

GEORGIA DEPARTMENT OF ADMINISTRATIVE SERVICES WORKFORCE REPORT

PROCUREMENT WORKGROUP

GEORGIA
WORKFORCE
STRATEGIES
INITIATIVE



Logistics



GOAL To develop and implement strategies and programs to boost employment and interest in state jobs



TAKEAWAYS FROM INTERVIEWS WITH PEOPLE IN STATE PROCUREMENT ROLES



Increase recruitment to people looking to change jobs midcareer.



Expand training to include leadership and higher-level procurement roles.



Better advertise and explain the procurement role and process.



EMPLOYER PERSPECTIVES

BARRIERS TO RECRUITMENT AND RETENTION

- Applicants do not have a true understanding of the procurement field.
- Salaries are not competitive with the private sector.

OPPORTUNITIES AND IDEAS

- Lower minimum requirements.
- Create a pipeline with education partners and other agencies.
- Attend job fairs.

EDUCATION PARTNER PERSPECTIVES: EXISTING PROGRAMS

TECHNICAL COLLEGE SYSTEM OF GEORGIA

- Offers several associate degrees in logistics, accounting, and supply chain management

UNIVERSITY SYSTEM OF GEORGIA

- Nine USG Institutions offer degrees in supply chain management or logistics
- Business administration programs
- Certificates and associate degrees in customer relations and cybersecurity

GEORGIA DEPARTMENT OF EDUCATION

- Currently, no CTAE (Career, Technical, and Agricultural Education) procurement pathway, but procurement could be added to existing accounting and logistics courses

OPPORTUNITIES

Speak at high schools, technical colleges, and universities to inform students about procurement.

Standardize job codes, pay scales, position responsibilities, and job titles across agencies.

Define the state procurement career path.

Target people transitioning out of the military to consider procurement jobs.

Create an internship/fellowship program that exposes students to the variety available in procurement.

BARRIERS

The benefits and pay are not competitive with private industry.

The public does not know what procurement means or what a job in procurement entails.

There is not a clear pathway to procurement.

The procurement field needs more pay levels.

More clarity is needed on what courses and certificates can best map to the needs of agencies.

ASPIRATIONS

Provide career ladders and pathways with specific steps for entry-level employees.

Create an education pathway geared to procurement and purchasing.

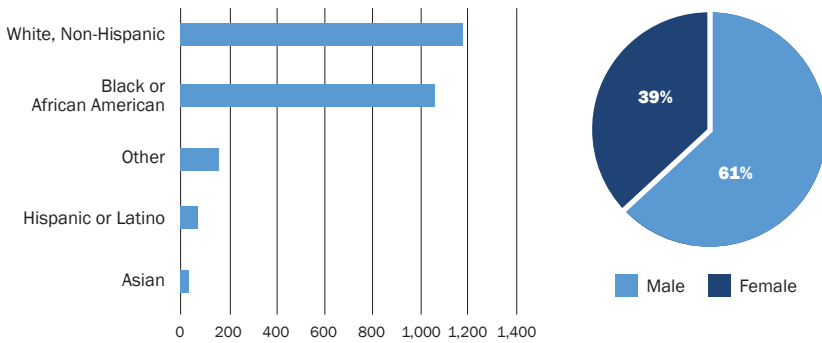
Speak at high school and college classes about procurement.

Attend job fairs at high schools, technical colleges, and universities.

Better educate agency leadership about procurement.

STATE WORKFORCE DATA AND TRENDS

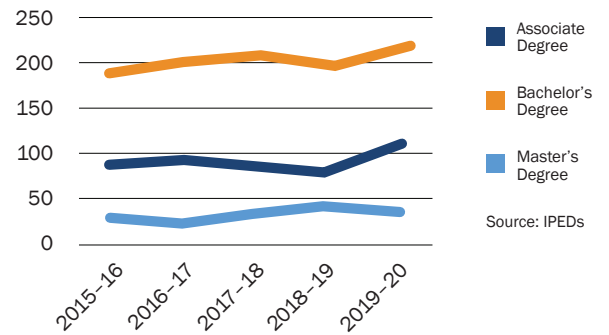
LOGISTICS, MATERIALS, AND SUPPLY CHAIN MANAGEMENT DEGREE GRADUATES IN GEORGIA 2015-2020



Note: Includes all degree completions: certificates, associate, bachelor's, and master's degrees

Graduates of logistics, materials, and supply chain management programs in Georgia are more likely to be male than female, and the majority are white.

