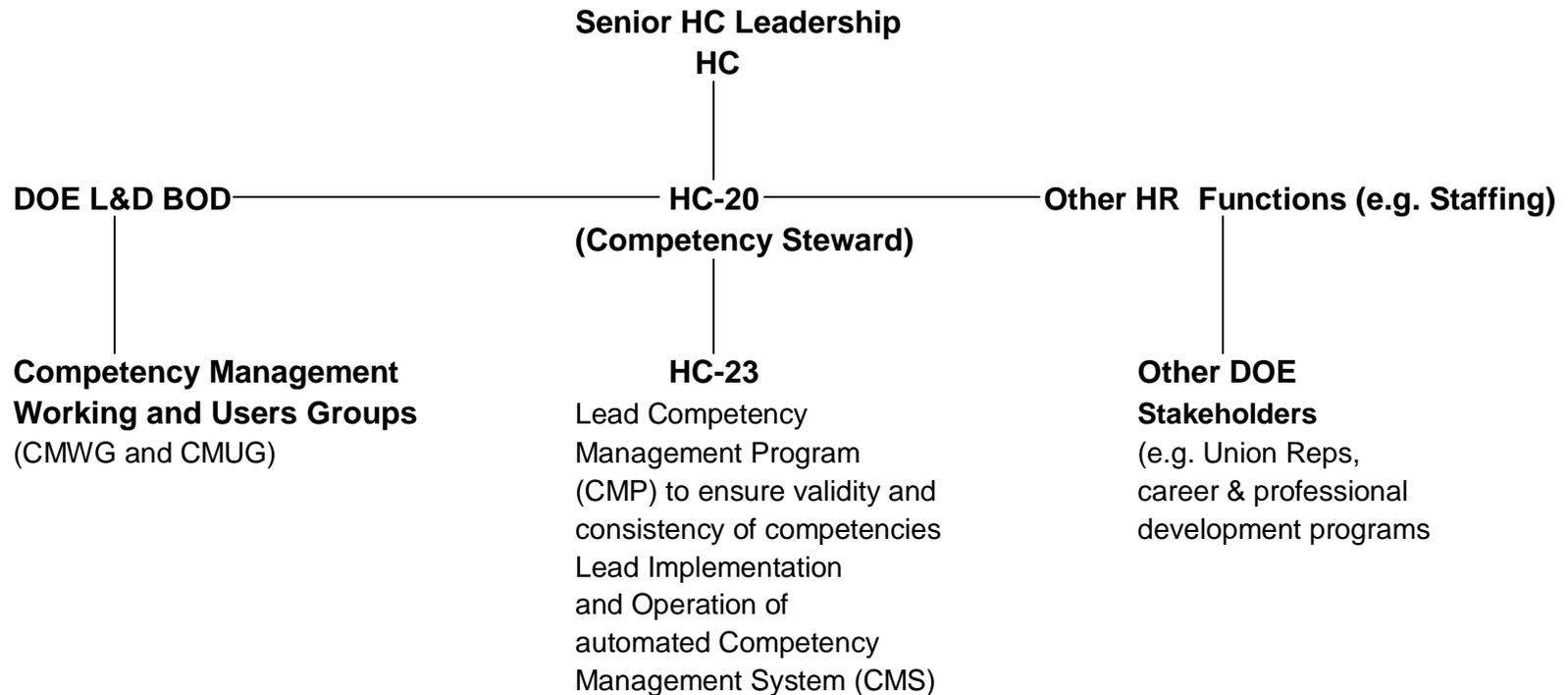


DOE Learning & Development Competency Governance Structure



Competency Steward

- Supplies HR/Competency Development subject matter expertise
- Maintains DOE Competency Framework and Competency Dictionary to ensure common, valid approaches are used to develop and maintain competencies
- Aligns competency development with Department-wide strategy
- Develops plan to build upon competencies, identifying key areas for focus, filling competency gaps
- Monitors ongoing process of business units regarding competency-building projects

Competency Owner – Functional Area:

- May have multiple members from one or more Operational Elements or Programs
- Work with HR supplying functional expertise to develop and maintain occupational competencies
- Review the competencies/model to address identified skills gaps in specific occupational area

Multiple owners specific to Competency Occupational Area