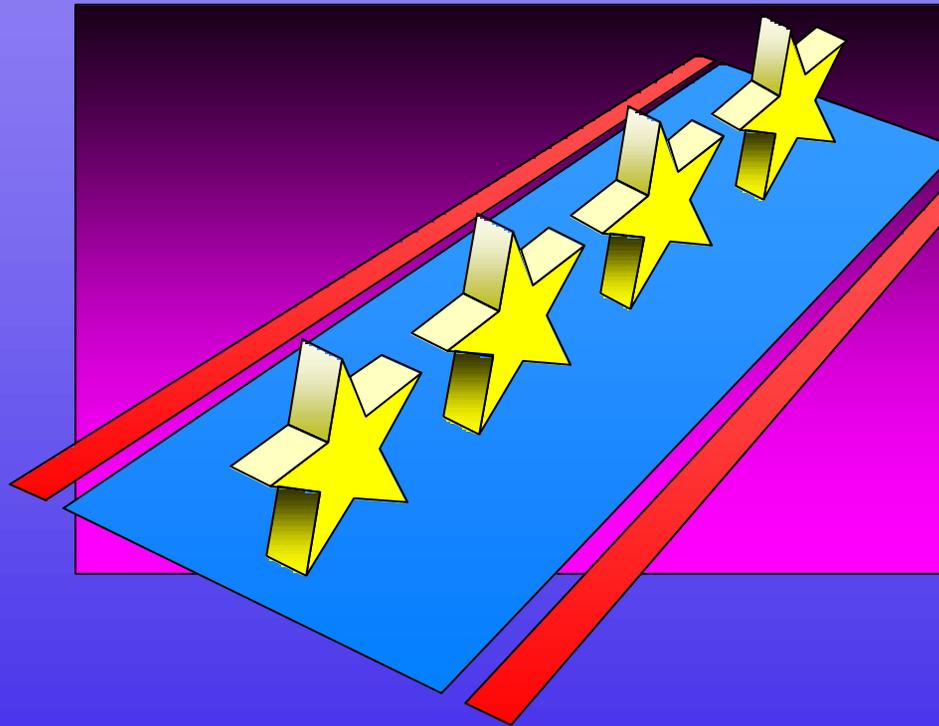


IT Job Profile Pilot



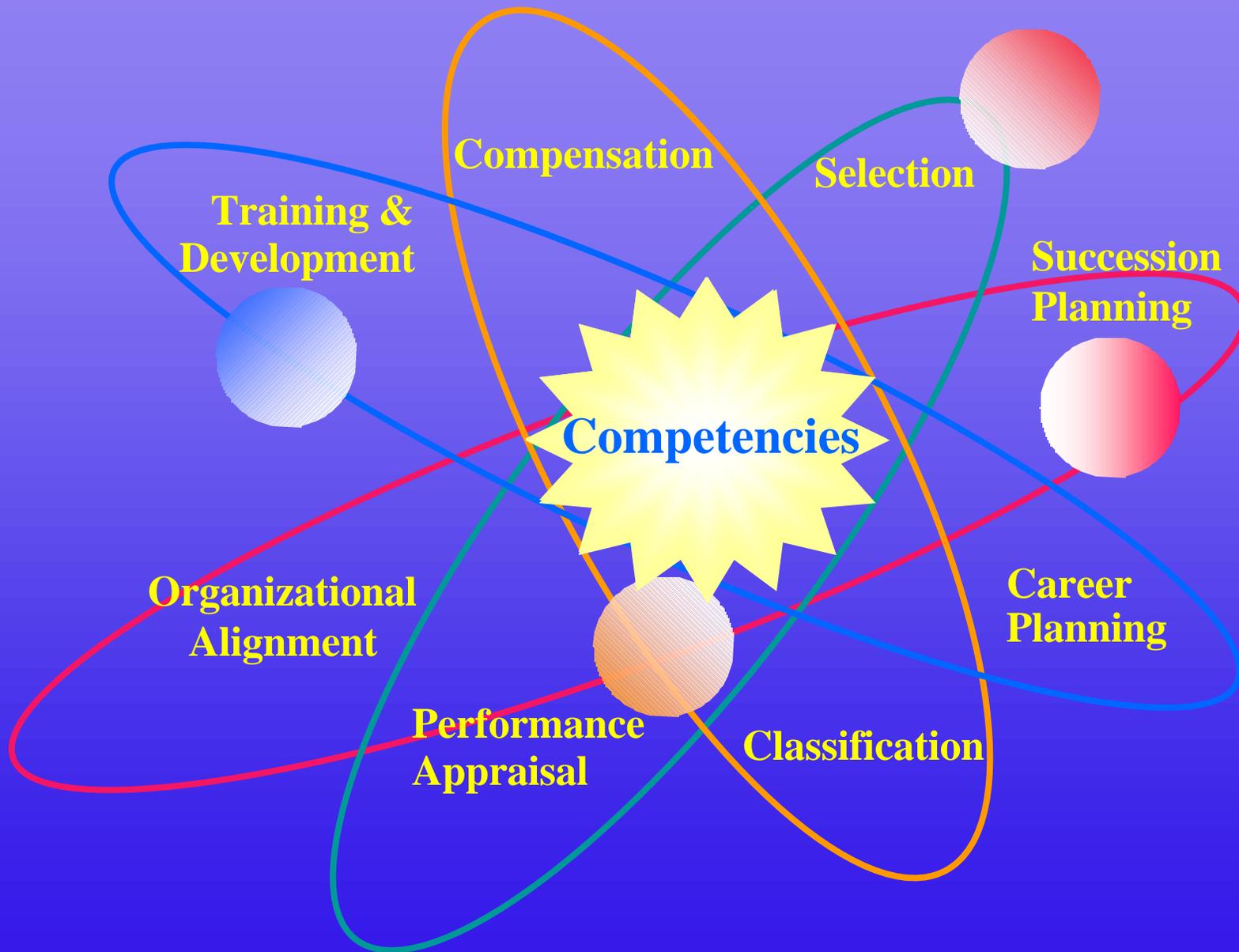
Building the Next Generation Workforce

Ernie Paskey (empaskey@opm.gov)

