



U.S. DEPARTMENT OF
ENERGY

Graduating Students and New Engineers - Wants and Needs - Are Companies Even Listening?

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Office of Human Capital*

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EM

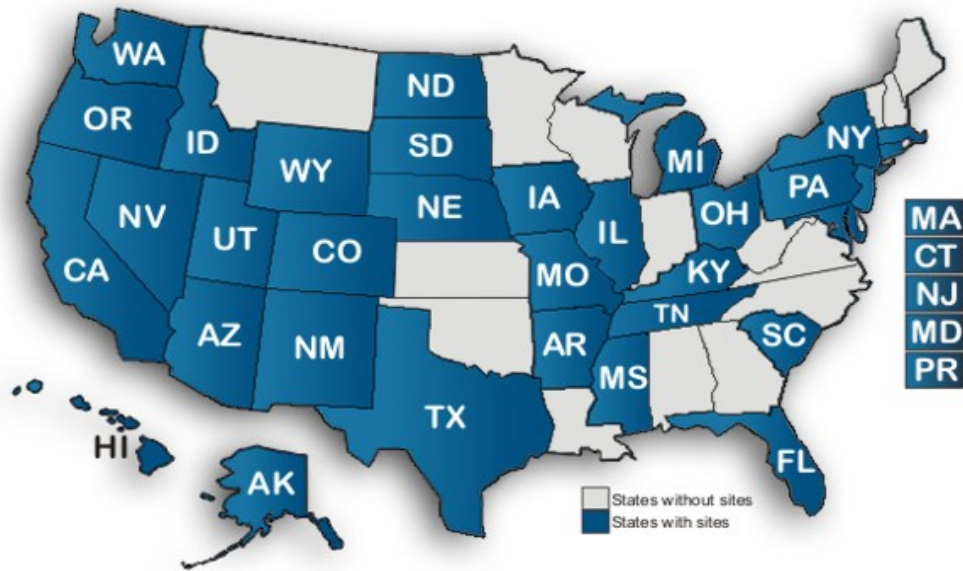
Environmental Management

safety ❖ performance ❖ cleanup ❖ closure

www.em.doe.gov

DOE-Environmental Management Mission

The mission EM is to complete the safe cleanup of the environmental legacy brought about from five decades of nuclear weapons development and government-sponsored nuclear energy research.



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DOE-EM Human Capital Vision

Our human capital vision is to be an employer of choice with a well-trained, inquiring, and motivated workforce who will excel in their work.



DOE-EM Workforce Challenges

- Aging workforce
- Continued growth in mission-related work
- Filling gaps in different technical and functional disciplines
- Recruiting and retaining expertise at certain locations

Entry-Level Recruiting Focus

“Historical”

- EM Professional Development Corps
- Student Career Experience Program
- Student Temporary Employment Program
- DOE Scholars Program
- DOE Minority Education Institution Student Program
- Student Volunteer Program
- Targeted recruitment



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Academic Disciplines Sought

Bachelor, Graduate, or Postdoctoral Degree from an accredited college or university in the fields of:

Technical

- Chemical Engineering
- Civil/Structural Engineering
- Electrical Engineering
- Environmental Engineering
- Industrial Engineering
- Mechanical Engineering
- Nuclear Engineering
- Environmental Science
- Fire Protection
- Occupational Safety and Health
- Physical Science
- Information Technology
- Other disciplines that support our program

Non-Technical

- Business Administration/Management
- Finance
- Accounting
- Political Science
- Law
- Public Administration
- Human Resources



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EMPDC Program

- Structured two-year developmental program for career interns with:
 - On-the-job-training
 - Formal classroom instruction
- Rotational assignments at:
 - EM Headquarters
 - EM field and DOE sites
 - DOE laboratories
- Interns are eligible for permanent placement upon successful completion of the program



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EM Professional Development Corps 2009 Inaugural Class



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Executive Order 13562

“Recruiting and Hiring Students and Recent Graduates”

The principal purpose of the Order is to establish a comprehensive structure to help the Federal Government be more competitive in recruiting and hiring talented individuals who are in school or who have recently received a degree.



Executive Order 13562

“Recruiting and Hiring Students and Recent Graduates”

- President Obama signed Executive Order 13562 on December 27, 2010
- Order directs the Office of Personnel Management (OPM) to develop student and recent graduate Pathways Programs
- OPM will establish three clear program paths tailored to recruit, train and retain well-qualified candidates
- Pathways Programs will provide non-competitive conversion eligibility to participants and will be used in targeted ways to develop talent for federal careers



Executive Order 13562

“Recruiting and Hiring Students and Recent Graduates”

- Pathways Programs:
 - **New Internship Program** will target students enrolled in a wide variety of educational institutions
 - **Recent Graduates Program** will target recent graduates of trade and vocational schools, community colleges, universities, and other qualifying institutions
 - **Presidential Management Fellows Program** will expand the eligibility window for applicants, making it more “student friendly” by aligning it with academic calendars and including those who have received a qualifying advanced degree within the preceding two years
- In the months ahead, OPM will propose the implementing regulations



