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TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Rebranded Louisiana Competency Model

State Civil Service is pleased to announce the updated [Louisiana Competency Model](#). Designed to make it easier to see, use, and apply the behaviors that drive success in public service.

Building on the success of the original Competency Model (formerly displayed as the Periodic Table of Competencies), this rebranded model places a clear emphasis on:

- Competency categories that group related skills
- Clearer definitions that reflect today's diverse workforce
- Five behavior levels that show how competencies are demonstrated on the job

This forward-looking approach ensures that competencies are not only defined but also applied across the entire employee lifecycle, creating stronger links between hiring, training, performance, and development. By focusing on competencies in action, agencies gain the clarity and tools they need to recruit, retain, and grow a workforce prepared to meet tomorrow's challenges.

Updates to the SCS Hiring Framework

As part of the updated [Louisiana Competency Model](#) rollout, State Civil Service will be making corresponding updates to the SCS Hiring Framework. More information and details will be forthcoming.

Looking Ahead

The launch of the rebranded Louisiana Competency Model represents a significant step forward in how we define, apply, and grow workforce competencies across state service. This milestone advances SHIFT: Shaping How we Invest in Future Talent, the statewide effort to modernize how we attract, develop, and grow talent through a skills-first approach. These efforts build on the foundation of past successes while equipping our agencies to meet tomorrow's workforce needs with clarity and consistency.

We encourage you to visit the [Louisiana Competency Model webpage](#) to explore resources, guidance, and tools.

For questions or support, please contact the [State Civil Service Workforce Development Division](#).

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director