



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Thursday, October 17, 2002

MSG-073a

MEMORANDUM FOR: Human Resources Directors

FROM: Ellen E. Tunstall, Assistant Director for Employment Policy

Subject: Barriers to Effective Recruitment and Selection—Request for Assistance

Thank you for your responses to my May 15, 2002, request for statutory and regulatory barriers to effective recruitment and selection. We received over 300 individual comments, which we have divided into broad categories: statutory change, regulatory change, and current policies and flexibilities.

Our next step is to convene work groups to deal with two significant and complex issues:

1. Priority selection and placement programs (e.g., career transition programs and reemployment priority), along with the related issue of public notice, and
2. Competitive versus noncompetitive merit promotion actions.

We need individuals who have in-depth knowledge of these policies as well as extensive operational experience to help us tease out the issues and possible solutions. Experienced HR professionals with the following competencies will provide the greatest contribution:

- Teamwork,
- Interpersonal skills,
- Analytical ability,
- Problem solving, and
- Creativity.

We anticipate that each group will meet for two, one-week sessions with the first meeting in late October. If you have staff that can assist us, please e-mail the employee's name, telephone number and e-mail address to Karen Jacobs (kkjacobs@opm.gov) by, Wednesday, October 23. Please specify the workgroup.

Fixing the hiring process is a worthy goal; we can't do it alone. I appreciate your initial input for this project and your willingness to collaborate with us as we explore ways to reduce or eliminate barriers to effective hiring.