

USING THE HR PROFESSIONAL CAREER FRAMEWORK TO DRIVE YOUR HR CAREER

The following article first appeared in the July 2009 issue of the CPMS Express newsletter. The CPMS Express newsletter is a publication made and distributed by the Defense Civilian Personnel Management Service for the Department of Defense Human Resource Community and agency personnel. To access the latest issue of the CPMS Express newsletter as well as previous issues, visit http://www.cpms.osd.mil/express/express_index.aspx.

Are you wondering what's next for Human Resource professionals in the Department of Defense? Are you looking to advance your HR career? If so, utilizing the HR Professional Career Framework. (HRPCF) is the first step to take.

If you're not familiar with the HRPCF, the HRPCF is a tool and guide that will help HR professionals drive their own career development. The HRPCF supports more empowered and focused careers and opportunities for HR professionals.

The impetus behind developing the HRPCF was to enable department HR personnel to begin to address their portion of Goal 4 in the DoD Civilian Human Capital Strategic Plan 2006 – 2010 of having an HR workforce that is cutting-edge and that human capital processes are delivered efficiently and effectively in a joint environment.

The Civilian Personnel Management Service developed the HRPCF to support the changing tactical and strategic roles of the civilian HR business advisor serving in a rapidly changing and challenging strategic environment. It offers a vision of the emerging roles and competencies required to deliver quality HR support and advice today and into the future.

The HRPCF will help align and shape the focus of HR professionals' knowledge and skills within the roles of HR Specialist, HR Advisor, and HR Strategic Advisor. This will lead to better HR products and services for the DoD workforce.

If you are curious as to what role you best align to, visit the HRPCF website and take the self assessment. http://www.cpms.osd.mil/forms/fas/hr/self_assessment.aspx. To learn more about the HRPCF visit the website at: <http://www.cpms.osd.mil/fas/hrpcf/>

Please also join us in a webinar session about the HRPCF during one of the times below. Please visit <http://www.cpms.osd.mil/fas/hrpcf/> for registration information.

Thursday, August 20th, 11am to 12pm

Wednesday, September 2nd, 1pm to 2pm

Wednesday, September 16th, 10am to 11am

Thursday, October 1st, 3pm to 4pm

Thursday, October 15th, 2pm to 3pm