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Presentation to SNAP Board of Directors

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Presentation to
SNAP Board of Directors

May 5, 2006

Alternative Workforce Study

TASK AGREEMENT

- Conduct survey and produce a written report on the various alternative workforce suppliers available to the federal agencies for land management activities; include descriptions of each type of supplier, types of work each can supply, and costs and reimbursement requirements.
- Identify required agreements and/or contracts and suggested adjustments needed in agency staffing to support alternative workforce capabilities.

Goals of Study

- Identify agency workforce needs.
- Survey potential workforce suppliers to meet those needs.
- Report findings of the needs assessment & survey.
- Link suppliers to the unique and common needs of each agency.
- Make general recommendations.

Methodology

- ✓ Agency managers interviewed.
- ✓ Survey instrument constructed.
- ✓ Local workforce suppliers identified.
- ✓ Survey administered to suppliers.
- ✓ Results tabulated and summarized.
- ✓ Final report and recommendations.





Suppliers Surveyed

- 41 agencies identified and contacted.
- Three agencies determined not relevant to project scope.
- Non-response from 9 agencies (20%). *Contacted at least 5 times over 4-month period.*
- Grouped into 12 categories.

Supplier Categories

- ☐ Corrections/Re-Entry Program.
- ☐ Disabled Persons Job Placement.
- ☐ Drug & Alcohol Recovery Programs.
- ☐ Employment Services.
- ☐ Faith Based Job Services.
- ☐ Juvenile Justice Programs.
- ☐ Senior Citizen & Retiree Employment Programs.
- ☐ Social Service Employment Programs.
- ☐ Trade Programs.
- ☐ University/Community Colleges.
- ☐ Welfare Programs.
- ☐ Youth Job Services.

Workforce Needs Identified

INDIVIDUAL:

- Table 2 – Bureau of Land Management
- Table 3 – Forest Service
- Table 4 – Fish & Wildlife Service
- Table 5 – National Park Service

COLLECTIVE:

- Table 6 – Across all 4 agencies

Needs Matched to Suppliers

TABLE 8

- Managerial employees:
 - Budgeting/accounting
 - PR and marketing
- Trained employees:
 - Trades (carpentry, electrical, plumbing)
 - Web designer/software/security
 - Clerical
 - Fire/police
 - Road maintenance

General Findings

- Some common needs across agencies for management positions and trained employees.
- No mechanism in place to pool resources for common needs.
- Many needs unique to each agency, requiring specialized skills or requirements.
- Seasonal and unskilled needs best matched by local suppliers.





General Findings

- Many skilled labor needs could not be matched with alternative workforce suppliers.
- Some skilled labor could be recruited from traditional suppliers, but salary competitiveness a problem.
- Southern NV Workforce Investment Board and Manpower best suited to meet the needs of all four agencies.



Recommendations

- Develop national recruiting strategy across agencies.
- Consider hiring Workforce Recruitment Liaison to further examine agency needs and match jobs accordingly.
- Provide diversity training to new recruits and, if possible, current employees.
- Increase recruitment of multi-lingual employees.

Recommendations



- Hold a summit to discuss ways the agencies might collaborate to better use limited resources.
- Adopt a general contract template to meet particular agency needs.
- Tap into local retiree population for skilled labor.
- Reframe Interagency Volunteer Program from community event focus to workforce focus.

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