



# NY GovBuy

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Office of  
General Services



# Internships

## Attracting and Fostering the Procurement Workforce of Tomorrow

May 2 & 3, 2018

#2018NYGovBuy  @NYSPro  @nysprocurement

# Panelists

Moderator: Tom Hippchen PhD – Director of University-Wide Procurement

Don Greene CPPO/CPPB – past OGS Director/Honorary NASPO Member

Olivia Hook Frey MS - NASPO Academic Coordinator

Merissa McKasty MS - Assistant to the Director of Applied Learning SUNY

# Are you an accidental procurement professional?

#2018NYGovBuy  @NYSPRO  @nysprocurement



**NY GovBuy**

# You're not the only one!



**Choosing Public Procurement  
as a Career**

Outreach to Local High School and  
College Students



**Accidental Purchaser's**

- Historically most people in Purchasing did not set out with Purchasing as a Career goal
  - Finance & Accounting,
  - Chance
  - Transferring in
  - Fell off a truck?



**Well, Since You Asked, Yes!  
As A Matter of Fact I DID Just  
Fall Off of A Turnip Truck!**

From a presentation at the 2014 NIGP Conference



# NASPO's Top 10 priorities

1. Strengthening the Strategic Role of State Central Procurement
2. IT Procurement Transformation
3. Measuring Success and Procurement Metrics
4. Procurement Planning and Effective Sourcing Strategies
5. Driving Procurement Efficiency with Automated Software Solutions
6. Risk Management Strategies, Supplier Relations and Contract Management
7. Building a World-Class Procurement Profession
8. Competitive Staffing and Talent Management Strategies
9. Procurement Reform and Modernization
10. Procurement Integrity, Fair Competition and Transparent Practices

**TOP 10 PRIORITIES FOR STATE PROCUREMENT 2018**

- 1. STRENGTHENING THE STRATEGIC ROLE OF STATE CENTRAL PROCUREMENT**  
Active participation in the statewide enterprise vision and business operations; centrally-led procurement teams with centralized procurement authority and elevated role in the hierarchy of the executive branch; leveraging statewide spend; active engagement in operations, risk management
- 2. IT PROCUREMENT TRANSFORMATION**  
Leveraging new IT contracting models and methodologies; agile/iterative procurement, cloud and SaaS procurement; centralized IT authority in statewide procurement; early involvement in resourcing large IT procurements, terms and conditions, cyber security
- 3. MEASURING SUCCESS AND PROCUREMENT METRICS**  
Tracking and measuring performance in critical success areas; key performance metrics; data-driven policy and operational decisions; leveraging data and spend analytics; customer-focused enterprise
- 4. PROCUREMENT PLANNING AND EFFECTIVE SOURCING STRATEGIES**  
Promoting effective and innovative methods to achieve savings and efficiencies; category management, strategic sourcing, pay-for-performance incentives, expansion of public-private partnerships beyond infrastructure projects
- 5. DRIVING PROCUREMENT EFFICIENCY WITH AUTOMATED SOFTWARE SOLUTIONS**  
Integrated eProcurement/ERP solutions, greater use of spend analysis software and electronic systems with complete tracking and reporting functionality
- 6. RISK MANAGEMENT STRATEGIES, SUPPLIER RELATIONSHIPS AND CONTRACT MANAGEMENT**  
Improved contract management process, including planning, risk assessment and management; effective supplier relationship management
- 7. BUILDING A WORLD-CLASS PROCUREMENT PROFESSION**  
Elevating the profession and promoting best practices for formal training and certification programs
- 8. COMPETITIVE STAFFING AND TALENT MANAGEMENT STRATEGIES**  
Promoting solutions for competitive compensation, recruitment and talent management strategies, succession planning
- 9. PROCUREMENT REFORM AND MODERNIZATION**  
Modernizing procurement codes and laws, ethics reform, consolidating the purchasing function by streamlining operations and moving to statewide centralization model
- 10. PROCUREMENT INTEGRITY, FAIR COMPETITION AND TRANSPARENT PRACTICES**  
Leveraging policies and practices that promote competition, ethical principles, fair and transparent procurement processes

Based on a ranking from state procurement leaders nationally, the Top Ten Priorities for State Procurement sets the agenda for thought leadership and programming for the profession.

