The Boss Factor
Improving Your Image
Achieving Success with the Help of a Mentor
Knowledge as Strategy: Performance Improvement
The Potential of Self-directed Learning
360-Degree Performance Appraisal SIMULATION
About 360-Degree Performance Feedback
Elements of a 360-Degree Performance Review
Delivering 360-Degree Performance Feedback

USDA Graduate School
Residential Professional Development Seminar

Forest Service Instructor-led Courses

6140 R6-R10-PNW Resume Writing and Interview Skills
Knowledge as Strategy: Performance Improvement

Item Summary

Web Based KNOW0111_SKILLSOFT
Revision: 3/11/2004 10:09 PM EST
Description: CourseDescription=In the 21st century--the Knowledge Age--corporations will see workers as intellectual capital. Workers themselves, rather than just information, will become the resources that allow organizations to respond quickly and effectively to rapid change. Learning is at the core of these demands--whether it's learning a new skill, knowing how to manage existing and new knowledge, or creating organizational structures that support continuous learning. This course introduces learners to a new focus on performance improvement based on knowledge as the competitive advantage.
Duration=3.0

Length: 4.25
CPES: 
Goals: 
Audience: 
Source: 
Credit Hours: 3.00
Contact:
Contact Hours:
Delivery Method:

Subject Areas (1 Found)

Prerequisites (0 Found)

Substitutes (0 Found)

Competencies (0 Found)

Related Documents (0 Found)
What We Are Not Doing

• Behavioral Indicators
• Assigning Proficiency Levels to Individual Courses
Current Status

- Career paths for 401 (Wilderness), 2210 (all specialties) and 201 undergoing SME review
- Competencies for all occupations with more than 25 employees loaded into AgLearn.
- 2210 piloting use of Career Paths in AgLearn
- 1783 Competencies entered
Key Lessons

• AgLearn is not a complete answer
• Plagiarism is a good thing
• Naming Convention is Critical
• Competencies are not enough
• Competencies need to be separated by Grade level
• Prioritize occupations where there is interest
• Focus on your Mission Critical first