

Competency Modeling in Federal Agencies

Best Practices, Pitfalls, and Future Directions

IPAC Panel Discussion – 7/25/2023

Session start: 10:30 AM

Session end: 11:30 AM

Moderator - Emily Steinau

Panelists - Ann Beacom | Meredith L. Ferro | Ashley Hoffman | Lindsay McFarlane

The views expressed in this panel represent the views of the presenters; views do not necessarily reflect those of any agency or government entity. This panel is being conducted for informational and educational purposes and does not constitute professional guidance.

Panel Members

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Panel Topics

1. Overview of competency modeling terminology
2. Current state of competency modeling
3. Developmental approaches
4. Adoption and use of models with each agency
5. Assessing proficiency
6. Competency model maintenance
7. Advice for integration
8. Barriers/lessons Learned
9. Future directions



WHAT ARE PROFICIENCY INDICATORS?



WHAT IS A COMPETENCY MODEL?



WHAT ARE PROFICIENCY EXPECTATIONS?



WHAT IS A COMPETENCY?



WHAT ARE COMPETENCY ASSESSMENTS?



Competency Modeling Terminology

Current State of competency modeling



Developmental approaches



*Adoption and use of models with
each agency*



Assessing Proficiency



Competency model maintenance



Advice for integration



Barriers faced & lessons learned



Future Directions





Wrap Up

Audience Questions