NASPO is a nonprofit association dedicated to advancing public procurement through leadership, excellence and integrity.  
[www.naspo.org](http://www.naspo.org)



# Our younger professionals are telling us we have a communications problem

- **Outreach needs to occur early in college.** Students can grow up knowing they want to work in government and still never hear the word procurement in business, accounting, finance, and supply chain management classes.
- **Explore options for going into the classroom to talk to students about procurement career opportunities.**
  - **Internships** are a great way for the younger generation to get a foot in the door and explore potential career paths they might not have otherwise considered.

## WEBINAR RECAP

Workforce Webinar Series: Millennials in State Procurement

May 2016

### Millennials in State Procurement

Based on discussion from millennial panelists in the Workforce Webinar Series: Millennials in State Procurement, millennials want to make a difference. They want work-life balance, flexibility, and autonomy to affect change. They enjoy the chance to see the tangible results of their work, as well as opportunities for continued personal and professional growth.

The process millennials go through to see if a job is a good fit is significantly different than previous generations. They are drawn to businesses that create an environment which breeds innovation and the sharing of ideas, both good and bad.

### Recruitment and Retention

CPOs need to be willing to take a chance on someone in their early to mid-20s with no procurement experience. Millennials are socially connected like no generation before, and will be more attracted to an office with other millennials. They will want to find ways to be more efficient, to streamline the "red-tape" of bureaucracy, and witness results, and tons of paperwork. Also, rethink what retention means for this generation. If you are trying to retain people for 20 years that's just not going to happen with this younger generation.

**Outreach needs to occur early in college, if not sooner.** Students can grow up knowing they want to work in government and still never hear the word procurement. Explore options for going into classrooms to talk to students about procurement career opportunities. Internships are a great way for the younger generation to get a foot in the door and explore potential career paths they might not have otherwise considered. Incorporate flexibility into your work environment as much as possible that still allows the needs of the organization to be accomplished, such as telework, flex time, compressed work schedules, and work from home options.

### Finding the Right Motivation

As cheesy as it sounds, knowing they are making a difference and having a positive impact on their state can be strong motivation for millennials to work hard and enjoy coming to work each day. This is a benefit of public procurement and should be advertised as such. Driving across the state and seeing results of procurements that millennials played some part in can be very rewarding. Ensure their work is challenging and involved in the essential processes of the office, but with a collaborative team to back them up. Again, don't underestimate the power of providing opportunities for growth and professional development to this generation.

*"The opportunity to affect positive change...I always knew I wanted to be a part of some change, and this was a way for me to apply my skills in doing that."*

- Charlene Rendon  
Millennial, State of Texas

**Learn More**

- Watch the webinar
- Explore other resources

**INASPO**  
National Association of State Procurement Officials





# Do these look familiar?

- Legal Services
- Architecture
- IT
- Engineering
- Accounting
- Public Administration

02/22/2018	Student Assistant (Compliance Intern)	Workers Compensation Board (Compliance & Litigation)	Schenectady	Junior	Accounting/Auditing Budgeting Financial Administration Investigations Legal Specialties Planning/Analysis/Research Policy Enforcement Public Policy	N/A Business Administration Criminal Justice/Homeland Security Financial Studies Health Services Human Services Information Technology Legal Studies Liberal Arts Public Administration	Open
02/22/2018	Student Assistant (Legal Intern)	Workers Compensation Board (Finance/Special Funds Group)	Schenectady	1st Year Law Student	Accounting/Auditing Budgeting Financial Administration Investigations Legal Specialties	Albany Law School Business Administration Financial Studies Health Services Human Services Information Technology Legal Studies Liberal Arts Public Administration	Open
02/22/2018	Student Assistant (Policy & Research)	Workers Compensation Board (Regulatory Affairs/Policy Research)	Schenectady	Junior	Information Technology Planning/Analysis/Research Public Policy	Business Administration Criminal Justice/Homeland Security Health Services Human Services Information Technology Legal Studies Liberal Arts Mathematics Public Administration Social Science	Open
02/22/2018	Student Assistant (Project Management Intern)	Workers Compensation Board (Program, Research & Development)	Schenectady	Sophomore	Information Technology Planning/Analysis/Research Public Policy	Business Administration Criminal Justice/Homeland Security Health Services Human Services Legal Studies Liberal Arts Public Administration Social Science	Open
02/22/2018	Student Assistant (Statistical)	Workers Compensation Board (Policy, Research & Development)	Schenectady	Junior	Planning/Analysis/Research Public Policy	Business Administration Criminal Justice/Homeland Security Health Services Human Resources Human Services Legal Studies Liberal Arts Mathematics Public Administration Social Science	Open
02/13/2018	Student Assistant Structural Engineering	Office of General Services (Division of Design)	Albany	Junior	Engineering	Engineering	Open
02/13/2018	Student Assistant, Architectural Internship	Office of General Services (OGS Division of Design)	Albany	Junior	Architecture	Architecture	Open
02/13/2018	Student Assistant, Architectural Internship	Office of General Services (Construction, Region 4, Albany)	Albany	Sophomore	Architecture	Architecture	Open
02/13/2018	Student Assistant, Architectural Internship	Office of General Services (Div of Quality, Constructability )	Albany	Sophomore	Architecture	Architecture	Open
	Student Assistant, Architectural						



