Competency Exploration for Development and Readiness (CEDAR)
PMIAA Questions and Answers

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 supervisor and employee input.

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.

What Is the Purpose of CEDAR?

The initial purpose of the CEDAR competency assessment tool is to support OPM's statutory requirement to ensure program and project manager competencies are assessed and gaps closed as outlined in the Program Management Improvement Accountability Act (PMIAA). Information about these requirements can be found using the following links: PMIAA (Pub. L. 114-264) and OMB Memo M-18-19.

CEDAR is also aligned with the Human Capital Framework (HCF) to support functions related to workforce planning and talent management and is a key component of the closing skills gaps effort led by OPM.

Who Should Participate?

For the purpose of meeting the requirements of the PMIAA, all program managers and project managers, including those in supervisory positions, should complete a competency assessment using the CEDAR tool. However, the CEDAR tool has been developed to be used beyond program and project managers, across agencies, occupational series, various roles, etc.

How Will the Results Be Used?

The competency assessment results produced by the CEDAR tool will be used to identify and prioritize current and future position training needs and individual employee career growth options. Additionally, it will help employees set developmental goals and strategies to create an Individual Development Plan (IDP).

Supervisors and employees should discuss the results of their assessments and work to identify training and development opportunities that will help close gaps and meet identified career growth options.

At the agency and Government-wide levels, aggregated results will be used to understand the strengths and gaps across organizations and ensure that sufficient enterprise-wide training is available. The results will improve capability to meet mission objectives and increase the value and relevance of agency training improvements.

Privacy during this process is of the utmost importance to OPM, and measures have been implemented to ensure that privacy and confidentiality of information and data is strictly upheld. You can read the Privacy Act Statement on the CEDAR site's "About" page, located in the top navigation toolbar.

How Can You Participate?

Individual agencies will identify program and project managers who will participate in CEDAR. These employees and their supervisors will receive e-mail communications, once CEDAR is deployed in the agency, with instructions on how to complete the assessment and next steps.

It is understandable that there are many things competing for employees' limited time, but OPM is certain that completing the assessment will be advantageous to employees, supervisors, and agencies more generally.

If you have questions about the assessment, you should first contact your Agency POC or cedar@opm.gov.