LOGISTICS, MATERIALS, AND SUPPLY CHAIN MANAGEMENT DEGREES AWARDED IN GEORGIA 2015-2020



Source: IPEDs

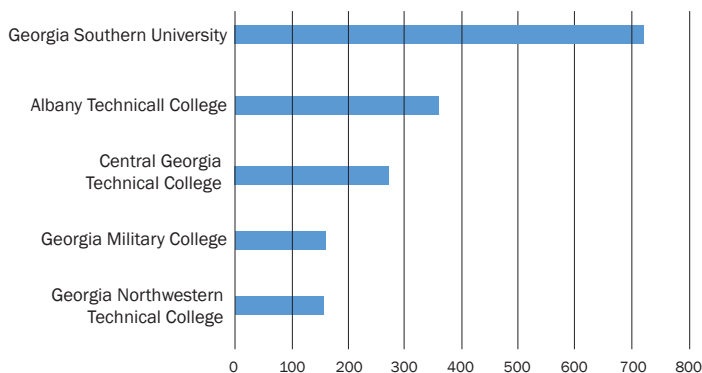
The number of logistics, materials, and supply chain management degrees in Georgia increased across all education levels between 2016 and 2020.

STATE GOVERNMENT EMPLOYMENT: PURCHASING AND PROCUREMENT AGENTS FY 2018 AND FY 2021

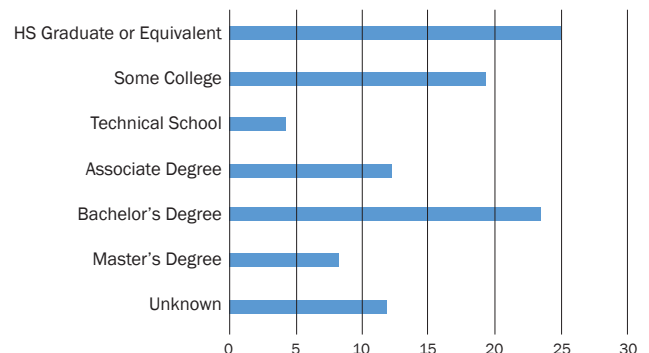
Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY 2021 Turnover Rate	FY 2021 Hires/Rehires	FY 2021 Separations
All Agency Totals (31)	107	103	-3.7%	8.8%	9	9
Department of Transportation	35	33	-5.7%	10.2%	2	3
Department of Corrections	10	12	20.0%	9.5%	1	1
Department of Behavioral Health and Developmental Disabilities	7	6	-14.3%	0.0%	0	0
Department of Juvenile Justice	7	5	-28.6%	25.5%	0	1
Department of Labor	5	5	0.0%	0.0%	0	0
All Other Agencies	43	42	-2.3%	8.4%	6	4

Procurement roles are present across multiple agencies but have many different titles not captured in these data.

INSTITUTIONS WITH THE MOST LOGISTICS, MATERIALS, AND SUPPLY CHAIN MANAGEMENT DEGREES AWARDED IN GEORGIA 2015-2020



EDUCATION LEVEL AT TIME OF HIRE FOR STATE PURCHASING/PROCUREMENT AGENT JOBS FY 2021



Source: Georgia Department of Administrative Services, Human Resources Administration Division, Team Georgia Careers

Note: Unknown = A hire that did not use Team Georgia Careers

GOALS AND STRATEGIES



Marketing

- Create a procurement brand strategy.
- Market internships and apprenticeships.
- Take a statewide approach to the marketing strategy.



Create a Procurement Job Family

- Review entry-level requirements to ensure they are not a barrier to entry.
- Identify all procurement job titles and determine which can be standardized.
- Investigate and implement putting job postings for the whole state in one place.
- Create and advertise career ladders for entry-level employees to move to advanced/midlevel roles through certificates.
- Host procurement outreach events with state agencies to educate about procurement and related careers.



Education Partnerships and Pathways

- Collaborate with education partners to create a procurement certificate or degree program.
- Create a Georgia Procurement Academy.
- Have procurement employees attend job fairs with agency HR teams.
- Develop procurement-related activities and content for relevant CTAE programs.
- Partner with the military to promote state opportunities.



Employee Development

- Create a mentorship program for new employees.

SHORT-TERM ACTION ITEMS

12-MONTH ACTION PLAN



Marketing

- Create a consistent language for the procurement brand strategy.
- Inventory internships and apprenticeships.
- Participate in statewide marketing strategies, including social media.



Create a Procurement Job Family

- Review entry-level requirements to ensure they are not a barrier to entry.
- Identify all procurement job titles and determine which can be standardized.
- Develop content and plan for outreach events with state agencies to educate about procurement.



Education Partnerships and Pathways

- Identify job fairs that procurement employees can attend with agency HR teams.
- Develop experiential activities for relevant CTAE programs.
- Identify military partnership programs related to procurement.
- Create a training portal to introduce non-state employees to procurement.

Thank you to all the steering committee and workgroup participants that made this project possible.

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