# It doesn't have to stay that way!

## WHY NOT INTRODUCE STUDENTS TO THE PROCUREMENT PROFESSION?

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# Others are doing it

**YOUNG PROFESSIONAL OUTREACH**

Central Florida Chapter

**Opportunities Available!**

**SCHOLARSHIPS**

This scholarship program will award two (2) applicants (High School or College) with scholarships in the amount of \$1,000 each to be applied toward an Undergraduate degree in Public Administration, Business Administration or a related field.

NEW YORK STATE

Services News Government Local

Q Search Location Translate

Department of Civil Service Online Services Job Seekers State Employees Retirees HR Professionals

**New New York Leaders** Student Intern Program

All SUMMER 2018 Internships

Summer 2018

You must [sign in to the Internship Portal](#) to apply for the program and select any internships in which you are interested.

Please check back during the application period to view additional internship submissions.

02/26/2018	<b>Procurement Services Summer Intern</b> ID: 106453	<b>Office of General Services (Procurement Services)</b>	Albany	Sophomore	Contract Management	Business Administration Public Administration	Open
02/26/2018	<b>Procurement Services Summer Intern</b> ID: 106454	<b>Office of General Services (Contractor Complaint Process Review)</b>	Albany	Sophomore	Contract Management	Business Administration Public Administration	Open

courses include: preparation or solicitation, data analysis, evaluation and presentation of results. Extensions can be as little as three (3) days and Internships start at three (3) months.

**APPLY TODAY**

**Application Deadline October 1!**

[www.CFCNIGP.org](http://www.CFCNIGP.org)

[Back](#)

DATE CREATED	TITLE	AGENCY (ENVISSION)	COUNTY	MINIMUM STANDING	OCCUPATIONAL INTERESTS	SCHOOL/DEGREE CONCENTRATIONS	VACANCY
02/21/2018	Facility Management	Office of General Services (Real Property (Light and Facilities))	Albany	Sophomore	Architecture Communications/Public Relations Engineering Planning/Analysis/Research	Architecture Business Administration Communication Studies Construction Technology Criminal Justice/Paralegal Security Engineering Environmental Studies Financial Studies Public Administration	Open
02/26/2018	Procurement Services Summer Intern	Office of General Services (Procurement Services)	Albany	Sophomore	Contract Management	Business Administration Public Administration	Open
02/26/2018	Procurement Services Summer Intern	Office of General Services (Contractor Complaint Process Review)	Albany	Sophomore	Contract Management	Business Administration Public Administration	Open
02/26/2018	Student Assistant	Office of General Services (Administration/Insurance)	Albany	Sophomore	Financial Administration	Business Administration	Open



# I CHALLENGE YOU!

What can you do to attract the workforce of tomorrow and to enhance our profession?

