Building your Bench - Workforce Trends and Developing Talent through Professional Development, Internship and Mentorship Programs

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Learning Objectives:

- Discuss the challenges related to recruitment, retention, and development of staff.

- Explore the use of internship programs within the procurement office and how to develop a program that benefits both parties.

- Discuss the value and usage of mentorship programs in the procurement office, including examples from state procurement offices.

- Identify professional development resources available to all procurement professionals through NASPO.
The Profession of Public Procurement

Then...
The Profession of Public Procurement

Now
The Profession of Public Procurement

Procure complex goods and services

Manage agency relationships

Negotiate scope of work, prices, and terms and conditions

Analyze market data, trends, and forecasts

Maintain the integrity of the procurement process

Leverage state spend and economies of scale

Analyze and recommend improvements
Soft Skills

- Communication
- Interpersonal
- Relationship management
- Conflict Resolution
- Creative Thinking
- Problem Solving
- Decision Making
- Critical Thinking
- Customer Service/Public Service
Mission

Help our members achieve success as public procurement leaders in their states through promotion of best practices, education, professional development, research, and innovative procurement strategies

Mission and Values

Values

• Ethics & Integrity
• Knowledge
• Teamwork
• Collaboration
• Partnering
Continuous Learning

The Ongoing, Voluntary, Expansion of Personal Skills and Knowledge
Life Long Learner

• Curious
• Deliberate
• Self-Motivated
• Goal Oriented
• Social
Formal Learning

• Academic Degrees and Courses
• Online Courses
• Internal Trainings/Certifications
• Seminars
Informal Learning

- Mentor Program
- Self-Study
- Discussion Groups
- New Projects or Duties
- Lunch and Learns
- Other?
Discussion

• What is one topic that you want you or your staff to learn more about?

• What skill or ability do you feel you need to continue to develop?
Attract and Retain a Skilled Workforce

It’s All About the People!

• Training/Professional Development
• Resources Tailored to State Procurement
• Certification
• Internships
• Scholarships
• Marketing of the Public Procurement Profession
Activity
Why have an internship program?
NASPO Internship Program

2017 Pilot
• 3 states
• 4 interns

2018 Program
• 8 states
• 14 interns

2019 Program
• 11 states
• 16 interns
Potential Roadblocks

Be proactive!
NASPO Resources

• Internship Toolkit
• Past intern job descriptions and projects
• NASPO Network; Internship Community
• NASPO staff support
NASPO Internship Program as a Model To Build Your Own Program
What Can Mentorship Do For You?

• Benefits for employees and organization
• Integrate new employees into the office culture
• Increase employee effectiveness and job satisfaction
• Relatively low-cost tool you can use to attract new employees
• CONTINUING EDUCATIONAL OPPORTUNITIES
• Increase retention and succession planning
Mentorship Toolkit

• Templates
• Questionnaires
• Sample Agendas
• Designing, implementing and maintaining a formal mentorship program.
Supporting Procurement Certifications
University and Community College Partners

Arizona State University, W.P. Carey School of Business
   Department of Supply Chain Management
   Global Supply Chain Management

Michigan State University
   Eli Broad College of Business
   Department of Supply Chain Management

Penn State University, Smeal College of Business
   Center for Supply Chain Research

North Carolina State University, Poole College of Management
   Supply Chain Resource Cooperative

Oregon State University
   Supply Chain and Logistics Management
   Supply and Sourcing Management

Chemeketa Community College
   Undergraduate certificate in procurement
   Principles of Public Procurement
Elevate the Profession

• Develop and support strategic relationships and partnerships
• Develop industry intelligence and benchmarking for classification, compensation, and core competencies
• Support and leverage academic research
Resources Available Through Procurement U

- Free Resources
- Affordable online, self-paced courses
- Certification exam prep
- *State and Local Government Procurement: A Practical Guide*
Procurement U

Courses

- Foundations of Public Procurement
- Contract Administration Strategies
- Introduction to Market Research
- Market Research Strategies
- Requests for Proposals
- Terms & Conditions
- Negotiations
- Sole Source Procurement
- Service Contracts
- Cooperative Procurement
- Millennials & The State Government Workforce
- FREE Blockchain in Procurement
NASPO’s Free Publications & Webinars

Publications
- NASPO Best Practices: Ethics & Accountability
- Contract Administration Best Practices Guide
- NASPO Green Purchasing Guide
- Modular Procurement: A Primer

Webinars
NASPO’s Blog: Procurement Pulse

ProcurementPulse
MONITORING ISSUES IN STATE PROCUREMENT
A Blog by NASPO

pulse.naspo.org
The Procurement Process

This cycle outlines the steps in the pre-award, award, and post-award stages of the procurement process.
How do I access Procurement U resources?

• [www.naspo.org/procurementu](http://www.naspo.org/procurementu)

• Create a free account in the Procurement U LMS:
  – [https://procurementu.elogiclearning.com](https://procurementu.elogiclearning.com)

• Email [procurementu@naspo.org](mailto:procurementu@naspo.org) with questions or for help
Questions?
Discussion

• What is one step you will take to become a “Life Long Learner?”
Thank you!

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