

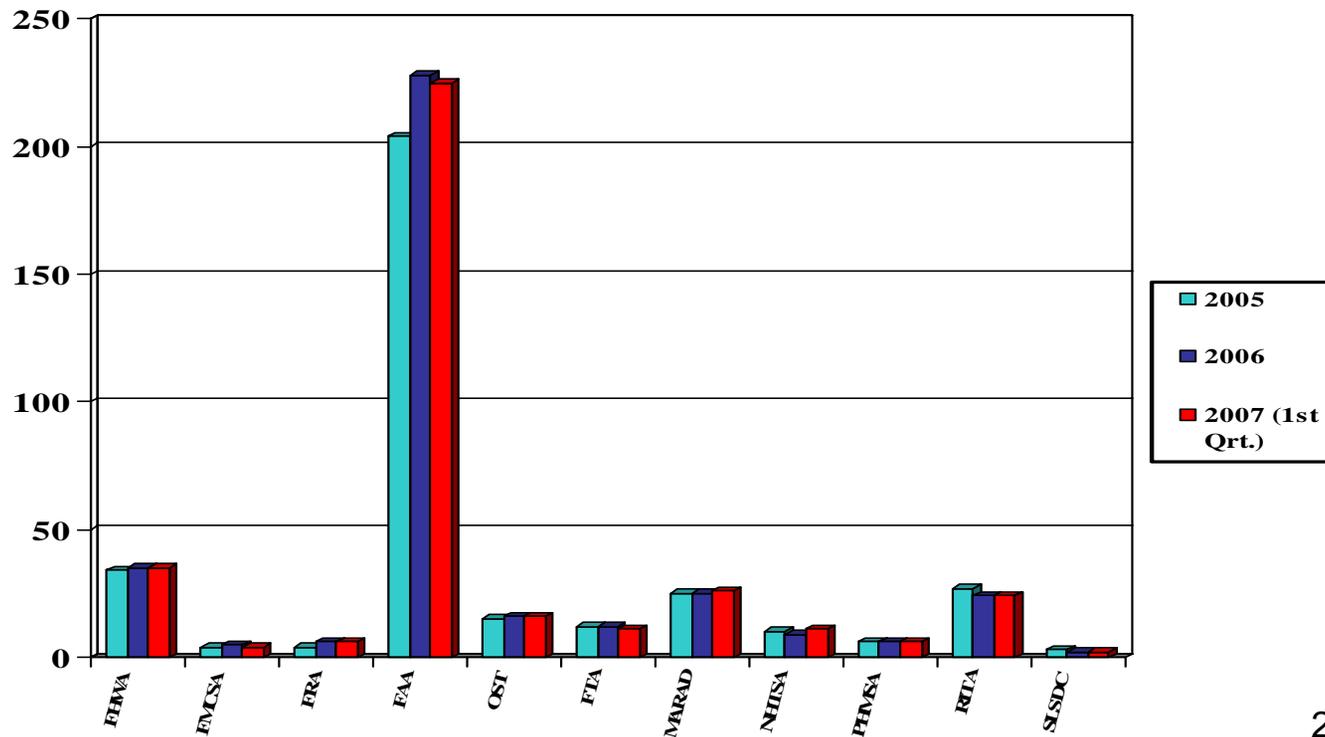


Procurement Workforce Recruitment and Retention Strategies



Procurement Workforce Demographics DOT-Wide

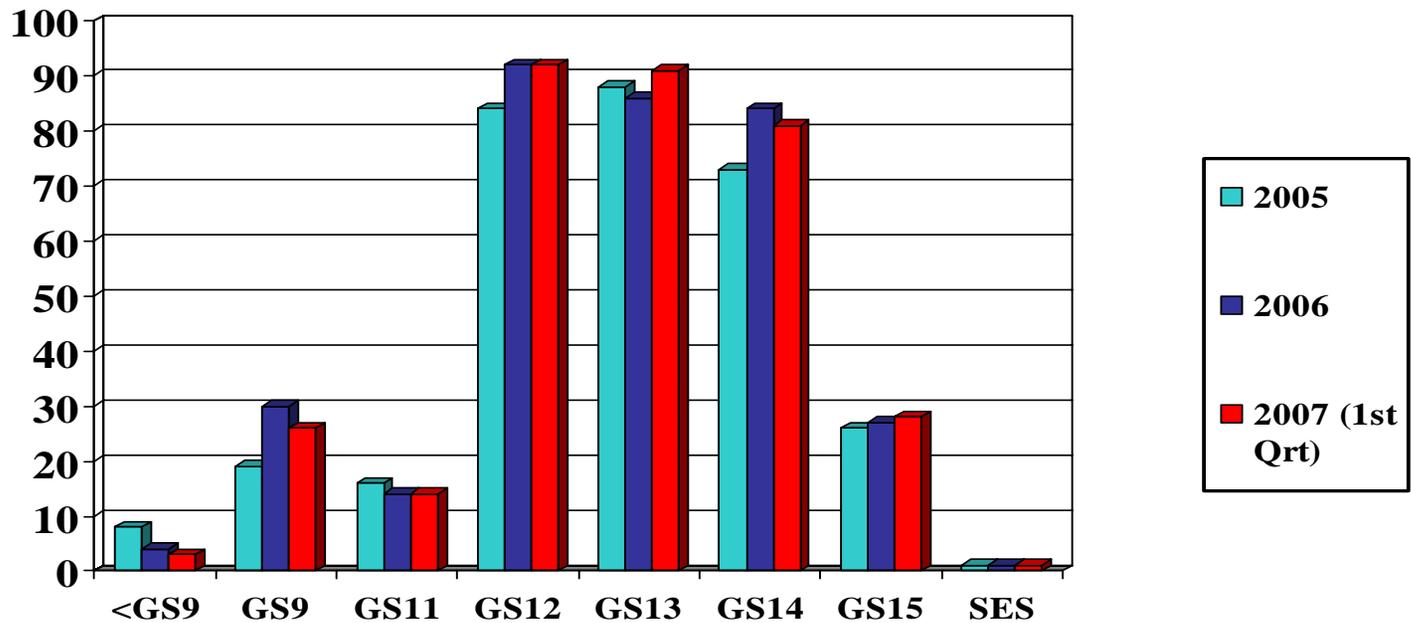
Current total Procurement Workforce = 365
 No. of DOT Procurement Personnel By Mode