**NASPO** 

National Association of  
State Procurement Officials





# Procurement U

Create a culture of excellence in continuous learning and education



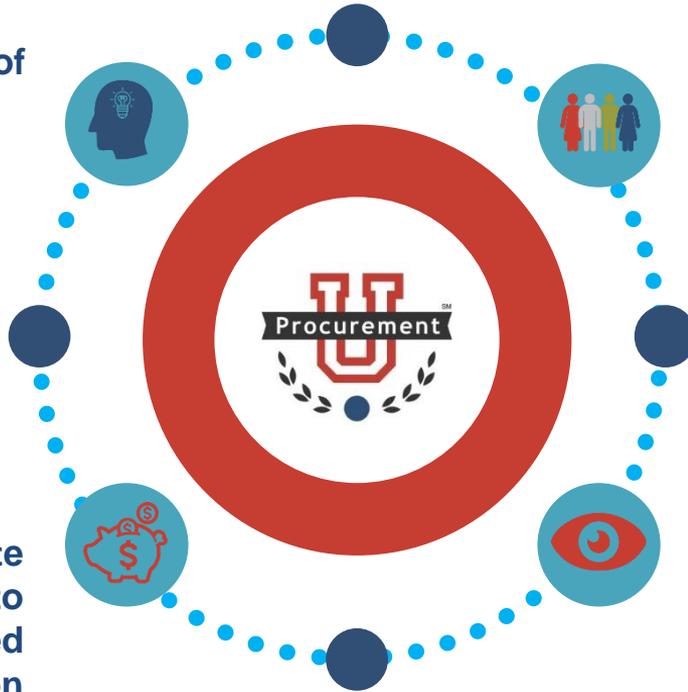
Qualified and skilled procurement workforce



Brand recognition and public awareness



Elevate procurement to a recognized profession



# Q: How do we attract emerging talent to public procurement?

**A:**

- Academic Partnerships
- Career Fairs
- Scholarships
- Internships



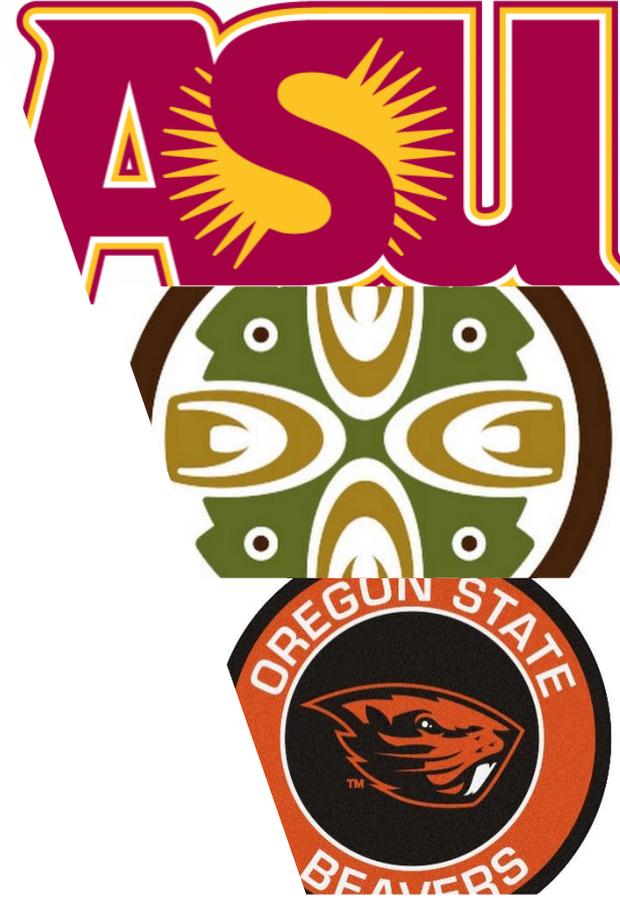




Public  
Procurement  
Courses



Degree Programs in  
Public Procurement







# Welcome to Public Procurement



Do you enjoy buying things?



Do you like to spend other people's money?



If so, procurement may be the career for you!



### What is Public Procurement?

Public procurement is the process used by governmental departments or agencies to purchase goods and services from the private sector. Procurement takes place at all levels of government and is subject to a variety of specific laws, regulations and policies that determine how purchasing decisions are made.

Potential careers in public procurement:



- Buyer
- Procurement Analyst
- Contract Officer
- Procurement Manager
- Contract Attorney
- And more!



# To learn more, visit [naspo.org](http://naspo.org)

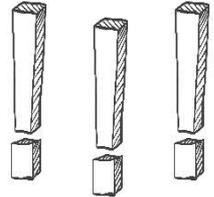
## What is NASPO?

The National Association of State Procurement Officials is a non-profit association dedicated to advancing public procurement through leadership, excellence and integrity. NASPO members are the directors and staff members of the central purchasing offices in each of the 50 states, the District of Columbia and the territories of the United States. NASPO recognizes the need to recruit and retain a new generation of talent into the public sector workforce. In response to that need, NASPO has partnered with higher education institutions to invest in the workforce of the future. NASPO's higher education initiative focuses on elevating the public procurement profession.

