

Capabilities and Skills Framework

Key Messages and Questions and Answers

January 2026

Key Messages

- A new Capabilities and Skills Framework will replace the existing SGEU In-Scope Competency Model, Leadership and Management Competency Model, and the CUPE Knowledge, Skills and Abilities.
- The new framework applies to all roles in government including both in-scope and out-of-scope employees.
- The new Government Enterprise Management (GEM) system provides an opportunity to implement the new Capabilities and Skills Framework. The existing competency models will be phased out following GEM implementation.
- The Capabilities and Skills Framework is values-based and provides one common language to encourage common culture and enable effective talent management throughout an employee's career with government.
- The framework will first be applied in staffing competitions started in GEM. Over the following 12 to 24 months Capabilities and Skills will replace competencies in other HR activities.
- Capabilities and Skills framework e-learning, tools and support for managers and employees will be available prior to GEM Deployment Two go-live.
- For more information on the Enterprise Business Modernization Project visit [Staffroom](#).

Questions and Answers

Why are we implementing the capabilities and skill framework?

Our current competency models are outdated, overlap and are used inconsistently. Moving to GEM created an opportunity to modernize. The new framework is simpler and includes behavioural descriptors, making it easier to set clear expectations and support career growth and planning.

What are capabilities?

Capabilities are qualities, traits or attributes that people consistently show and that help the organization succeed. The framework includes six capabilities for all government roles: accountable, adaptable, collaborative, inclusive, innovative and outcomes focused.

What are skills?

Skills are abilities that are learned through training, practice or experience. They are needed to do your job well. The framework includes twelve skills. Many positions will only require some of them.

The skills include communication, critical thinking, data literacy, digital skills, health, safety and wellness, influence, interacting with others, managing organizational resources, managing self, managing talent, navigating ambiguity, and political and organizational awareness.

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How are capabilities different from competencies?

Our current competency models include knowledge, skills and personal attributes. Capabilities are similar to personal attributes.

The new approach focuses on core traits that are aligned to [Our Commitment to Excellence](#), and apply to all roles in government.

When will the framework be implemented?

The framework will be launched with GEM Deployment Two.

How will the Capabilities and Skills Framework be used?

The framework will be applied in the same way competencies have been used in the past. It will help to set expectations and describe what is required in a role. It will guide HR practices across the employee lifecycle, including:

- Recruitment and staffing
- On-boarding and probation
- Learning and development
- Work planning
- Performance management
- Career management
- Succession planning
- Workforce planning

Will capabilities and skills replace competencies in every part of the employee lifecycle immediately?

No, there will be a transition period:

- **First:** Staffing in GEM. Capabilities and Skills will replace competencies in job postings and assessments. Employees hired through GEM will also use Capabilities and Skills during their probationary period.
- **Next:** Over the following 12 to 24 months, Capabilities and Skills will be phased into other HR activities like work planning. Managers will continue to use competencies for those activities until the full transition is announced.

Will there be training available?

Yes. An e-learning module is available in [PSC Client](#) to help managers, supervisors and employees learn about the framework.

Who does this apply to?

All Government of Saskatchewan employees, both in-scope and out-of-scope. The six capabilities apply to all roles in government while the 12 skills will apply only as applicable to the role.

How will I know what capabilities and skills are required for a particular position?

This information will pre-populate in GEM.

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The SGEU competency model includes knowledge and technical skills and the new framework does not. Can managers still use knowledge and technical skills?

Yes, managers can determine role-specific knowledge and technical skill requirements for staffing and other HR activities.

Will the SGEU Competency Profiles with knowledge statements continue to be available after this transition?

No. They will be removed from Taskroom. The knowledge statements from these occupation specific Competency Profiles will be available in a new reference tool on Taskroom.

Is adoption of the new framework optional?

No. This is the Government's new framework and all employees will move to it.

Where can I find more information about the Capabilities and Skills framework?

The Capabilities and Skills Framework is available on [Taskroom](#).

A learning module is available on [PSC Client](#).

Who can I contact if I have questions on the new Capabilities and Skills Framework?

Employees can contact their manager with questions.

Managers will continue to be supported by their [HR Business Partners](#).