



Innovative Strategies for Recruiting a Talented Workforce

League of United Latin American Citizens (LULAC)
2011 National Convention & Exposition
June 28-29, 2011

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Chief, Recruitment Assistance Programs Division
Civilian Personnel Management Service

Civilians Making a Difference

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Civilian Personnel Policy

Department of Defense Human Resources Policy Office
• Civilian Personnel Management Service

Formulates plans, policies, and programs to manage the
DoD civilian work force

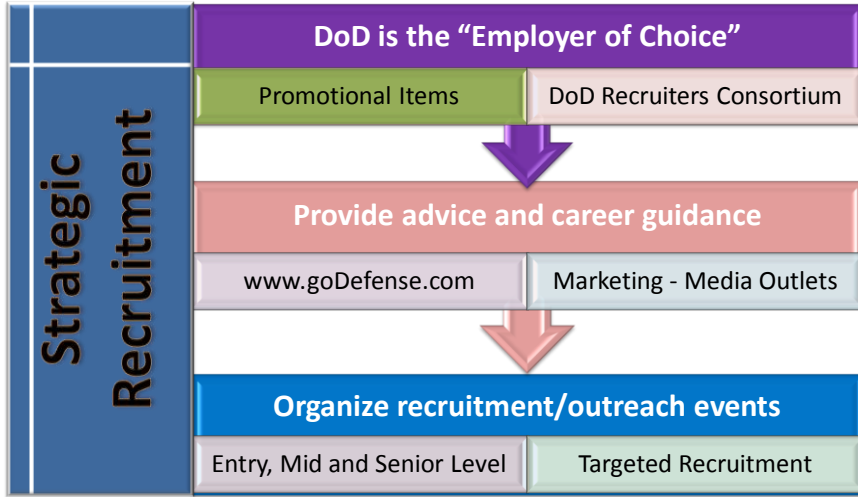
Supports Components/Agencies through:

- Policy leadership
- Personnel services
- Customer Service

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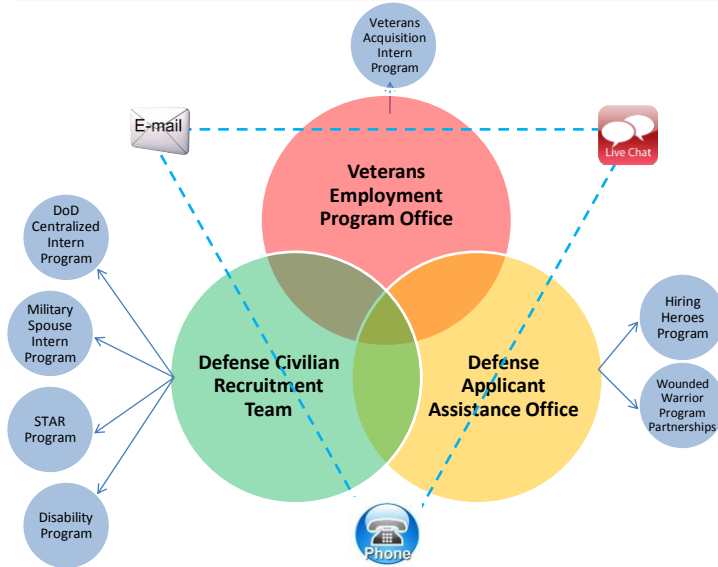
CPMS/RAD – What Do We Do?



