

Highlights of H.R. 3264 and S. 736

National Association of Schools of Public Affairs and Administration
Deans and Directors Summit Conference
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<u>H.R. 3264</u> Section	What is It?	Why NASPAA Cares
Sec. 2a:	Appoints agency intern coordinators	<ul style="list-style-type: none"> • Makes intergovernmental cooperation for streamlining of Federal internship process a possibility. • Intern schedules and assessment become clearer and more consistent
Sec. 2b:	Makes contact information and application procedures publicly available online.	<ul style="list-style-type: none"> • Current process is disadvantageous to our graduates: ambiguous, poorly advertised, unclear schedule and assessment processes.
Sec. 2c	Creates centralized information database of interns successfully completing programs	<ul style="list-style-type: none"> • Helps create a talent pipeline for interested graduates. • Corrects some downfalls of internship programs like STEP that are not designed to convert into long-term employment • Connects with NASPAA's PMF "vault" proposal
Sec. 2d	Makes interns who successfully complete intern programs eligible for noncompetitive appointment	<ul style="list-style-type: none"> • Creates a defined pathway to federal employment
Sec. 2e	Requires annual submission of agency internship program assessments	<ul style="list-style-type: none"> • Fills the intern program data vacuum. Annual reports give a clearer idea of where agency hiring can be improved.

<u>S. 736</u> Section	What is It?	Why NASPAA Cares
Sec. 3	Annual agency strategic workforce plans <ul style="list-style-type: none"> • Hiring projections • Long/short term strategic human capital planning • Recruitment strategies 	<ul style="list-style-type: none"> • Students have clear idea of where jobs are • Agency strategic planning is advantageous to our students, who have talent and skills but may lack experience • Recruitment strategies create talent pipeline
Sec. 4	Federal Job Vacancy Announcements <ul style="list-style-type: none"> • Targeted Announcements • Public Notice requirement • Plain Writing requirement 	<ul style="list-style-type: none"> • Vacancy announcements are currently confusing and ambiguous, especially to external candidates
Sec. 5	Application Process & Notification Requirements <ul style="list-style-type: none"> • Includes hiring manager in all parts of process • Streamlines notification process 	<ul style="list-style-type: none"> • Loosens the burden on applicants. Students currently frustrated or driven away by USAJOBS • Notification requirements address problem of long lag times that make Federal employment less competitive with private sector.

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- Loosens application requirements on students/applicants

Sec. 6	Applicant Inventory	<ul style="list-style-type: none">• Helps create a talent pipeline for interested graduates• Connects with NASPAA's PMF "vault" proposal
Sec. 8	Reduction in Length of Federal Hiring Process	<ul style="list-style-type: none">• It takes too long! Drives candidates away because of unemployment fear
Sec. 9	Measures of Federal Hiring Effectiveness	<ul style="list-style-type: none">• Fills the data vacuum. We believe Federal hiring is ineffective and our students are being left at the table, but there is a dearth of data to show that.• Potential opportunity for increased demand for MPPs and MPAs