



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



Information Technology - Microsoft Internet Explorer provided by USDA Forest Service

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Media Print Copy Paste

Address http://dev.novawebgroup.com/usfs/careerpath/2210-foundation/it.php



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Pathways to Career Growth in Forest Service

Home > 2210: Information Technology

IMPORTANT LINKS

[Related Occupations](#)

[Occupational Qualifications](#)

Gaining Competency Through Development Opportunities

Click on a Level of Expertise and Competency Category.

Mouse over each Level of Expertise for its definition.





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Pathways to Career Growth in Forest Service

Home > 2210: Information Technology > Foundation Competencies

IMPORTANT LINKS

[Related Occupations](#)

[Occupational Qualifications](#)

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.



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Pathways to Career Growth in Forest Service

Home > 201 HCM > Development Opportunities

IMPORTANT LINKS

- [Related Occupations](#)
- [Occupational Qualifications](#)

Development Opportunities

SkillSoft Courses

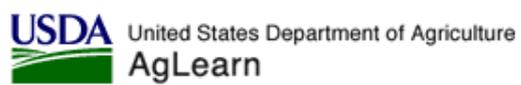
- [Preparing as the Interviewee](#)
- [Experiencing the Behavioral-based Interview](#)
- [e-Learning](#)
- [Get Your Career on to the Fast Track](#)
- [The Boss Factor](#)
- [Improving Your Image](#)
- [Achieving Success with the Help of a Mentor](#)
- [Knowledge as Strategy: Performance Improvement](#)
- [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](#)



- Learning Plan
- Learning Calendar
- Current Registrations
- Curriculum Status
- Learning History
- Record Learning
- SF-182 Requests

Item Details

[← Back](#)

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

[Launch content](#)

[Add to Learning Plan](#)

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