

National Council on Federal LMR Hiring Excellence

**President's Management Agenda: People & Culture CAP Goal
November 18, 2015**

Vision

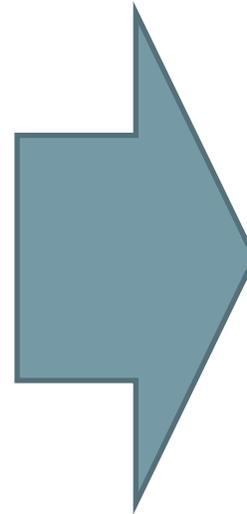
The Government can attract *applicants* and hire highly qualified and diverse talent, achieved through *engaged and empowered hiring managers*, and supported by *highly skilled HR staff*.



Hiring Excellence Campaign - Objectives and Strategies

Objectives

1. **Encourage and promote the importance of a collaborative relationship** between the hiring manager and human resources staff.
 - **Equip hiring officials** with knowledge and tools to empower them to more fully engage in the hiring process.
 - **Bolster the skills and expertise of HR staff** so they can effectively advise and partner with hiring managers.
 - **Raise awareness of the full range of hiring authorities** available to meet hiring needs.
2. **Support agencies in leveraging the full range of assessment options.**
3. **Attract individuals from all segments of society**
 - Enable data-driven decisions that inform outreach and recruitment
 - Improve the applicant experience through an enhanced USAJOBS



Strategies

1. **Launch Hiring Excellence Campaign** for outreach and education to HR and Hiring managers, supported by robust tools and guidance. (Jan 2016)
 - a) **Identify occupations that are experiencing particular hiring challenges** and focus on content/solutions in those areas
 - b) **Support effective applicant assessment** through improved policy, guidance, and tools/education
 - c) **Expand access to applicant flow data** and analytics about how to use data to inform outreach and recruitment decisions
2. **Enhance USAJOBS** to provide an improved user experience and new tools to search for talent (phases launched in July 2015 and will continue through FY17)

Focus Areas for Hiring Excellence Campaign

Goals:

1. Identify **government-wide hiring focus areas** to attract highly qualified talent from all segments of society
2. Engage with agencies to assist hiring managers and HR specialists to attract, recruit, and hire talent in **agency defined targeted areas**

Proposed Focus Areas:

- **IT Management (2210 series)**
 - **Challenge:** Overall manager satisfaction with the quality of hires is low and the need to better assess applicants to determine the right skill match for the job.
- **Cybersecurity**
 - **Challenge:** Identified as a Government-wide skills gap focus as well as feedback from stakeholders to include PMC, CHCO's, Chiefs of Staff .
- **Pathways (Interns and Recent Grads)**
 - **Challenge:** Ability to use strategic recruitment to attract students and recent graduates to infuse the workplace with diverse talents and unique perspectives.
- **Supervisors**
 - **Challenge:** Ability to create an assessment tool that will focus on the managerial versus technical competencies.

Criteria for Determining Focus Areas:

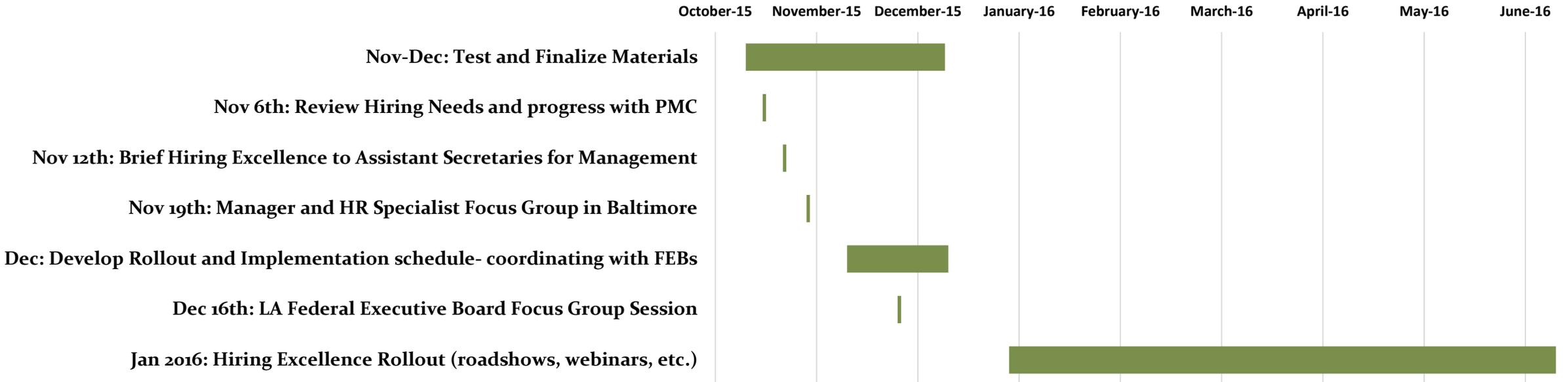
- Feedback from Stakeholders (PMC, CHCO's, Chiefs of Staff, ASAMs, etc.)
- Overall government-wide mission critical skills gaps (which areas have the biggest gaps in number of positions filled)
- Current Hiring Volume (which areas have the highest number of hires)
- Manager Satisfaction (Which areas have the lowest hiring manager satisfaction)
- Ability to drive impact (which areas have the greatest potential for improvement government wide)
- Other Considerations (potential for quick wins, opportunities to develop new resources such as assessments, etc.)

Next Steps and Time Line- November through January

Next Steps

- Develop personas that could facilitate quality hiring in focus areas
- Develop, modify, test, and/or finalize campaign materials (focused mythbusters, best practices and case studies, storyboards)
- Develop Rollout and Implementation Schedule and target cities for outreach
- Analyze hiring barriers in focus areas; Develop targeted strategies to better utilize applicant flow data
- Identify existing assessment tools and opportunities for new assessments (e.g. supervisor assessment)
- Rollout Hiring Excellence Campaign

Timeline



Questions

