



Empowering Our  
Greatest Asset

# Hiring Reform – Inspiring Progress through HR Engagement

*Presenters:*

*Scott Wortman and Susan Mostrom*

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[www.cpms.osd.mil/HiringReform](http://www.cpms.osd.mil/HiringReform)



**2011 Worldwide Human  
Resources Conference**

Department of Defense

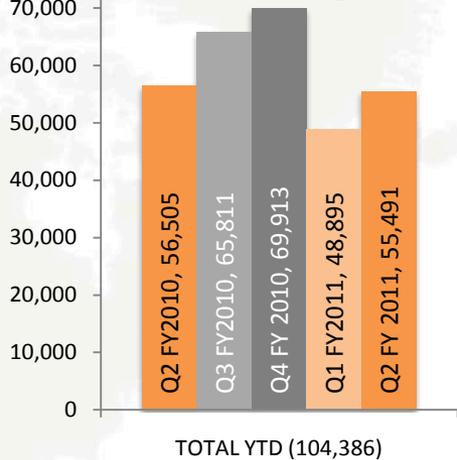
# A Glance Back – Hiring Reform over the Past Year

POTUS Memo	<ul style="list-style-type: none"><li>• 100% compliance with 1 Nov 2010 deadline</li><li>• 94% Action Plan tasks completed</li></ul>	✓
Transparency & Accountability	<ul style="list-style-type: none"><li>• Report time to hire for all hires before FY13 goal</li><li>• Deployed new Hiring Dashboards</li></ul>	✓
USA Staffing	<ul style="list-style-type: none"><li>• 86% of all FY11 licenses deployed (as of 6/15/11)</li><li>• 122 training sessions completed (as of 6/15/11)</li></ul>	✓
Outreach & Communications	<ul style="list-style-type: none"><li>• 24 piece Hiring Manager Toolkit created</li><li>• 7 unique outreach tools developed</li></ul>	✓
New Supervisor Training	<ul style="list-style-type: none"><li>• Covers all 10 steps of DoD's new Hiring Process</li><li>• Pilot launched – 2 sessions in May/June 2011</li></ul>	✓

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# Measuring Progress – by the Numbers

DoD Hiring Volume – FY10-Q2 through FY11-Q2



250,000

Average yearly DoD Hiring Actions

36,000

Approximate number of employees new to Federal employment in FY11

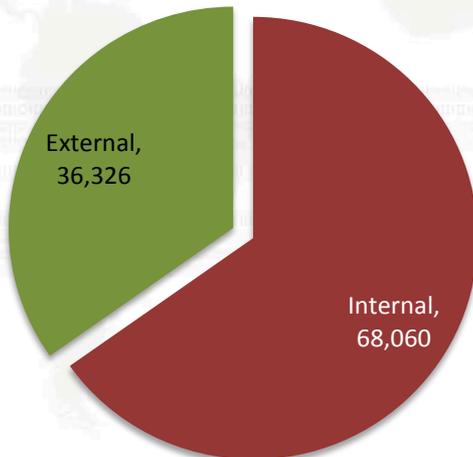
111 days

Average time to hire for employees new to Federal employment to date

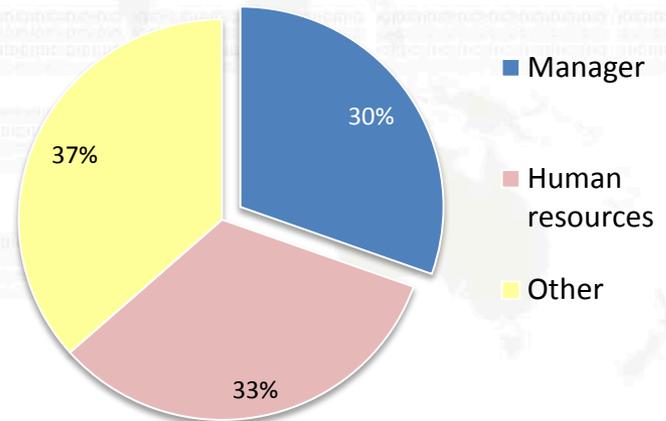
78 days

Average time to hire for all DoD hires to date

Q1 - Q2 FY11 Volume by Source



Hiring Process Allocation



# Looking Forward – Identifying Challenges & Innovative Strategies

## FOCUS AREAS-

### Session 1:

- Adoption at the field level
- Outreach & Engagement with Managers
- Accurate/Complete Data Collection to inform decision-making
- HR Strategic Competencies & Capacity

## FOCUS AREAS-

### Session 2:

- Moving “time-to-hire” to the next level
- Knowledge around assessment tools
- Leadership Involvement and Support
- Onboarding improvements

## Activity Guidelines

- Divide into groups of no more than 5 individuals based on focus area
- Use flip chart paper to capture notes
- 10 minutes for brainstorming challenges within your focus area – one challenge statement per flip chart page
- Focus on one challenge – identify overarching objective impacted
- 10 minutes to brainstorm innovative strategies or actions to address the challenge
- Report out results of group activity

# FOCUS AREA: ADOPTION AT THE FIELD LEVEL

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:

# FOCUS AREA: OUTREACH/ENGAGEMENT WITH MANAGERS

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:

# FOCUS AREA: ACCURATE AND COMPLETE DATA COLLECTION TO INFORM DECISION-MAKING

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:

# FOCUS AREA: HR STRATEGIC COMPETENCIES & CAPACITY

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:

## FOCUS AREA: MOVING “TIME-TO-HIRE” TO THE NEXT LEVEL

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:

# FOCUS AREA: KNOWLEDGE OF ASSESSMENT TOOLS

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:

# FOCUS AREA: LEADERSHIP INVOLVEMENT & SUPPORT

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:

## FOCUS AREA: ONBOARDING IMPROVEMENTS

CHALLENGE STATEMENT:

OVERARCHING OBJECTIVE IMPACTED:

- Improving Hiring Timeliness
- Improving Applicant Experience
- Attracting and Obtaining Top Talent (Manager Satisfaction)

Strategies/Actions:



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**THANK YOU FOR YOUR ACTIVE  
PARTICIPATION!**

QUESTIONS?

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