

**Competency Exploration for Development And Readiness (CEDAR)**  
*Office of Personnel Management, Employee Services, Strategic Workforce Planning*

**What is CEDAR?**

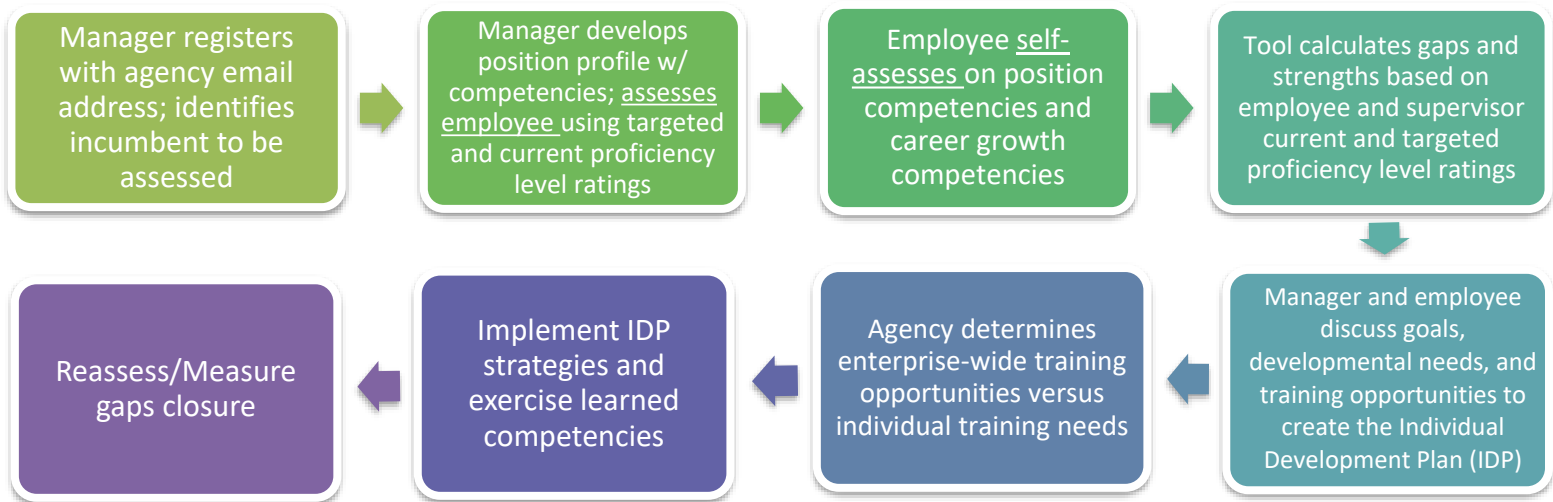
- CEDAR is an online competency assessment tool that is used to determine competency proficiency levels to better understand employee competency strengths and gaps. Based on the results, targeted training and development opportunities are identified to help close gaps.
- It provides employee-specific results of a comprehensive assessment based on both supervisor and employee input, and the results data can be aggregated at component level or agency levels.
- CEDAR is intended to inform individual and organizational strategies to address skill gaps and support employee development, and it will not be used for employee performance ratings or hiring/promotion.

**Why CEDAR?**

- CEDAR is a key component of the closing skills gaps effort that OPM leads to remove strategic human capital management from the GAO High Risk List (this is a priority recommendation for OPM).
- To support OPM's statutory requirements to ensure program and project manager competencies are assessed and gaps closed as outlined in the Program Management Improvement Accountability Act (PMIAA).

**How CEDAR works**

OPM manages tool; agency/org admin manages process



Agency develops enterprise level training strategy

**Outcomes of CEDAR**

The CEDAR competency assessment tool was created to support critical goals focused on reskilling the Federal workforce, to fulfill the statutory requirements of the PMIAA, and to assist agencies in supporting functions of the HCF for planning and talent management. It was built with the intent that it can be used across Government for many different occupations beyond its initial implementation for the PMIAA.

CEDAR allows OPM and other Federal agencies to implement data-driven strategies and decisions focused on reskilling and upskilling employees to meet specific workforce needs amid ongoing change. This is accomplished by using data analyses to understand employee strengths as well as skills gaps in the Federal workforce. Training and development opportunities can be identified and targeted where need is most critical at various levels, including organizational unit, subcomponent, agency, and/or governmentwide.