

TEXAS
The University of Texas at Austin

DONALD F. KETTL

PROFESSOR OF PUBLIC AFFAIRS
ACADEMIC DIRECTOR

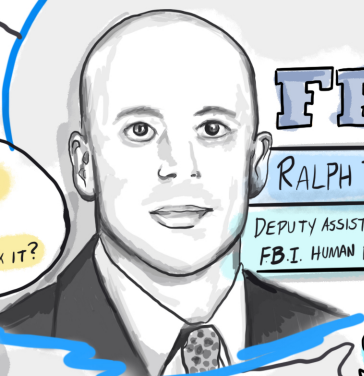
MODERATOR

3 QUESTIONS FOR PANELISTS

1 WHAT'S THE BIGGEST PROBLEM YOU'VE HAD IN YOUR AGENDA? WHAT HAVE YOU DONE TO ATTACK IT?

2 WHAT ARE YOUR SUCCESSES? SPECIFIC INDICATORS?

3 WHAT PERCENTAGE OF THE PROBLEMS YOU'VE EXPERIENCED BE SOLVED/MANAGED SUCCESSFULLY?



FBI

RALPH TURSI
DEPUTY ASSISTANT DIRECTOR
FBI, HUMAN RESOURCES DIVISION

56 FIELD OFFICES

1 RECRUITMENT AND ONBOARDING PEOPLE WHO HAVE THE SKILLSET WE NEED

* THREATS (FOREIGN INTEL / CYBER) DOMESTIC TERRORISM

SKILLS THAT COUNTER THESE THREATS

2 USING DATA TO DRIVE DECISION MAKING
UNDERSTANDING APPLICANTS/PREDICTING HOW MANY WILL GET THROUGH
* WE HAVE BEEN MEET HIRING GOALS (1800-2000/YR)
* ELEVATED OUR BRANDING (SOCIAL MEDIA, MARKETING, OVERALL APPEAL)

3 A GOOD PERCENTAGE THAT COULD BE HANDLED. * BETTER TECH/DATA/CUSTOMER SERVICE



U.S. DIGITAL SERVICE

WILL SLACK
PRODUCT MANAGER

1 HIRING MANAGERS MAY NOT HAVE QUALIFIED CANDIDATES AVAILABLE TO SELECT

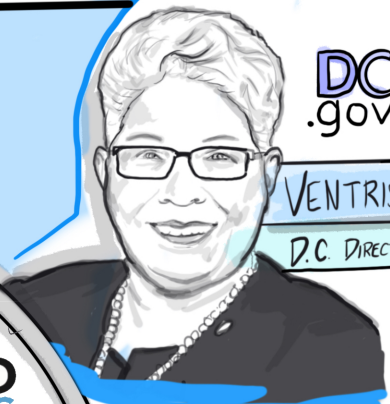
* INTRODUCED PASSING SCORE EXAMS PRIOR TO CERTIFICATION

SUBJECT MATTER EXPERTS
QUALIFICATION ASSESSMENTS

INCREASES HIRING ACTION BY FINDING THE BEST, MOST QUALIFIED TALENT

2 WENT FROM 12-14 WEEKS, DOWN TO 5 WEEKS FOR COMPLETE HIRING PROCESS
* POOLED HIRING EXPEDITES THE PROCESS AS WELL SCALING EFFORTS INCREASED ACROSS THE BOARD

3 50%-75%



DC.gov

VENTRIS GIBSON

D.C. DIRECTOR OF HUMAN RESOURCES

1 COMPETITION W/ FEDERAL GOVERNMENT & PRIVATE SECTOR FOR TALENT
* ELEVATED COMPENSATION STRATEGY
CHANGE DYNAMIC OF HOW WE RECRUITED (MORE ONLINE / ELECTRONIC)

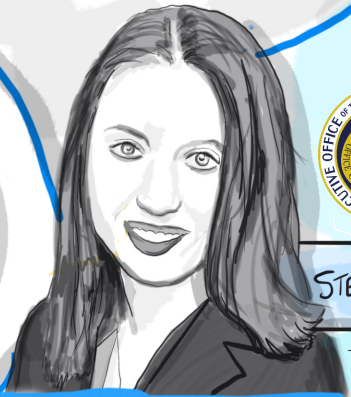
TRACKING SUCCESS

2 DATA!
TIME-TO-FILL CAPSTONE
LOCATING CHOKEPOINTS

TRANSITIONED TO ONLINE HIRING PROCESS
REDUCING HIRING TIME FROM 52 DAYS TO 36 DAYS

MAKING SURE MANAGERS HAVE AN ARRAY OF STRATEGIES TO BRING POTENTIAL TALENT ON BOARD

3 75%



STEPHANIE GROSSER

TEAM LEAD FOR HIRING REFORM

1 ACHIEVING BETTER HIRING OUTCOMES
* EMPOWERING AGENCIES TO CREATE TALENT TEAMS

DATA READILY AVAILABLE FOR ASSESSMENT

TECHNOLOGY ENABLING BEHAVIOR TO BECOME MORE COMFORTABLE

PRESIDENT FISCAL BUDGET

2 USING OTHER TOOLS BESIDES THE SELF-ASSESSMENT QUESTIONNAIRE FOR QUALIFYING APPLICANTS

2619 94% OF AGENCIES USED
TODAY THAT PERCENTAGE IS DOWN TO 87%

INDICATING WHICH JOBS POSTED GAIN NO SELECTIONS FROM PUBLIC ANNOUNCEMENTS

3 95% to 98%

SHARED SERVICES
LEADERSHIP COALITION

WORKING FORWARD FORUM

9/23
2021

GRAPHIC RECORDING BY SHAWN FERKINS