Procurement Workforce Demographics DOT-Wide

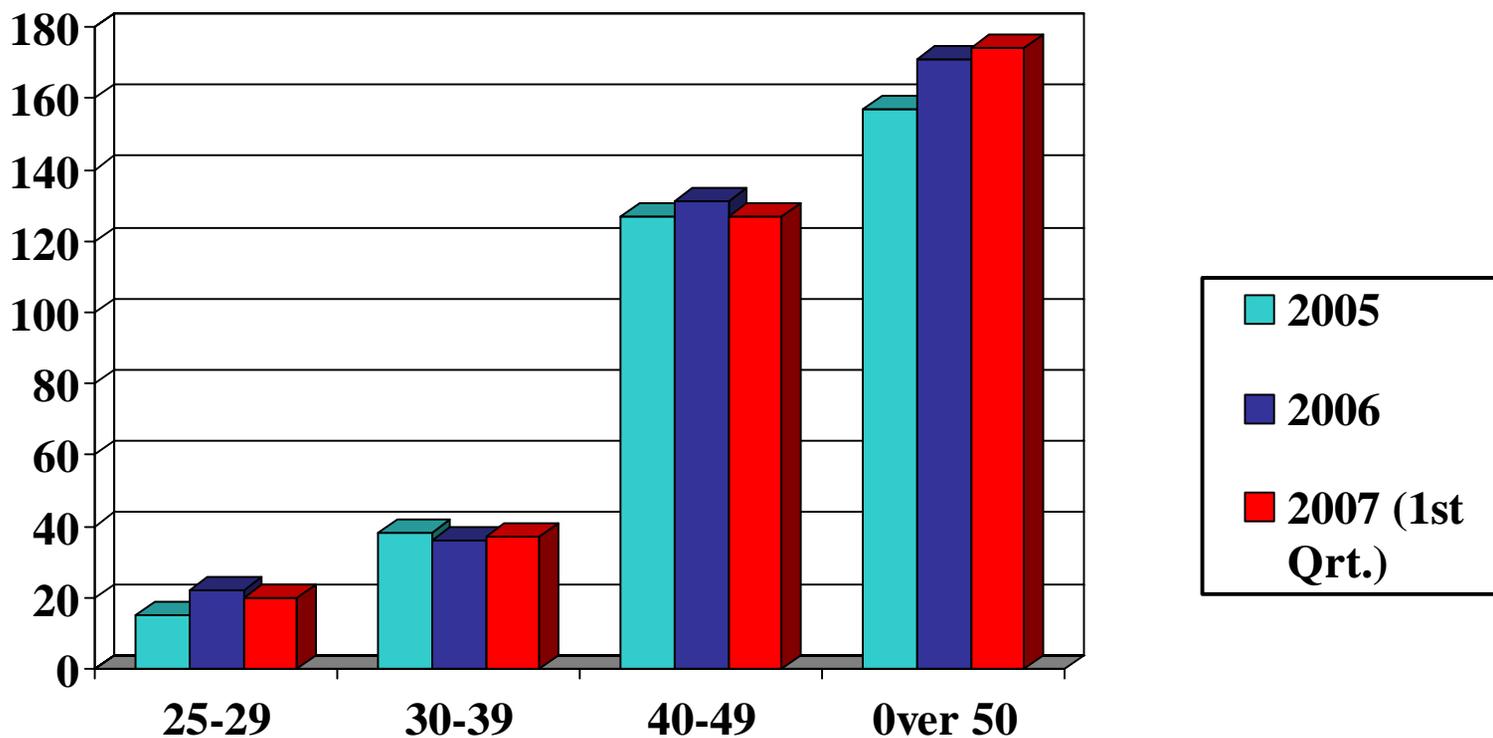
No. of DOT Procurement Personnel By Grade Level





