



VA LEARNING UNIVERSITY

Competencies: Core, Leadership & Technical

Description

Competencies are the knowledge, skills, abilities or other characteristics you need to do your job well and advance your career to the next level. Competencies can be measured and observed. They form the basis of employee development efforts. They also help us think and talk about performance a consistent way.

Competencies...

- Set a common standard for behavior and performance for all employees.
- Provide a direct link to training and development options.
- Give employees a path for career growth.
- Help employees better meet the needs of our Veterans and their families.

At VA, we have core, leadership and technical competencies:

Core Competencies

Core competencies are important for all VA employees. They apply to all job levels and career stages.

Technical Competencies

Technical competencies are more specific than core competencies. They are the knowledge and skills required for a specific job.

Leadership Competencies

Leadership competencies describe the knowledge and skills important to be an effective leader at VA.

VA is currently developing competency models to provide direction for your career development.

Each competency will be defined at five levels, ranging from novice to expert. These levels will help you understand how you are expected to perform at different stages in your career.

VA LEARNING UNIVERSITY: YOUR PARTNER FOR CHANGE

Powered by ADVANCE, VALU works with VA employees and leaders like you to put effective change management in the forefront of our operations. As VA begins implementing steps to transform into a 21st century organization that is people-centric, results-driven, and forward-looking, engaging change leaders is critical.

VALU is your partner in driving this historic transformation and motivating your team to be unifying, innovative change agents that make a difference in the lives of our Veterans.

VALU your potential. VALU our Veterans. Be a positive force for change.

For additional information about the VA Learning University's Leadership and Change Programs, please write to us at VALU.Training@va.gov.



An HR&A initiative to invest in people development, workforce engagement and talent management for the delivery of high-quality healthcare, benefits and other service to Veterans and their families.



U.S. Department of Veterans Affairs