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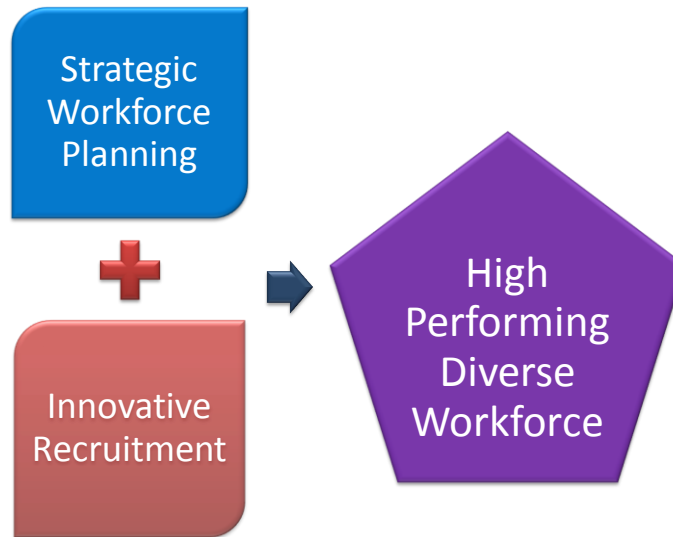
Strategic Recruitment and Outreach



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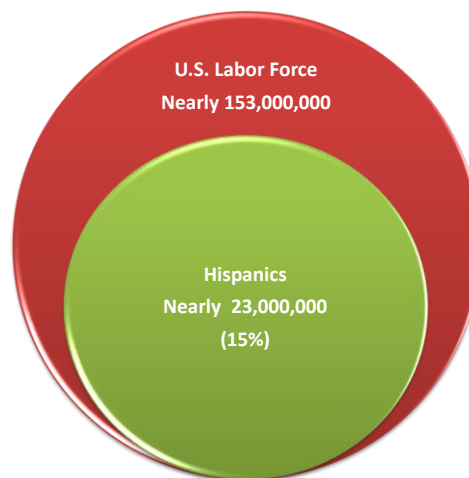
Diversity Makes Good Business



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U.S. Civilian Labor Force

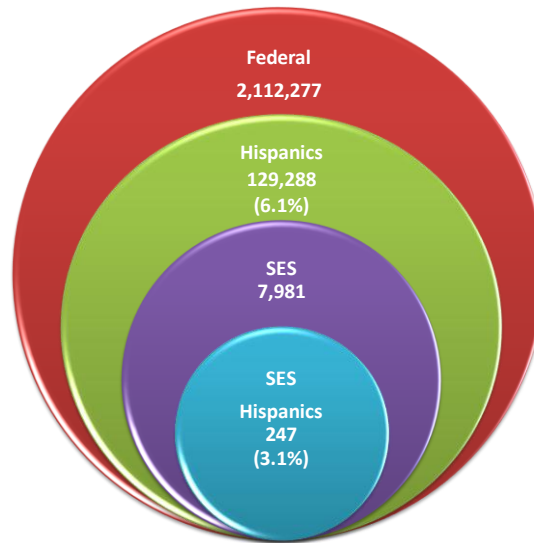


Source: U.S. Bureau of Labor Statistics, Hispanic Labor Force Report March 31, 2011

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Federal Civilian Workforce



Source: U.S. Office of Personnel Management, FED Scope as March 2011

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DoD Enterprise Recruitment and Outreach

Veterans Employment Initiative

Executive Order 13518 – signed November 9, 2009

Hiring of Veterans is a top priority

- DoD Veterans Employment Program Office established in December 2009

- Hiring Heroes Program
- Military Spouse Intern Program
- Veterans Acquisition Intern Program

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Hiring Heroes Program

- **Hiring Heroes Career Fairs** – conducted for wounded warriors, veterans and spouses
 - Since April 2005: 40 events, typically held near Military Treatment Facilities
 - Employers from DoD, other Federal agencies and private sector participate
 - Over 13,786 job seekers, 2,380 employers, 1,384 job offers
- **Resume Writing and Technical Workshops:**
 - Provide one-on-one resume writing assistance
 - Coach on interviewing skills and career search tips
- **Career Advisory Services:** provided in person, via Email, telephone and Live Chat



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DoD Enterprise Recruitment and Outreach

Hiring Individuals with Disabilities

Executive Order 13548, signed July 26, 2010

Increasing Federal Employment of Individuals with Disabilities

- Workforce Recruitment Program (WRP)
- Bender Consulting Group
- Outreach in Professional and Non-Profit Organizations and Universities

