



PARTNERSHIP FOR PUBLIC SERVICE

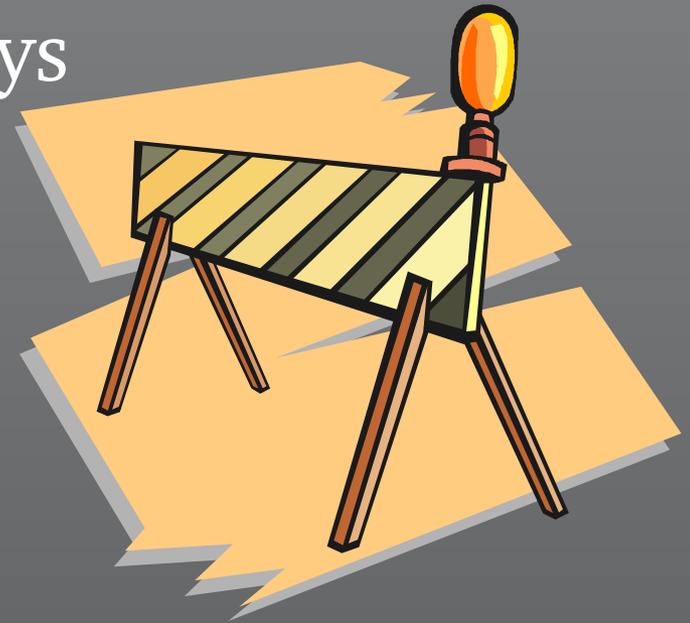
Hiring and Retaining a High Quality Workforce

Federal Audit Executive Council
(FAEC)

September 8, 2011

Barriers to Federal Service

- ★ Lack of knowledge and understanding
- ★ Broken hiring process
- ★ Inadequate student pathways



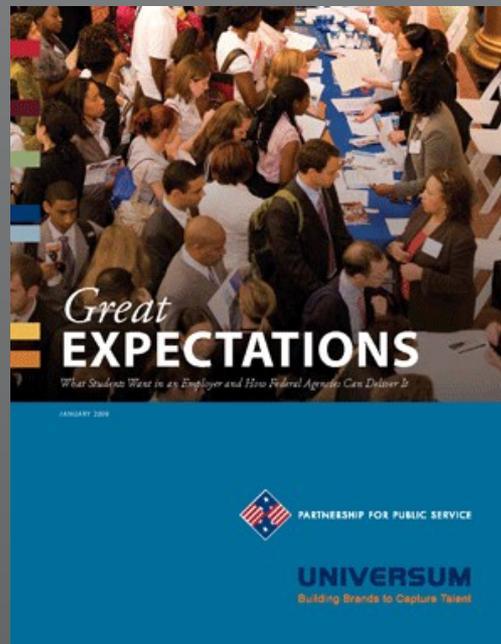
Barriers to Federal Service: Lack of Knowledge

- ★ 42% interested in government
- ★ 13% knowledgeable about opportunities and how to find/apply
- ★ Don't equate *government service* with public service
- ★ “Influencers” also lack knowledge



Barriers to Federal Service: Lack of Knowledge

Students with “mission-critical” backgrounds do not think of the federal government as a potential employer.



Barriers to Federal Service: Hiring Process

- ★ “Foreign” to job seekers
- ★ Takes too long
- ★ Is not transparent

Hopefully, hiring reform is addressing this set of issues. How involved are you?



Barriers to Federal Service: Clear Pathways

Internships

- ★ Various programs are confusing to students
- ★ Less than 7% are converted to full-time
- ★ Not viewed as talent pipeline

Hopefully, new Pathways Programs will help address. How much do you know about Pathways?



Don't Do This...



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Build Strategic Talent Pipelines

- ★ Develop strategic, long-term relationships with campuses
 - Target campuses – don't go simply because you're invited
 - Work with faculty to identify skillsets/coursework necessary for your agency
 - Maintain contact even when you're not actively recruiting!



Build Strategic Talent Pipelines

- ★ Bring young auditors to campus
- ★ Use **internships** at sophomore/junior level and for graduate students
 - Send back to campus as Student Ambassadors



Retaining Talent

- ★ Connect with mission!
- ★ Provide opportunities to grow and develop
- ★ Work / life balance
- ★ Plan for tomorrow





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