## Buy cool stuff!

A few of the unique items state government procurement professionals have bought or contracted for include:

- Human heads
- Body bags
- Brain glue
- Birth control for fish
- Mountain lion tracking collars
- Helicopters used to hunt feral pigs
- Certified inebriated monkeys
- Life-size t-rex and triceratops



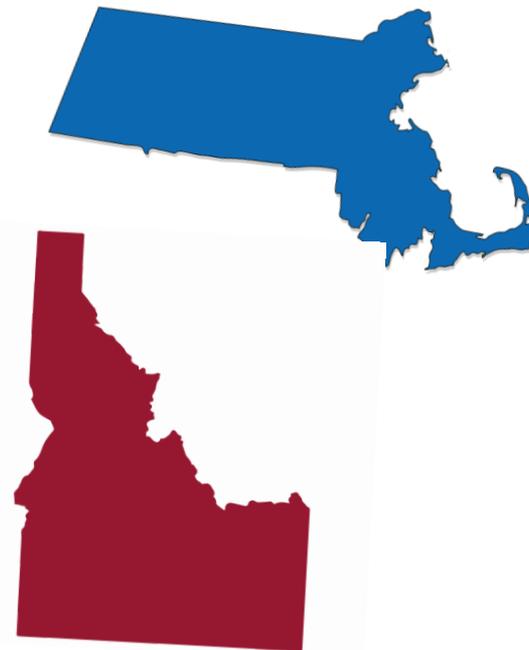
## Scholarships

\$5,000  
scholarships to  
each (7)  
academic  
partner in 2017

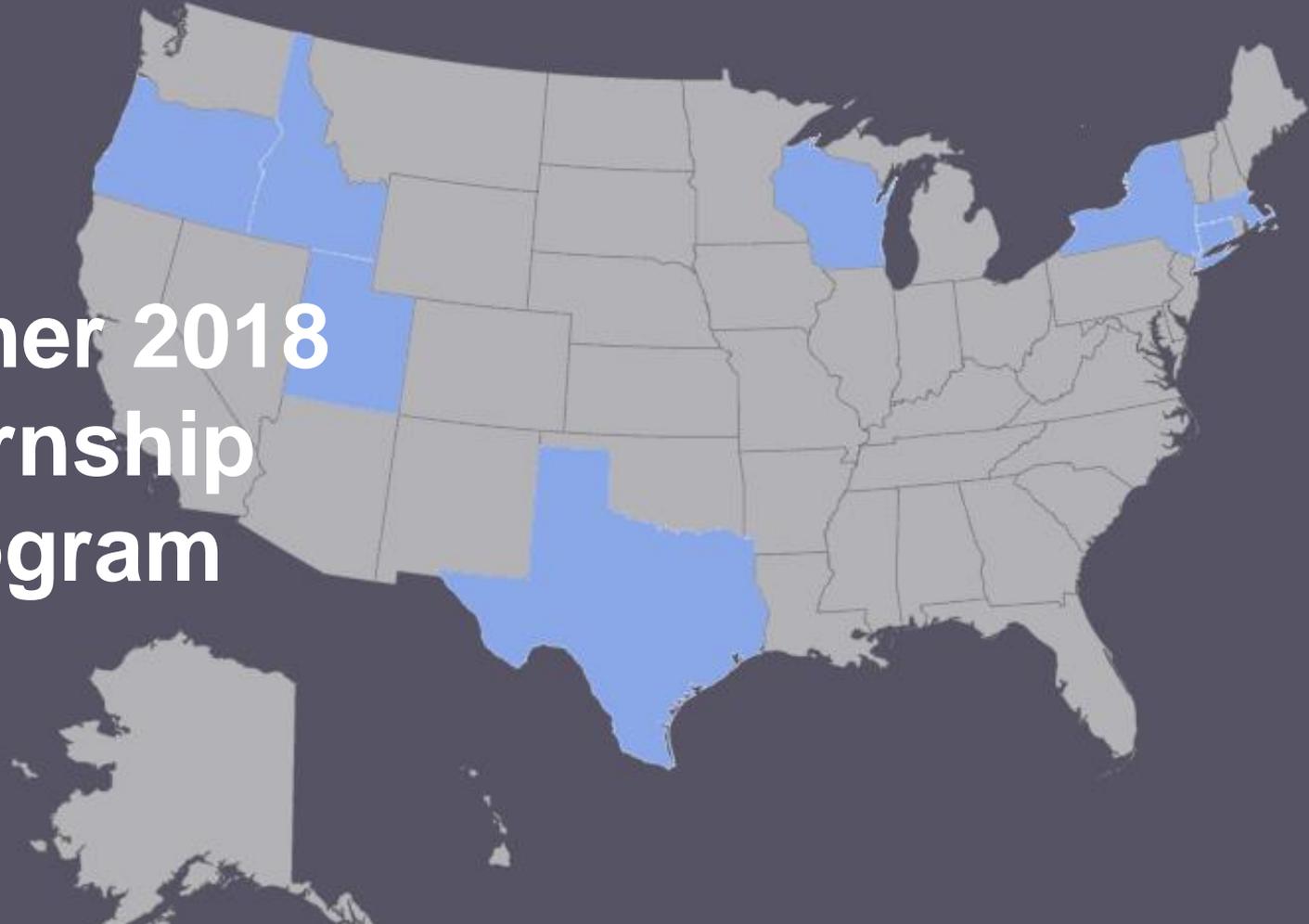


# Summer 2017 Pilot Internship Program

join our team



# Summer 2018 Internship Program





# NASPO Resources

- Internship Toolkit
- Trainings
  - Live
  - Procurement U courses (online, self-paced)
- Conferences
  - Academic Forum
  - State Training Coordinator Conference (STCC)





# Questions?

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NASPO

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# SUNY Applied Learning

