

United States of America



Working for America

STRATEGIES TO IMPROVE FEDERAL HIRING



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The strategies below reflect what some agencies are already doing to streamline and sharpen the way they conduct recruitment and hiring. Separately and together, these things will improve your ability to get the right people in the right jobs at the right time.

1. Eliminate Self-Wrapping Red Tape.

Most of the complications and delays that remain in the Federal hiring process stem from internal agency procedures: excessive layers of approval, redundant reviews, and unnecessary paperwork.

2. Use Plain Language in Job Announcements.

Many job announcements are just plain dull, repeating lengthy passages from position descriptions in dense, single-space paragraphs that confuse all but the most determined of candidates.

3. Recruit Veterans.

There is no better source of talent for the Federal Government than those who have completed their service in uniform.

4. Adopt an Accelerated Hiring Model.

Federal hiring does not need to be a protracted process. To achieve this goal, management must make a commitment.

5. Competing on Campus.

You have the authority to bring in student interns and recent college graduates on the spot, without any protracted competition.

6. Offer Incentives for Talent.

The Federal Government can compete when it comes to starting salaries, using recruiting incentives (signing bonuses, relocation expenses, student loan repayments, and superior qualifications appointments) that already exist.

7. Use On-the-Spot Hiring Authority.

“Direct Hire” authority allows agencies to literally hire on-the-spot to meet mission-critical staffing needs or severe shortages.

8. Leverage Other New Hiring Flexibilities.

With category rating, you can place applicants in broad categories according to their qualifications and then, subject to veterans' preference requirements, select any candidate from the top group.

9. Fully Engage Your HR Staff.

Providing sufficient, well-trained HR support will also help, so it's important to invest in your HR staff.



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