

**NATIONAL COUNCIL ON FEDERAL  
LABOR-MANAGEMENT RELATIONS**

**CAREER DEVELOPMENT WORKING  
GROUP**

**JULY 18, 2012**

# **CAREER DEVELOPMENT WORKING GROUP – BACKGROUND**

- **February 15, 2012 – Career Development raised at NCFLMR with an emphasis on:**
  - College Credit for Job Training
  - Expansion of Career Ladders
- **March 8, 2012 – Career Development Working Group held its first meeting**
- **March 21, 2012 – Report to NCFLMR – Members asked Working Group to continue**

# June 13, 2012 Career Development Working Group Meeting

- **Online Web Presentation of MyCareer@VA**
  - Comprehensive job-tracking program
  - VA Employees can use it to plan their careers based on their skills, experience and interests
  - VA Employees can print out information to assist in discussing IDPs with their supervisors
  - Outside applicants can use it to see if a VA career is right for them
  - Site gets 10,000 hits per week

# MyCareer@VA

- **Special section for returning veterans to help them find jobs at the VA**
- **Strategic Workforce Planning**
  - Identify skills gaps
  - Develop career ladders and paths
  - Access to training courses – some could have college credit
- **Full information at: [www.mycareeratva.va.gov](http://www.mycareeratva.va.gov)**

# DHS COLLEGE CREDIT PROGRAMS

- **Emergency Management Institute (EMI) in Emmitsburg, MD**
  - Partnership with Frederick Community College for college credit for courses
  - Many online courses include college credit
  - Online courses available to anyone - \$78 per credit
  - More than 2 million students trained annually
  - More than 500 courses available
  - EMI is part of FEMA

# DHS COLLEGE CREDIT PROGRAMS

- **TSA Associates 9-Credit Program**
  - Partnership with 67 colleges in 50 states
  - More than 2,800 officers have taken the program
  - Certificate of Achievement – credits can go towards Associate's degree in Homeland Security
  - Classes held at or near airports
  - TSA covers all costs – students attend on their own time
  - DHS is looking to expand to other occupations

# **OPM ACADEMIC PARTNERSHIPS**

- **OPM is involved in a pilot program to partner with several Metro DC area colleges**
  - George Mason University (GMU)
  - University of the District of Columbia (UDC)
  - Northern Virginia University (NOVA)
  - Montgomery College
  - University of Maryland University College (UMUC)
- **Bring Federal “flavor” to courses for 2012-2013 school year – ease transition into jobs**
- **HRU courses assessed for credit**

# ACADEMIC PARTNERSHIPS

## PUBLIC SECTOR EMPHASIS

- **Masters in Public Administration Degree with specialties, such as:**
  - Criminal Justice
  - Information Technology
  - Acquisition
  - Security
  - Claims
  - Other specialties?
- **Five Critical needs skill areas identified:**
  - Auditor
  - Contract Specialist
  - HR Specialist
  - IT Specialist
  - Economist

# ACADEMIC CREDIT

- **Academic partnerships with local colleges or universities to assess for credits**
- **Third party college credit recommendation services, such as the American Council on Education (ACE)**
- **Guidance on college credit for training**
  - Comprehensive guidelines and examples
  - Work with training experts to develop

# CONCLUSIONS

- **The Working Group felt that all of these programs are pieces that can work together to improve career development**
  - **Easy access to career planning information**
  - **Development of courses to fill gaps and critical needs**
  - **College credit for agency training**
  - **Academic partnerships**
  - **Sharing across agencies and departments**
  - **Government-wide strategic approach**

# NEXT STEPS

- **The Working Group believes the VA job-tracking model is worth expanding to other agencies government-wide**
  - Employees will have access to excellent career development tools
  - Agencies will have a greater strategic understanding of their occupations, skills gaps, and training needs
- **There is a need for guidance on how to get college credit for agency training**

# RECOMMENDATION

- **Establish a subcommittee of the WG to explore what is already out there, such as VA, HRU, USAJobs, agency-specific programs, etc.**
  - See if these can be connected strategically
  - Share best practices and eliminate redundant efforts
  - What new programs need to be developed?
- **Subcommittee should include training and learning experts**
- **Involve Chief Learning Officers Council (CLOC)**

# RECOMMENDATION

- **Develop comprehensive guidance to help agencies, unions and training specialists get college credit for their job training**
  - **Involve CLOC and other SMEs**
  - **See if such guidance already exists**
  - **There is a handbook on college credit for apprenticeship training which we could revise to fit federal occupations**
  - **Include examples of agency training with credits**