#2018NYGovBuy  @NYSPRO  @nysprocurement



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# Applied Learning

Merissa McKasty, Assistant to  
the Director of Applied  
Learning

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APPLIED LEARNING

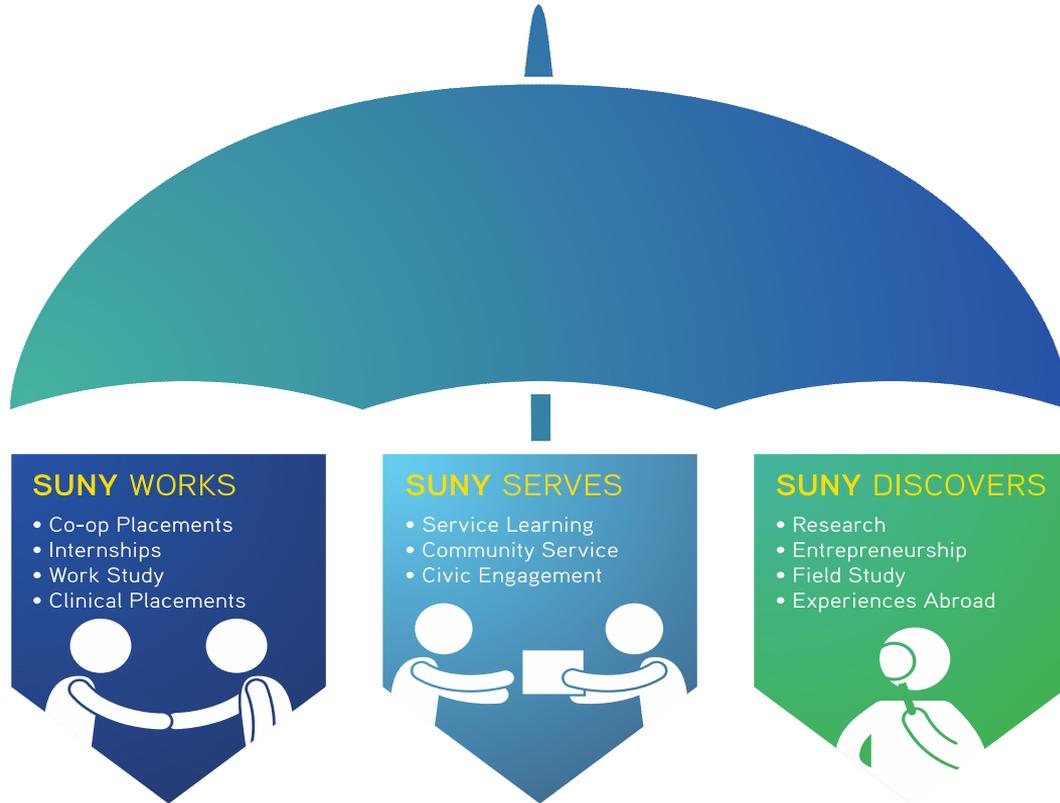


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# Definition of Applied Learning

Applied learning refers to an educational approach whereby students learn by engaging in direct application of skills, theories and models. Students apply knowledge and skills gained from traditional classroom learning to hands-on and/or real world settings, creative projects or independent or directed research, and in turn apply what is gained from the applied experience to academic learning. The applied learning activity can occur outside of the traditional classroom experience and/or be embedded as part of a course.

