



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

Friday, April 5, 2019

MEMORANDUM FOR: CXO COUNCILS

FROM: MARGARET M. WEICHERT, ACTING DIRECTOR

Subject: Program Management Improvement Accountability Act – Program and Project Management Competencies

The U.S. Office of Personnel Management (OPM) in consultation with the Office of Management and Budget (OMB) and the Program Management Policy Council (PMPC) is issuing specific requirements pursuant to [Public Law 114-264, Program Management Improvement Accountability Act \(PMIAA\)](#). In accordance with the (PMIAA), OPM is required to issue regulations that identify key skills and competencies needed for a program and project manager in an agency. OPM consulted with Federal agencies including the 24 Chief Financial Officers (CFO) Act of 1990 (31 U.S.C. § 901(b)) agencies to identify key skills and competencies via focus groups and a Governmentwide survey. OPM efforts reached more than 7,000 Federal employees across the Government. Additionally, this study supports OMB's guidance, "[Improving the Management of Federal Programs and Projects through Implementing the Program Management Improvement Accountability Act](#)" (June 25, 2018) and the [President's Management Agenda](#) by informing agency efforts to better track and build the program and project management workforce through increased training opportunities, career pathways, and mentorships.

OPM is pleased to provide for immediate use the attached Program and Project Management Competencies. Agencies can use the Program and Project Management Competencies to select, assess, and train program and project management talent for the 21st Century. The competencies identified will also inform future work (e.g., upcoming issuance of the PMIAA Job Analysis Survey) currently underway in support of OMB's 5-year strategic plan for implementing the PMIAA and OPM's continued work with the OMB, PMPC, Chief Human Capital Officers Council, and Chief Learning Officers Council on talent development.

Thank you for your continued support of this important project. If you have any questions regarding the competencies, please contact April Davis, Director of Classification and Assessment Policy at (202) 606-3600, or email competency@opm.gov.

Attachment: Program and Project Management Competencies (see 508-conformant PDF below)

cc: Chief Human Capital Officers (CHCO), Deputy CHCOs, and Human Resources Directors