Office of Personnel Management

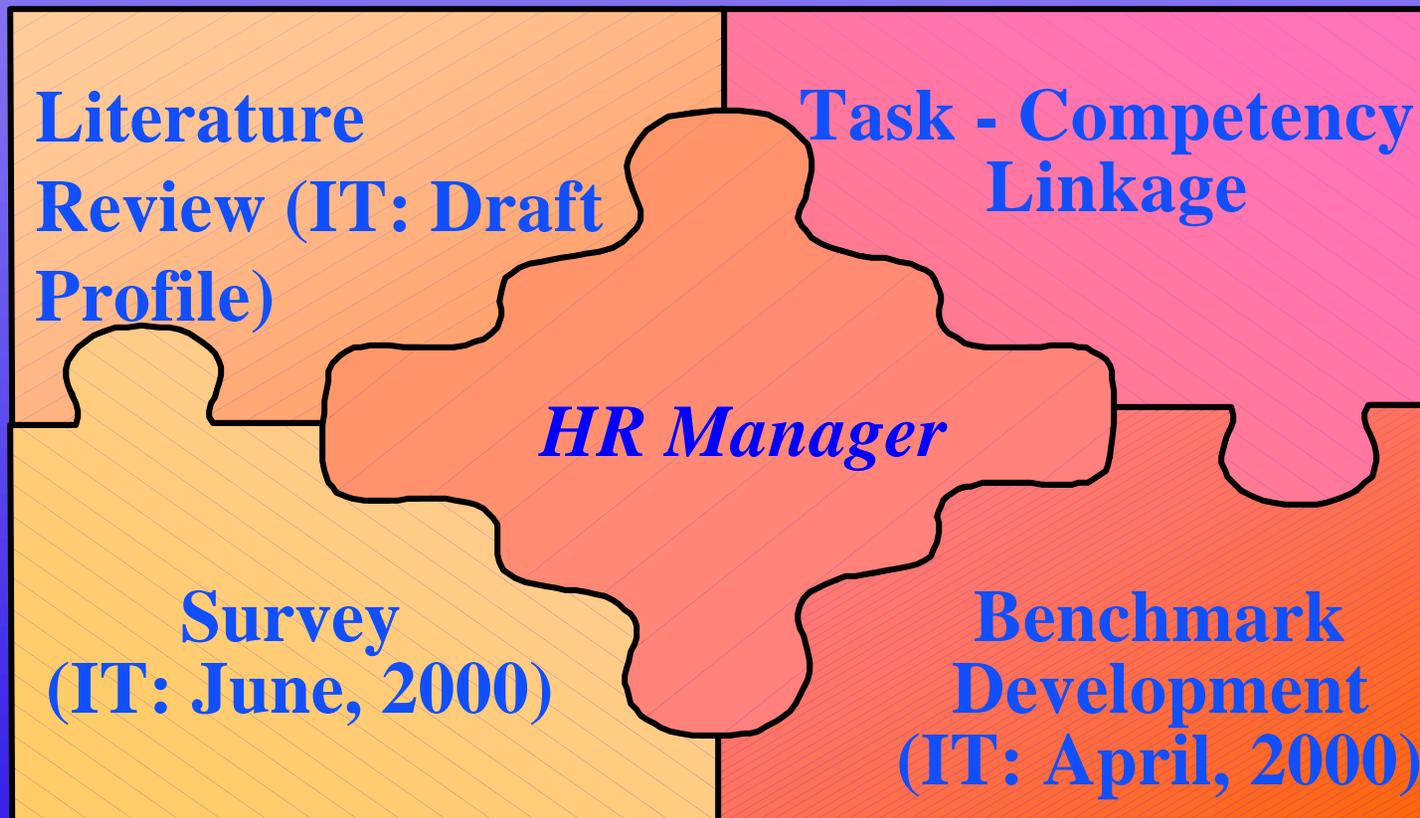
Washington, DC

Human Resource Management Applications



MOSAIC Approach

Multipurpose Occupational Systems Analysis Inventory -- Closed-Ended



Defining Today's Jobs

Old Method



New Method

- **Knowledge, skills, abilities**
- **Jobs are defined as bundles of tasks**
- **Employees perform strictly definable tasks**

- **Competencies**
- **Jobs are defined by competencies**
- **Jobs are flexible**

Example: Writing