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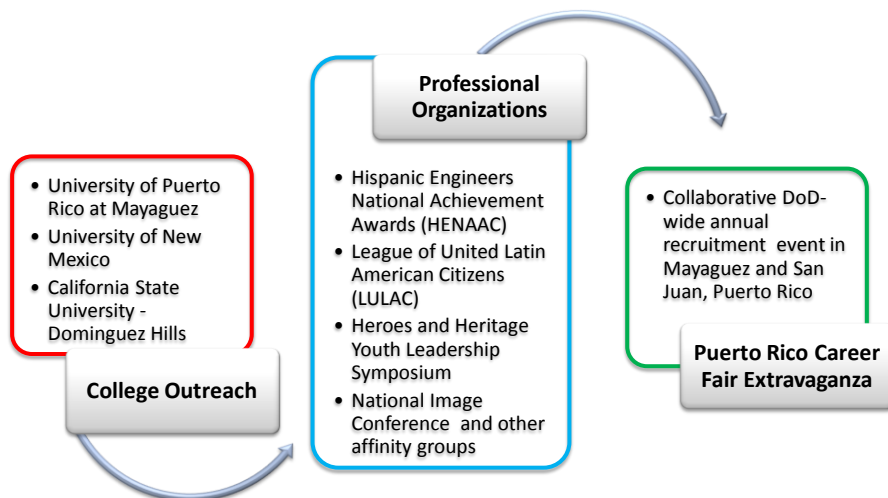
Workforce Recruitment Program (WRP)

- Sponsored by DoD and DOL
 - May be used to fill temporary and permanent positions
- Agencies have access to more than 2,200 **students and recent graduates with disabilities** via an online database
 - Over 1,300 indicate eligibility for Schedule A
 - Over 6% identify as veterans
 - Centrally funded through ODMEQ; available for 400+ temp hires each summer
- For additional details, visit www.wrp.gov and/or contact:

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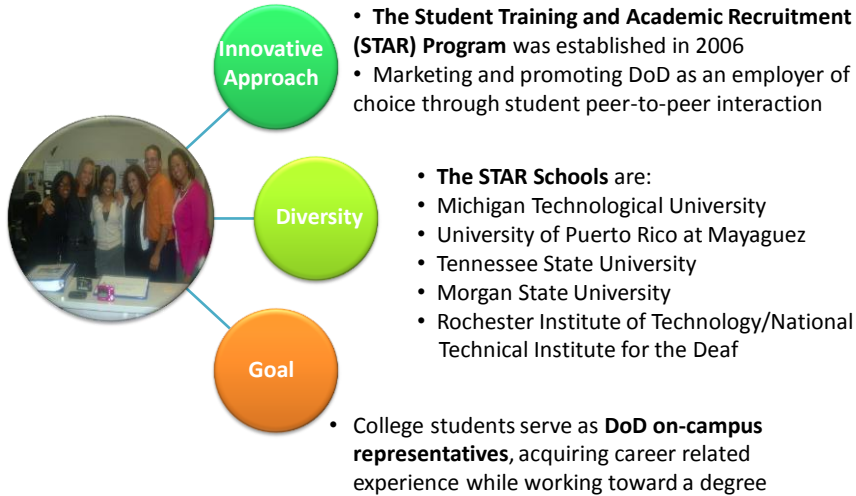


