Competency Management System (CMS)

Systematic approach to evaluating and effectively aligning employee competencies with mission and job requirements

- Position competencies (Technical and Non-Technical “soft skills”)
- Evaluation of gaps to plan for today’s missions and tomorrow’s challenges
- Validation of competency requirements within each Community of Practice or Career Program
# Building Solutioneers

## Foundational Competencies
- Execution Focus
- Integrated Project Delivery
- Accountability
- Diverse Tech Knowledge
- Expeditionary

## Competitive Table Stakes
- Risk Management
- Cost Effective/ Efficient
- Value Proposition
- Employer of Choice
- Process Improvement
- Virtual Capability

## Distinguisher Critical Success Factors
- Systems Thinking
- Learning Organization
- Alliance Development
- Strategic Sense Making
- Innovation
- Customer Relationships
- Scalability
- Flexibility
Workforce Innovation Drivers

Recruit
- STEM
- Smart
- Intern Programs
- Journeyman
- Sr. Journeyman
- Foster Diversity & Outreach

Develop
- Leadership Training
- Mentoring
- Degree Training
- Licensing/Certification

Retain
- Career Maps
- Developmental Assignments
- Environmental Surveys
- Reward Achievements
- Diverse Mission

Competency Management
Pillars of Development

- Education
- Developmental Assignments
- Mentoring

Professional Development Maps

Leadership and Technical Competencies

Leader and Employee Commitment
More Information

- **US Army Corps of Engineers**
  [http://usace.army.mil/Pages/default.aspx](http://usace.army.mil/Pages/default.aspx)

- **Army Management Staff College/Civilian Education System (CES)**

- **Civilian Personnel Online**
  Access Job Vacancies, PERMISS, official Army HQ guidance on all Civilian Personnel functions including Training, and access to other Army Regional Civilian Personnel Operation Center (CPOC) websites

- **CP-18 Engineers and Scientists (Resources & Construction):**
  [cp18proponencyteam@usace.army.mil](mailto:cp18proponencyteam@usace.army.mil)