Recognizes or uses correct English grammar, punctuation, and spelling; communicates information in a succinct and organized manner; produces written information, which may include technical material, that is appropriate for the intended audience.

Develops surveys.

Records information.

Writes or edits scripts.

Explains nontechnical information in writing.

Contacts others in writing to obtain information.

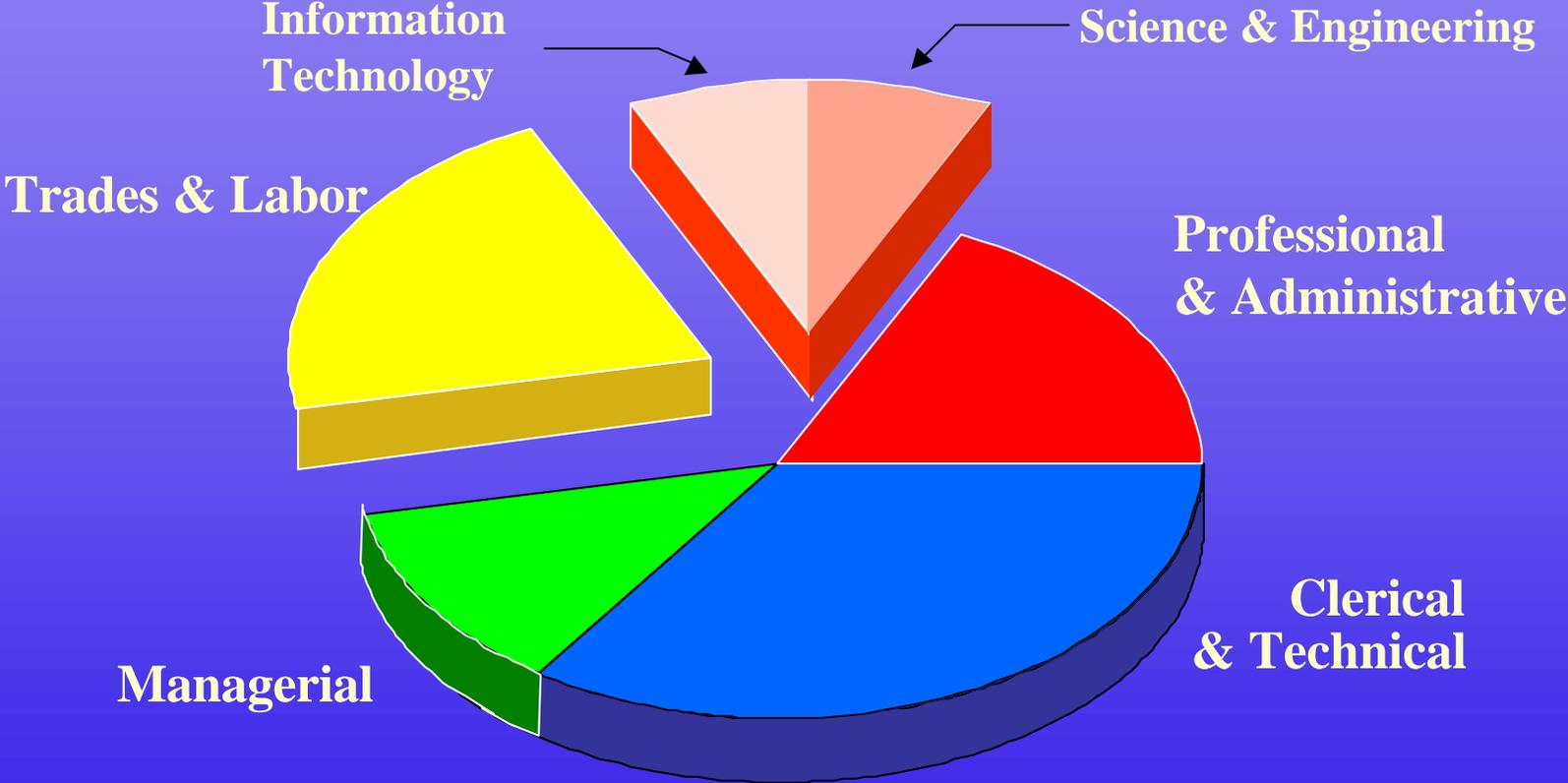
Writes news articles, speeches, or press releases.