DoD Enterprise Recruitment and Outreach





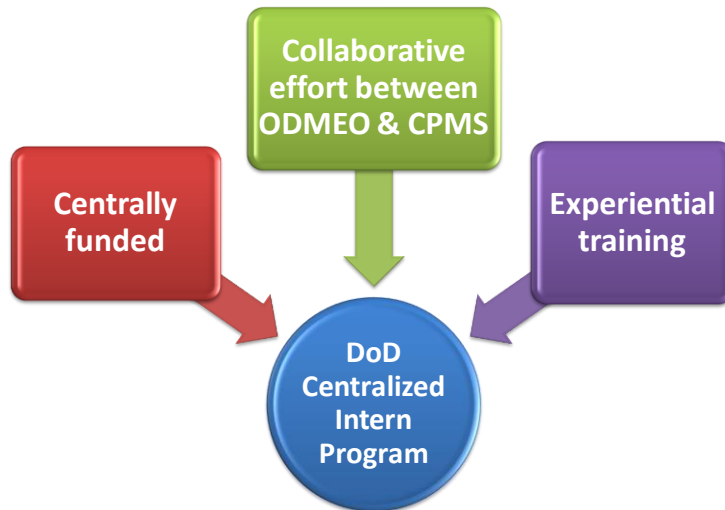
STAR Program



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DoD Centralized Intern Program





Intern Program Eligibility/Elements

- US citizenship
- Enrolled in 2 to 4 year accredited college
- 8-10 week summer internship
- On-site work experience
- Students receive stipend
- Roundtrip transportation to D.C.
- Students are not DoD Employees



Pathways Program

Internship Program

- Consolidates current student programs into one internship program
- Students enrolled in a wide variety of educational institutions

Recent Graduates Program

- Recent graduates students
- Must apply within two years of degree completion
- Two-year career development program
- Noncompetitive conversion

Presidential Management Fellows Program

- Designed for upper level management careers
- Two-year program for master level graduates
- Eligible for permanent placement and standard benefits
- Student Loan Repayment Program/Retention Bonus
- Eligible to apply within 2 years of receiving advanced degree



Civilians Making a Difference



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Hispanic Council on Federal Employment

Representatives from Federal agencies and Hispanic-serving organizations working together to:



Provide advice on ways to improve and increase outreach to Hispanic communities



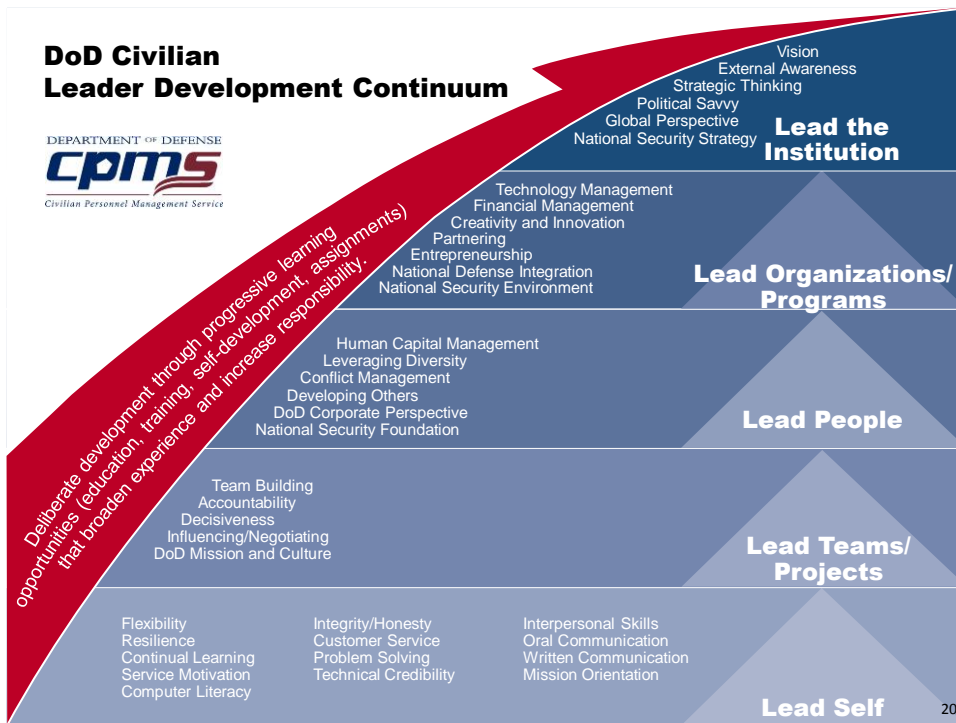
Recommend further actions to address the underrepresentation of Hispanics in the Federal workforce and to promote successful retention and advancement efforts



