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 Procure 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 workforce 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 College 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?

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
• 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?

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

• 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?
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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