Explains technical or other complex information in writing.

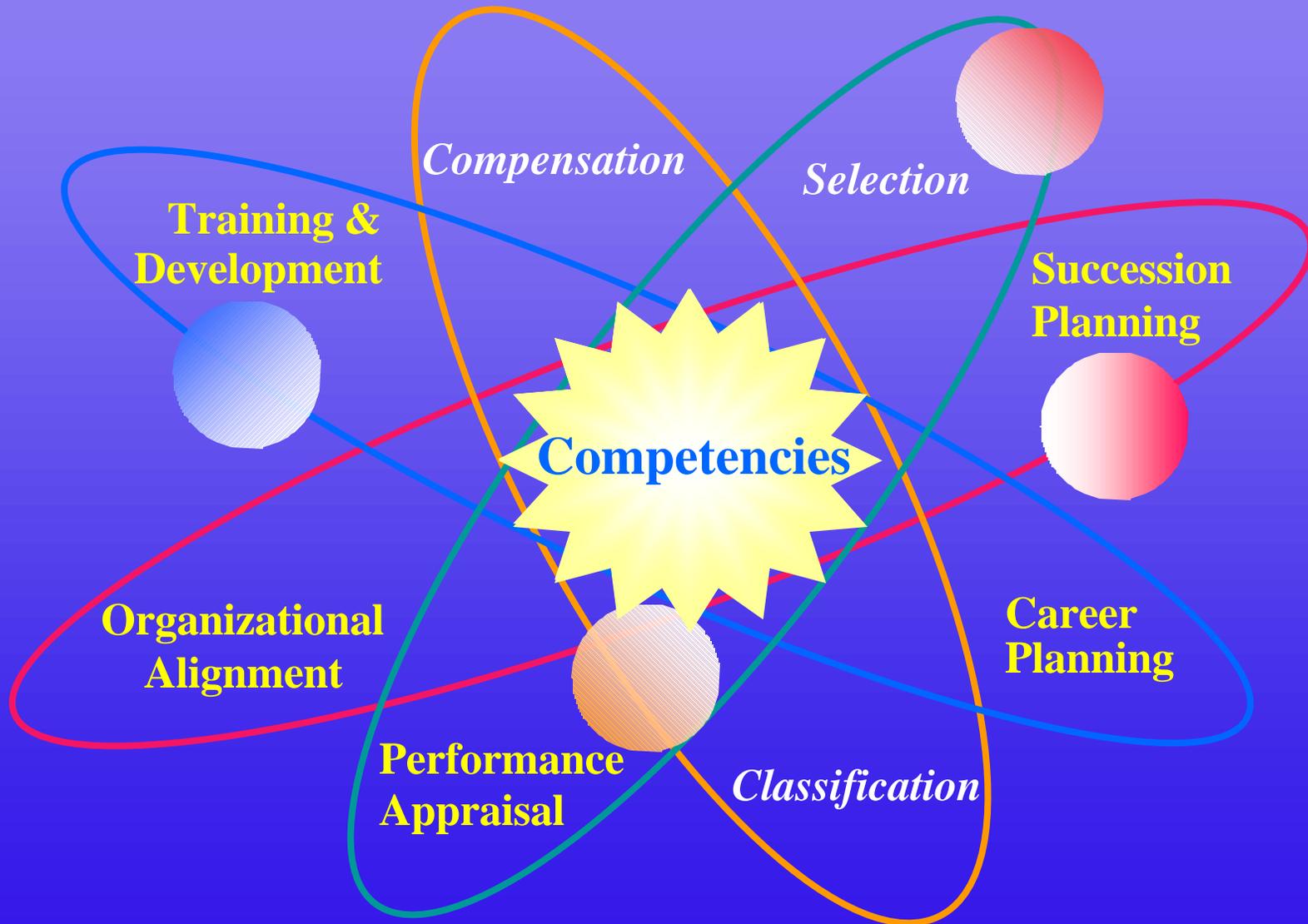
Example: Information Systems/Network Security