Help the Federal government be innovative in its communication regarding Federal employment to Hispanic communities




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DoD Civilian Leader Development Framework





Leader Development Programs Comparison

	 <small>DEPARTMENT OF DEFENSE</small> OSLOP <small>Officer Senior Leader Development Program</small>	 <small>DEPARTMENT OF DEFENSE</small> ELDP <small>Executive Leadership Development Program</small>	 <small>DEPARTMENT OF DEFENSE</small> DCELP <small>Defense Civilian Emerging Leaders Program</small>
Eligibility	GS 14-15 or equivalent Supervisor, degree, high potential	GS 12-14 or equivalent O-4 (O-3 promotable), high potential	GS 7-11 or equivalent in DoD Select individuals in the private sector
Program Length	2-year cohort program	10 month program (Sep-Jun)	3-year cohort program <u>Pilot</u> : 12-18 month cohort program
Program Elements	<ul style="list-style-type: none"> ▪ Senior-Level professional military education (PME) ▪ Defense leadership seminars focusing on joint, interagency and multinational environments ▪ Experiential individual development ▪ Exposure to private industry, academia, thought leaders ▪ Progress reviews by talent development executives ▪ Structured assessment for graduation 	<ul style="list-style-type: none"> ▪ Orientation ▪ Core curriculum ▪ Monthly deployments throughout DoD operating areas for training with Service members ▪ Seminars and briefs on defense issues and international perspectives ▪ Gettysburg staff ride ▪ Individual staff study ▪ Formal outbrief and graduation 	<ul style="list-style-type: none"> ▪ Leader development at entry level ▪ Acculturation to DoD ▪ Immersion in technical and functional competence ▪ Partnering opportunities with Military counterparts ▪ Six-part leadership certificate program ▪ Assignment of a mentor ▪ Structured talent management
Next Class	Class of 2012 solicitation announced (nominations due September 9, 2011)	Class of 2012 solicitation announced (nominations due June 15, 2011)	Pilot class being developed with Acquisition, Finance and H.R.
Program History	Program launched 2008 (first cohort in 2009)	Program launched 1985	Pilot to begin in 2 nd quarter CY2011 (nominations due June 17, 2011)
Website	www.cpms.osd.mil/LPDD		



