



# HR Competency Model Overview Video

Transcript



U.S. Department  
of Veterans Affairs

In all areas of our daily lives, we want to know that people have the knowledge, skills, and abilities they need to do their jobs.

When we drive a car across a bridge, we want to know that competent engineers designed it.

When we fly in a plane, we want to know there is a competent pilot taking us to our destination.

Here at VA, Veterans and their families depend on us to have the right skills to be successful to support their needs.

Competencies are important to your unique role in Human Resources, or HR, and so is the level of proficiency you need to be successful.

VA HR Competency Models support a streamlined, data-driven approach to professional development for over 5,000 HR staff across VA.

And they identify a common set of focus areas in the development of role-specific skills and abilities.

Competency models were first introduced to HR professionals in 2010.

Today, there are eight customized HR competency model profiles that establish a baseline to help you identify your development needs, so every year you can create a plan to grow, develop, and advance your career at VA.

The HR competency models are: Employee Benefits, Employee Development, Employee Relations, HR Generalist, HR Information Systems, Labor Relations, Position Classification, and Recruitment and Placement.

These competency models establish a valuable foundation for employee and supervisor discussions about training plans and drive development of your electronic Individual Development Plan, or eIDP.

You can find your competency models in VA's Talent Management System, or TMS.

By assessing yourself annually against the competencies in your model, your development needs are identified for you!

It's a three-step process that requires collaboration with your supervisor and results in a well-defined plan for your professional development.

Step 1: Log in to the TMS, and complete your competency self assessment.

Step 2: Your supervisor reviews your self assessment and validates it by completing a supervisor assessment. Then, you get together to discuss the results.

Step 3: Your supervisor will help you prioritize your development areas and finalize your eIDP.

Here at VA, your career is an evolving journey.

Professional development keeps you driving forward, so take time to fuel your personal development and career growth.

But remember, it's important to slow down to make sure you're on the right road.

It's not only important, it's required; professional development planning is an annual requirement.

At VA, we serve those who served our country.

So we have to be skill-driven, educated, and competent, so we can continue to deliver first rate service to our Nation's Veterans.

For more information about HR Competency Models go to:

<http://www.vahracademy.va.gov>