Knowledge of methods for developing, evaluating, coordinating, and disseminating security tools and procedures; ensuring, protecting, and restoring the security of information systems and network services and capabilities; identifying and eliminating information system vulnerabilities to inadvertent disclosure, modification, destruction, or denial of service.

COMPREHENSIVE WORKFORCE COVERAGE



IT Occupational Study: The IT Job Profile

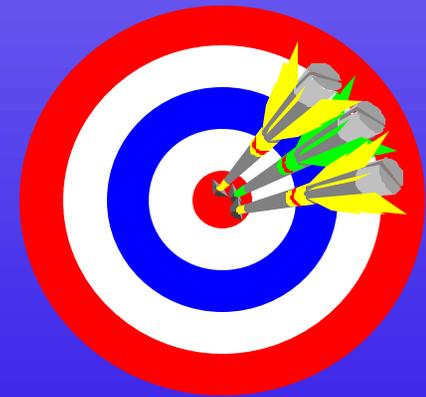


What is the Job Profile?

- *www.opm.gov; classification; what's new*
- *Up-to-Date Classification Criteria*
- *Job Related Qualifications*
- *Targeted Recruitment*
- *Valid Assessment*

Objectives

- *Strengthen Federal Government's Ability to Recruit and Retain a Skilled IT Work Force*
- *Modernize HR Tools*
- *Apply New Approaches*
- *Reflect Best Practices*
- *Provide Greater Flexibility*



Features

- *Integrated*
- *Streamlined*
- *New Methods*
- *Partnership with IT Community*

Qualification Standards

Old

- *Time Served*
- *Occupation-specific*
- *Minimal requirements*
- *Limited assessment options*
- *Limits career mobility*
- *Paper-based, hard to use*

vs.

New

- *Whole person competency-based approach*
- *Optimal profile*
- *More assessment options*
- *Encourages career mobility*
- *Computer based, Internet access*

Validity of Assessment Measures

Ability + Suitability tests	.60*
Work sample tests	.54
Ability tests	.51
Behavioral event interviews	.51
Interviews (non-behavioral)	.38
Assessment centers	.37
Biodata	.35
Suitability tests	.31
References	.26
Education/Experience	.11

*Schmidt & Hunter, 1998

IT Assessment

Options Available Now

Crediting Plan:
Open-ended or 'checklist' format

Structured Interview:
Modular format covering
21 general and 22 technical competencies

Computer Assisted Interview:
Web-based structured interview

Objective Assessment:
Web-based technical assessment

Other Options

Work Sample:
Web-based performance
assessment

Assessment Center:
Web-based simulation

Interest Inventory:
Match interests to occupations

Online Portfolio:
Virtual data center of
certifications, publications, work samples

Evaluation of the Competency-Based Job Profile Pilot

A continuous evaluation will provide information on:

- *The strengths of the approach*
- *Areas that need improvement*
- *Quality of hires*
- *Diversity*
- *Satisfaction with entire process*