




NIGP FORUM
Connecting Procurement Communities
 PHILADELPHIA, PA • AUGUST 20-22, 2014

Choosing Public Procurement as a Career

Outreach to Local High School and
College Students



Introduction

- Released "Choosing Public Procurement as a Career" in December 2013
- Why?
- How did we come up with this?
- What it means for us?
- Where we can share this



Choosing Public Procurement as a Career Objectives

- You will gain information on how to create your own recruitment and outreach program
- Share information about current agency workforce retirement data in our agency
- Share information from a 2008 Research brief – "Responding to an Aging and Changing Workforce"
- Explain what this means to and what to do about
- Where we can share this information with everyone

Background & History



At Multnomah County Central Purchasing –
In the next three years one quarter of our work force will be retiring



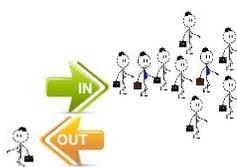
- National Association of State Procurement Officials (NASPRO):
 - Agencies across the United States are facing a shrinking workforce due to the baby boomer generation retiring
 - Taking their knowledge and skill-sets with them

SOURCE:
2008 Research brief – “Responding to an Aging and Changing Workforce: Attracting, Retaining, and Developing new Procurement Professionals”



What we have:

What we need:



The NSPO Research Brief 2008

Planning for the Future Page 15

•One of the top six areas. Our pinpoint topic for this presentation is:

-Recruitment Strategies: Effective recruitment strategies to attract new and skilled workers to government service requires an understanding of the disparities between the baby boomers and Generation X and Y and what motivates each of these groups.

- What kind of recruits are we looking for
- High School and Collage Students
- Where do we look
- How do we attract them



Accidental Purchaser's

- Historically most people in Purchasing did not set out with Purchasing as a Career goal
 - Finance & Accounting,
 - Chance
 - Transferring in
 - Fell off a truck?



Well, Since You Asked, Yes!
As A Matter of fact I DID Just
Fall Off of A Turnip Truck!



Career Day at Portland State University

- Once a Year
- Supply Chain Management students nearing graduation
- Past key career decision points



What is the Solution?

- **2013 Columbia Chapter Board Retreat**
 - Retirements – who will fill these vacancies?
 - Succession Planning
 - New Staff
 - Procurement and contracting skills
 - Progression skills
 - Leadership training



What did Research Uncover?

- There is information out there about choosing Procurement for a career, BUT...
 - You have to be specifically looking for it
 - Hard to find
 - Sometimes buried deep in layers of websites





What did Research Uncover?

- Articles
 - "Responding to an Aging and Changing Workforce: Attracting, Retaining, and Developing New Procurement Professionals NASPRO 2008
 - "Viewpoint: A message for the next generation" Darin Matthews 4/10 GPN
 - "Meeting New Challenges to the Public Procurement Profession" Keith K. Glatz



What if...

- We put it all in one place
- Kept it short for shorter attention spans
- Wrote it for students
- Published a professional document



Choosing Public Procurement as a Career



- What do Purchasers do?
- What skills and abilities do you need?
- What kind of people would be good at this?
- Why is Government Procurement important?
- What about the bureaucracy?
- Where can I get more information?
- Where can I get a degree or certificate?




- Why should I join Columbia Chapter?
- What do local people in the profession say about it?
- How does this career path benefit my community?
- How does this career path benefit the planet?
- How much does government spend?
- What does it pay?




Now that we have it wrapped up in a package,
What's Next?

- Outreach to Portland State University
 - 5 regular members joined
 - 2 student members joined
 - One of our new members won Columbia Chapter's Manager of the Year
 - PSU took a supply of booklets to hand out to new students in the Supply Chain Program




High Schools

Outreach to High Schools

- Ongoing effort
- Have reached out to administrators and guidance counselors
- Have not yet been successful
- Looking for an angle



We would love to share

The Program we used was InDesign

- We can send the file to your graphics designer
- We can send you a PDF so you can steal the content
- Easily made up in Word if you don't have a designer
- You can add in your local information
 - Your chapter
 - Local cert programs
 - Local testimonials



Questions?



Class participants may download a PDF copy



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