Characteristics of a Leader



Resilience in the face of uncertainty and complexity

Charting a path for success

Making an Impact without creating unnecessary waves

A **Vision** for what can be

Active pursuit of strategies and goals

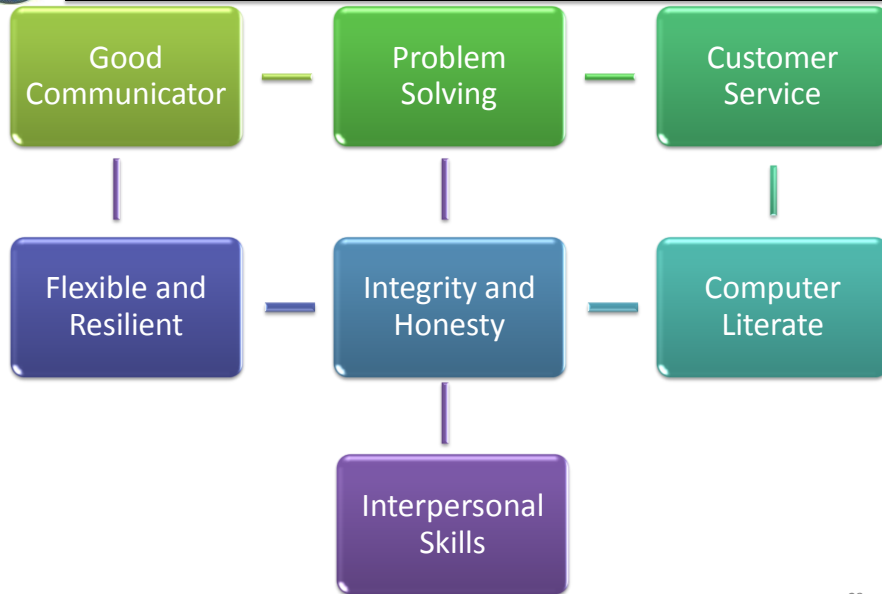
A **Balanced** perspective

Lasting contributions that benefit DoD

Time for **Reflection** and personal growth



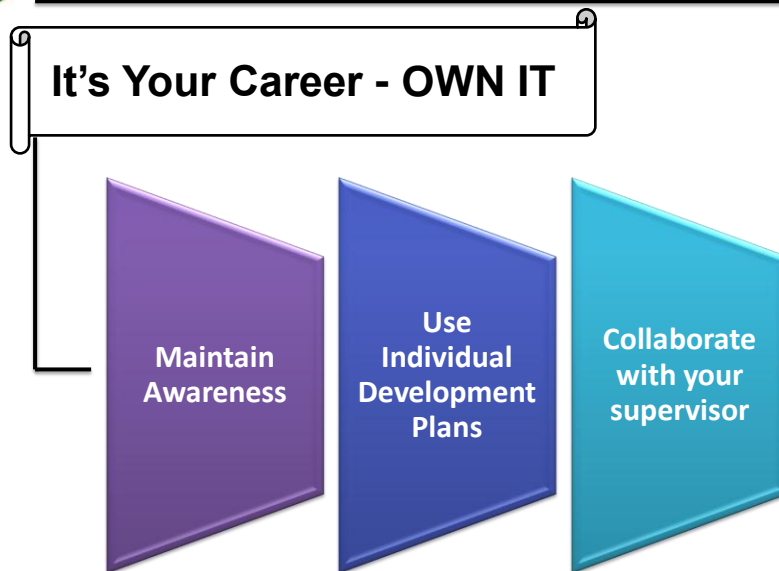
Building the Foundation



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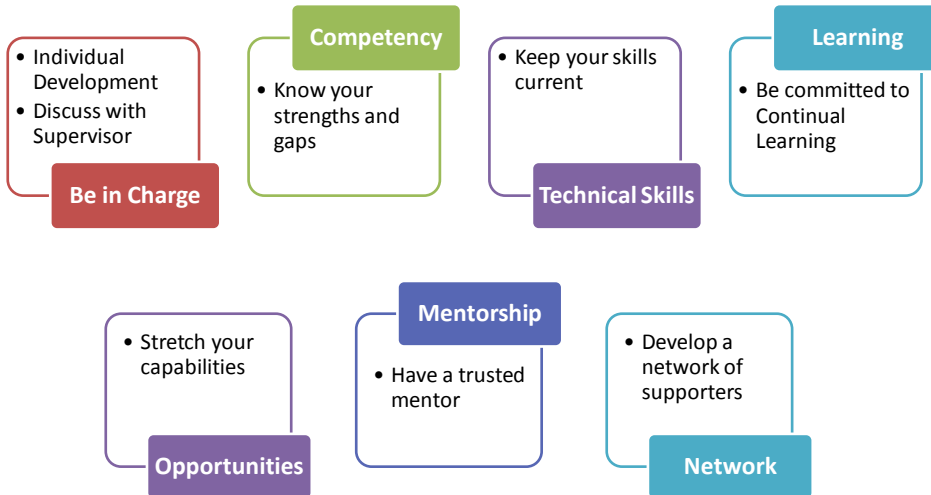
Your Responsibilities



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Key Messages: What You Can Do



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MAKE A DIFFERENCE...

Humanitarian Opportunities of a Lifetime



Civilian Expeditionary Workforce

Department of Defense
JOB OPPORTUNITIES

- 12 to 24 months
- Must be a U.S. Citizen
- Must pass physical
- Generous pay and benefits
- Specialized skills required
- Ability to obtain a clearance

To apply please visit www.cpmc.osd.mil/expeditionary

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CPMS Recruitment Assistance Division

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Questions



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