Executive Order 13562

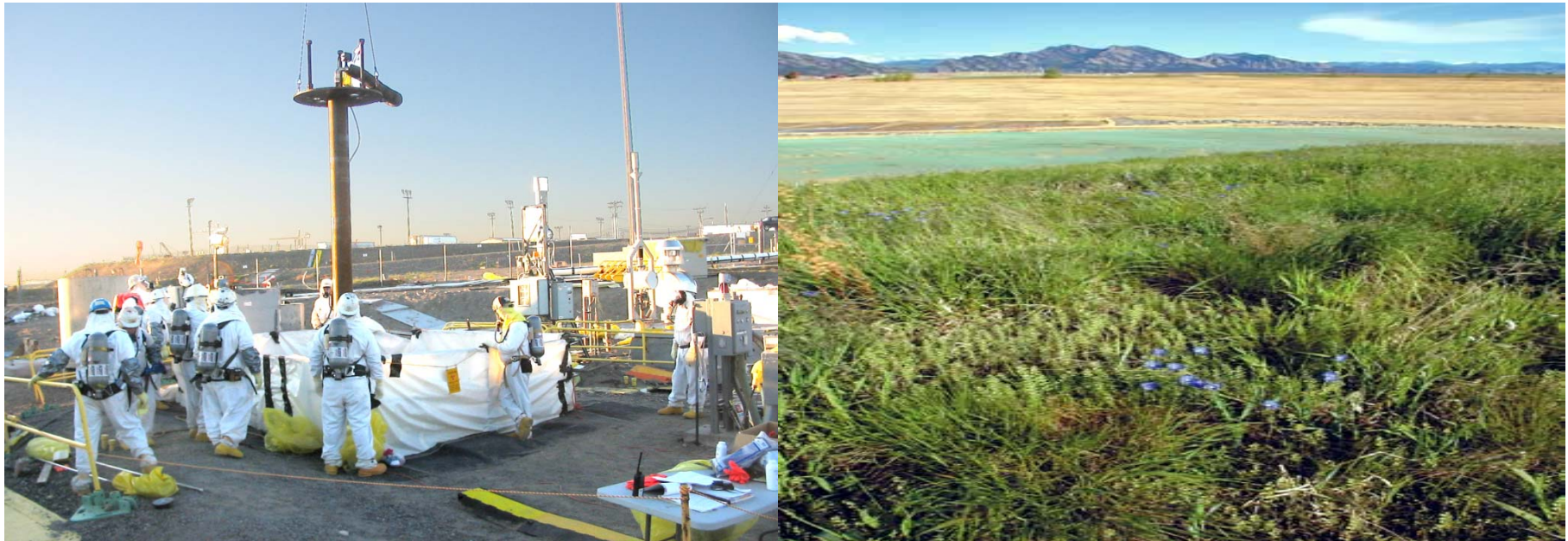
“Recruiting and Hiring Students and Recent Graduates”

- Effective March 1, 2011, the Order also eliminated the Federal Career Intern Program (e.g., EMPDC)
- The Presidential Management Fellows (PMF) Program, Student Career Experience Program (SCEP), or Student Temporary Employment Program (STEP) remain in effect until the new Pathway and PMF Program regulations become final and effective
- Accordingly, agencies may continue to hire and employ people under these programs



EM's Intern Program Focus

- Student Career Experience Program
- Student Temporary Employment Program
- DOE Scholars Program
- DOE Minority Education Institution Student Program



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**No rotations at these locations presently secured*

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Recruitment Initiatives

- Partnership with Monster Government Solutions
- Expand grant-based programs such as the FIU Fellows Program
- Partnership with external organization for outreach at the high school level
- University sponsored career fairs
- Web/Internet-based recruiting

Bridging the Gap

- Pursue additional partnerships with Non-Governmental Organizations
- Continue using some student employment programs
- Become more savvy with respect to internet-based opportunities
- Enhance the integration of DOE talent acquisition strategies
- More outreach and partnerships to reach high school level students
- Host/Participate in forums and articulate DOE employment needs
- Ensure student employment programs prompt participants to join DOE permanently and recruit others



Executive Order 13562

“Recruiting and Hiring Students and Recent Graduates”

Section 1. Policy. The Federal Government benefits from a diverse workforce that includes students and recent graduates, who infuse the workplace with their enthusiasm, talents, and unique perspectives. The existing competitive hiring process for the Federal civil service, however, is structured in a manner that, even at the entry level, favors job applicants who have significant previous work experience. This structure, along with the complexity of the rules governing admission to the career civil service, creates a barrier to recruiting and hiring students and recent graduates. It places the Federal Government at a competitive disadvantage compared to private-sector employers when it comes to hiring qualified applicants for entry-level positions.



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