# The SUNY Applied Learning Initiative



# Charge

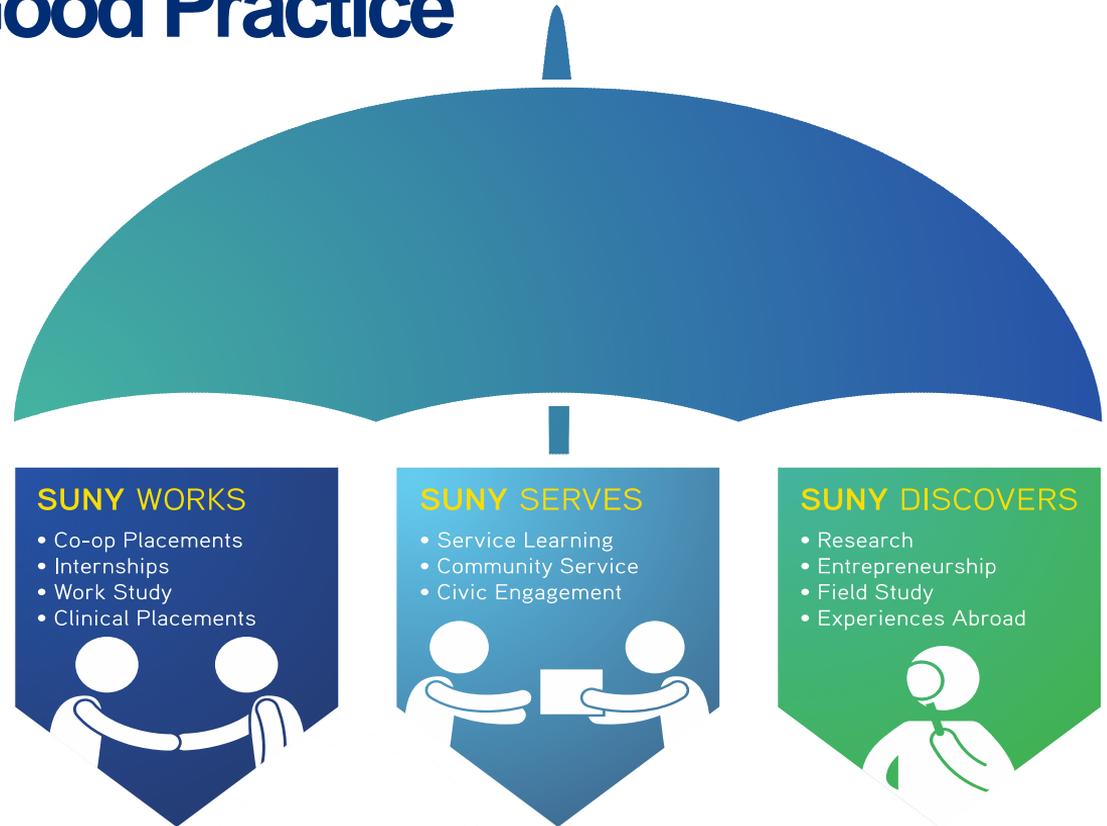
Provide every single SUNY student with the opportunity to engage in a campus-approved applied learning activity before they graduate



# NSEE Principles of Good Practice

## SUNY Applied Learning Criteria The Activity

- Is Structured, Intentional and Authentic
- Requires Preparation, Orientation and Training
- Must Include Monitoring and Continuous Improvement
- Requires Structured Reflection and Acknowledgment
- Must be Assessed and Evaluated





