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 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:
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?
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
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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