Procurement Workforce Demographics DOT-Wide

No. of DOT Procurement Personnel By Age

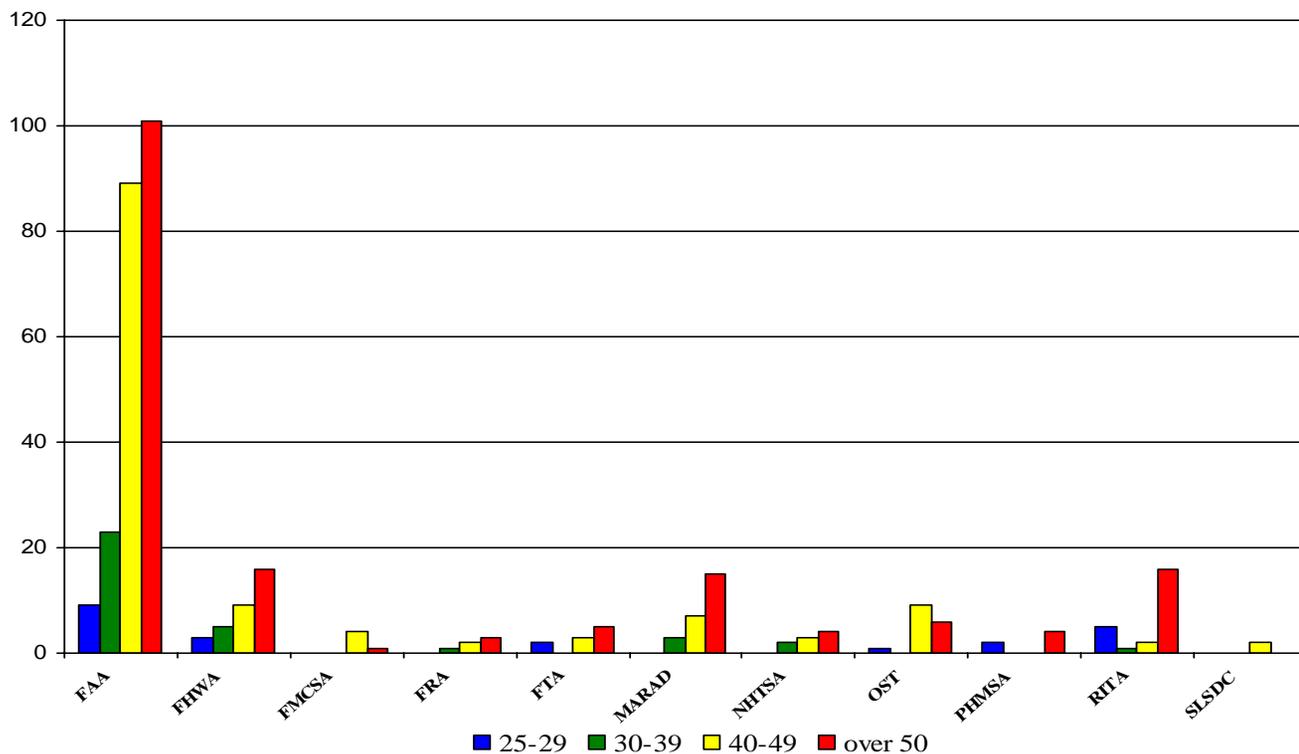




Procurement Workforce Demographics DOT-Wide

No. of DOT Procurement Personnel By Age and Mode

[as of FY 2006]





Strategies

- **DOT Intern Program**
 - Requires resources to establish and arrange
 - Requires FAA participation to achieve critical mass
- **Governmentwide Acquisition Intern Program**
 - Requires upfront funding
 - Don't have a permanent body until 2 years has passed
 - Legislation may mandate a Governmentwide Intern Program





Strategies

- **Presidential Fellows Program**
 - Not structured for acquisition
 - Hard to retain in the acquisition career field
 - Cost required (\$6K fee for 2006 PMF Program)
- **Entry Level Partnership**
 - Joint recruiting (could leverage from Governmentwide Intern Coalition)
 - Rotations among the Operating Administrations
 - Mentors





Strategies

- **DOT Career Residency Program**
 - Requires a Master's Degree or combination education and experience equivalent to GS-9
 - Residents hired at GS-9 level; excepted service appointment
 - Promotions follow same line of progression identified in OPM's Qualification Standards (i.e. GS-9; GS-11; GS-12; etc.)
 - Residents not required to meet one-year time-in-grade requirement
 - Residents may be non-competitively converted to a career career or career-conditional appointment after successful successful completion of 2-year program





Other Strategies

- **Recruit from Industry**
- **Re-employed Annuitants**
- **Request Direct Hiring Authority**
 - **Requires Business Case (Department level)**
 - **Public job announcement can advertise for multiple grade levels to establish an inventory of applicants to fill vacancies within the Department**
- **Offer Incentives**
 - **Recruitment and/or Retention Bonus**
 - **Relocation Pay**
 - **Student Loan Repayment**