# Timeline

## Due February 15<sup>th</sup>, 2016

Part I: An Inventory of all approved applied learning on campus

## Due April, 2016

Part II: Data Collection and Reporting

Part III: Faculty Engagement

Part IV: Student Engagement

## Due May, 2017

Part V: Feasibility Study

Part VI: Collaboration Plan

Part VII: Determination of Graduation Requirement

Feasibility

### A. SUNY Applied Learning Timeline of Expected Activity

Date	Action
April, 2014	Inaugural Applied Learning Conference held. Multiple Campuses already offering Experiential / Applied Learning opportunities.
May, 2015	The SUNY Board of Trustees Considered and passed a <a href="#">resolution</a> to develop a plan to offer Experiential / Applied learning opportunities
September, 2015	The Provost's Applied Learning Steering Committee is developed with representation from the University Faculty Senate, Faculty Council of Community Colleges, Student Assembly and Distinguished Academy. Campuses receive guidance from Applied Learning Steering Committee, including time frame for completion of individual campus plans. Campuses respond to guidance documents.
October, 2015	Applied Learning Steering Committee shares revised guidance documents to campuses, including specific guidance for Part I of campus plans.
November, 2015	Update to Board of Trustees; Second Annual Applied Learning Conference; final overview guidance documents including specific guidance for Part I sent to campuses
January, 2016	Applied Learning Steering Committee offers a briefing on progress to the SUNY Board of Trustees and shares specific guidance for parts II, III, and IV of campus plans.
February, 2016	<b>Part I of campus plans due to Applied Learning Steering Committee COB February 15.</b> Applied Learning Steering Committee members support campuses in compiling and sharing approved applied learning offerings through regional meetings.
April, 2016	<b>Parts II, III, and IV of campus plans due April 15.</b> The Applied Learning Steering Committee develops a system-wide plan for Board approval.
May, 2016	The Applied Learning Steering committee presents SUNY Plan to the Board of Trustees for approval.
August, 2016	As per Board of Trustees resolution, campuses make approved applied learning opportunities available to matriculated students. Applied Learning Steering Committee shares specific guidance on parts V, VI and VII of campus plans.
October, 2017	Third Annual Applied Learning Conference
May, 2017	<b>Final campus plans due to Applied Learning Steering Committee May 1 including parts V, VI and VII.</b> Provost Cartwright shares an update to the Board of Trustees at the May meeting.

**Every single SUNY student has the opportunity to engage in at least one form of approved applied learning before graduation.**



# Requirements – Enforced/De Facto

1. SUNY Cobleskill
2. Farmingdale State College
3. SUNY New Paltz
4. Alfred State College
5. College of Environmental Science and Forestry
6. Schenectady CC
7. SUNY Purchase
8. College of Optometry
9. SUNY Maritime
10. Morrisville State College
11. SUNY Potsdam
12. Upstate Medical Center
13. Downstate Medical Center
14. Fashion Institute of Technology
15. SUNY Canton

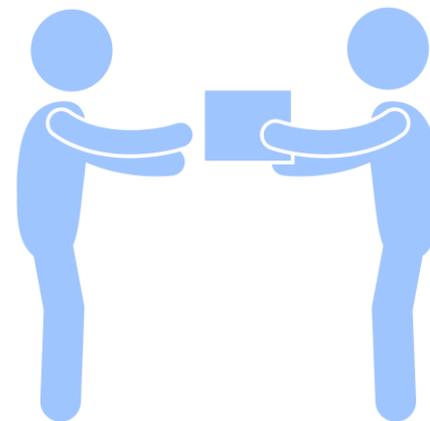


**15** Campuses Requiring  
**185,000** Students Enrolled in AL  
**32,000** Applied Learning Courses  
**11** New Applied Learning Positions



# Campus Supports

- Online Resources
- Monthly Check-in Calls
- Quarterly Newsletter
- Creation of New Internship Programs
- Employer Resources
- Applied Learning Experts
- Applied Learning Student Document
- Performance Improvement Fund
- Annual Applied Learning Conference



# Current SUNY Engaged Partners



New York State  
Department of Transportation



The  
Business  
Council



New York State  
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity



purple  
briefcase™

NASPO  
National Association of  
State Procurement Officials



Office of Information  
Technology Services



NY GovBuy



# NASPO SUNY OGS Partnership

- The goal is to build up the state procurement workforce.
- SUNY is one of NASPO's academic partners.
- SUNY and NASPO are working on an agreement in order to go forward.
- This partnership led to working closely with Office of General Services.



# OGS and SUNY

The Office of General Services and SUNY are teaming up to create procurement internship opportunities for SUNY students.

There was a need for a MOU and other related documents.

SUNY continues to partner with OGS and is looking to expand and help create internship programs with SUNY Procurement office.

We are working with WNY Tech Academy to increase engagement and awareness in procurement/supply chain management at HS level.





# Questions?

## The SUNY Applied Learning Initiative



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