



PMF and Pathways Programs: Reinventing the Old and Implementing the New

A NASPAA/NAPA Working Session on the Pathways Executive Order

Monday, March 7, 2011 9:30am-1:30pm

National Academy of Public Administration

PROGRAM

Welcome (9:30-9:40 / 10 min)

Speakers: Jack Knott (USC)*, Kristine Marcy (NAPA)*

PANEL 1 (9:40-10:40 / 60 min) *[open to press]*

Resetting the Compass: HOLDING THE PATHWAYS PROGRAMS ACCOUNTABLE FOR THE FUTURE LEADERSHIP AND HUMAN CAPITAL NEEDS OF THE FEDERAL GOVERNMENT

Speaker: John Berry (Director, OPM)

Facilitator: Allan Holmes (Bloomberg News)

Panelists: Don Kettl (Univ. of Maryland)*, Paul Posner (George Mason Univ.)*

EO Aspiration #1:

“...a description of the positions that ...agencies may fill through the Pathways Programs because conditions of **good administration necessitate excepting those positions from the competitive hiring rules”**

Discussion facilitators: Jack Knott (USC)*, Ken Apfel (Univ. of Maryland)*

PANEL 2 (10:40-11:25 / 45 min)

CHALLENGES IN THE EXISTING FEDERAL HIRING PROCESSES

Facilitator: Don Kettl (Univ. of Maryland) *

Panelists: Shelley Metzenbaum (Associate Director, OMB)*, Dan Tangherlini (Assistant Secretary, Treasury Dept), Ed Montgomery (Georgetown), Paul Binkley (GWU), Bryan Kempton (Univ. of Maryland)

EO aspiration #2:

“OPM plans to **evaluate agencies’ effectiveness in recruiting and retaining talent”**

EO aspiration #3:

“OPM **oversight...to insure that...agencies are using the Pathways Programs in a genuine effort to develop talent for careers in the civil service”**

Discussion facilitators: Jack Knott (USC)*, Ken Apfel (Univ. of Maryland)*

PANEL 3

FEDERAL AGENCIES' HUMAN CAPITAL NEEDS AND ROUTES OF ENTRY

Facilitator: Jack Donahue (Harvard)

Part A (11:25-12:20 / 55 min)

Panelists: Angela Evans (UT-Austin), Robert Goldenkoff (GAO), Melissa Allen (Booz Allen Hamilton)*

EO Aspiration #4:

“The PMF Program...aims to attract to the Federal service *outstanding* men and women...OPM shall establish...a process for assessing eligible individuals for consideration for appointment.”

Discussion facilitators: Jack Knott (USC)*, Ken Apfel (Univ. of Maryland)*

<< Break to get lunch (12:20-12:30 / 10 min) >>

Part B (12:30-1:30 / 60 min)

Panelists: Greg Lewis (Georgia State), John Palguta (Partnership)*, James Tsugawa (MSPB)

EO Aspiration #5

“Establish, if *appropriate*, a Government-wide cap on the number of noncompetitive conversions...or a combined conversion cap applicable to all three categories together”

Discussion facilitators: Jack Knott (USC)*, Ken Apfel (Univ. of Maryland)*

CLOSING / WRAP-UP: Alan Balutis (Cisco)*

All session will end with discussion of strategies for ensuring the Pathways Programs address current federal workforce challenges and meet agencies' needs. All attendees are invited to provide feedback and formulate suggestions for EO regulations.

** denotes NAPA fellows*

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