



PARTNERSHIP FOR PUBLIC SERVICE

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September 23, 2011

The Honorable Daniel Akaka
SH-141 Senate Hart Office Building
Washington, DC 20510

The Honorable John Sarbanes
2444 Rayburn House Office Building
Washington, DC 20515

Dear Senator Akaka and Representative Sarbanes:

On behalf of the Partnership for Public Service, I would like to commend you for your leadership in introducing the *Federal Hiring Process Improvement Act*. This is an important piece of legislation that will streamline the federal hiring process and ensure that agencies are able to attract the talent they need to solve our nation's most pressing challenges.

The current administration has initiated important reforms to the federal hiring process that will make it more efficient and effective and bring it in line with private sector practices, such as allowing applicants to apply with a resume. The *Federal Hiring Process Improvement Act* will codify this good work and will hold agencies accountable for implementing these reforms.

We are particularly pleased that under your legislation, agencies are required to collect information on measures of hiring effectiveness, including applicant, new hire and hiring manager assessments. The Office of Personnel Management (OPM) is then required to report annually to Congress on these measures and make this information available to the public. We encourage you to amend this provision to require that agencies make this data available to the public on a quarterly basis to increase accountability and allow for real-time course corrections. We also encourage you to disaggregate time-to-hire metrics for internal and external candidates. We suspect it will be easier and faster to hire someone internally, which may encourage internal hires, skew the data and actually allow for a lengthier external hiring process.

Finally, we hope you will consider language that would allow agencies to limit public notice for a position in certain circumstances. Agencies could limit public notice to students or recent graduates, for example, to enable them to target entry-level talent that is often at a disadvantage because the hiring process favors candidates with more experience.

Again, we applaud you for introducing this important legislation. We look forward to working with you and your staff to advance it.

Very best wishes.

Sincerely,

Max Stier
President and CEO