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
You’re not the only one!

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
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.
Do these look familiar?

- Legal Services
- Architecture
- IT
- Engineering
- Accounting
- Public Administration
It doesn’t have to stay that way!

WHY NOT INTRODUCE STUDENTS TO THE PROCUREMENT PROFESSION?

#2018NYGovBuy @NYSPro @nysprocurement
Others are doing it
I CHALLENGE YOU!

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

Create a culture of excellence in continuous learning and education

Elevate procurement to a recognized profession

Qualified and skilled procurement workforce

Brand recognition and public awareness

Procurement U

NY GovBuy
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
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?

Olivia Hook Frey
NASPO

ohook@naspo.org
Applied Learning

Merissa McKasty, Assistant to the Director of Applied Learning
merissa.mckasty@suny.edu
Appliedlearning@suny.edu
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

SUNY WORKS
- Co-op Placements
- Internships
- Work Study
- Clinical Placements

SUNY SERVES
- Service Learning
- Community Service
- Civic Engagement

SUNY DISCOVERS
- Research
- Entrepreneurship
- Field Study
- Experiences Abroad
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 15th, 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

<table>
<thead>
<tr>
<th>Date</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>April, 2016</td>
<td>Inaugural Applied Learning Conference held. Multiple Campuses already offering Experiential / Applied learning opportunities.</td>
</tr>
<tr>
<td>May, 2015</td>
<td>The SUNY Board of Trustees Considered and passed a resolution to develop a plan to offer Experiential / Applied learning opportunities.</td>
</tr>
<tr>
<td>September, 2015</td>
<td>The HYC Applied Learning Steering Committee is developed with representation from the University Faculty Senate, Faculty Council of Community Colleges, Student Assembly and Distinguished Academics. Campuses receive guidance from Applied Learning Steering Committee, including timeline for completion of individual campus plans. Campuses request guidance documents.</td>
</tr>
<tr>
<td>October, 2015</td>
<td>Applied Learning Steering Committee shares revised guidance documents to campuses, including specific guidance for Part I of campus plans.</td>
</tr>
<tr>
<td>November, 2015</td>
<td>Update to Board of Trustees (Second Annual Applied Learning Conference) final overview guidance documents including specific guidance for Part I of campus plans.</td>
</tr>
<tr>
<td>January, 2016</td>
<td>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.</td>
</tr>
<tr>
<td>February, 2016</td>
<td>Part I of campus plans due to Applied Learning Steering Committee (Jan-February 15) - Applied Learning Steering Committee members support campuses in compiling and sharing approved applied learning initiatives through regional meetings.</td>
</tr>
<tr>
<td>April, 2016</td>
<td>Parts II, III, and IV of campus plans due April 15. The Applied Learning Steering Committee develops a system-wide plan for Board approval.</td>
</tr>
<tr>
<td>May, 2016</td>
<td>The Applied Learning Steering Committee presents SUNY Plan to the Board of Trustees for approval.</td>
</tr>
<tr>
<td>August, 2016</td>
<td>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.</td>
</tr>
<tr>
<td>October, 2017</td>
<td>Third Annual Applied Learning Conference</td>
</tr>
<tr>
<td>May, 2017</td>
<td>Final campus plans due to Applied Learning Steering Committee May 1 including parts V, VI and VII. Proctor Catwright shares an update to the Board of Trustees at the May meeting.</td>
</tr>
</tbody>
</table>
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
- Office of General Services
- The Business Council
- New York State Education Department
- Purple Briefcase
- National Association of State Procurement Officials
- Office of Information Technology Services
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
Merissa McKasty  
Assistant to the Director of Applied Learning SUNY  
Merissa.McKasty@suny.edu

Olivia Hook  
NASPO Education Coordinator  
ohook@naspo.org

Don Greene  
OGS Procurement Services  
Donald.greene@ogs.ny.gov

Tom Hippchen  
Director of University-Wide Procurement  
Thomas.Hippchen@suny.edu