Federal Workforce Initiatives – Recent GAO report

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What We Will Discuss Today

• GAO Reports
• Workforce Management Issues
• Emerging disease workforce
• Current Collaborative Activities
GAO REPORT

• May 2015 report on:

FEDERAL VETERINARIANS – Efforts Needed to Improve Workforce Planning
GAO REPORT

• GAO had 3 recommendations:

1. **Assess the Veterinarian Workforce needs** under possible scenarios for an emergency response to a large-scale animal disease outbreak
The assessment should include:

- the number and types of veterinarians needed,
- the resources required to have a sufficient workforce to respond,
- and the training needed to carry out their roles
GAO REPORT

• Second GAO recommendation:
  2. Improve government-wide veterinarian workforce planning efforts by OPM
• ie: Initiating efforts to monitor and evaluate TMAC’s progress toward government-wide goals for the federal veterinary workforce; and
3. Evaluate whether the need for government-wide direct-hire authority for veterinarians continues to exist and modify or terminate the authority as appropriate
GAO REPORT

• September 2015 report on:
  DRUG COMPOUNDING FOR ANIMALS

• FDA Could Improve Oversight with Better Information and Guidance
GAO REPORT

• DRUG COMPOUNDING FOR ANIMALS

• FDA does not currently have final guidance directing its regulatory approach on drug compounding for animals and has not consistently documented the bases for the actions it has taken to regulate such compounding in the past
• September 2012: Rehired Annuitants
• The federal government has faced challenges in hiring and retaining talented workers, which are exacerbated by increased retirements in the federal workforce
September 2012: Rehired Annuitants

To address these challenges, agencies have sought to rehire retired federal employees.
GAO REPORT

• **September 2012: Rehired Annuitants**
• The 2010 National Defense Authorization Act (NDAA) provides authority for agencies’ to grant NDAA waivers to Civil Service Retirement System and Federal Employment Retirement System reemployed annuitants
September 2012: Rehired Annuitants

The NDAA gives agencies the authority to waive this requirement on a temporary basis to allow for dual compensation of the salary and annuity as necessary; to fulfill functions critical to the mission of the agency.
• September 2012: Rehired Annuitants

• In summary, the six agencies we reviewed made very little use of the NDAA waiver authority
Workforce Issues

- Government is losing the War for the Best and Brightest
Government Employment

Private vs. Public Employment
Percent Change Since January 2010

-2.6% (-579k jobs)
+4.3% (+4.56m jobs)

Source: BLS
Carpe Diem Blog
Annual Survey on the number of veterinarians in federal service

- 3199 employed in 2015; In 2014 there were 3104
- 1023 employed in FSIS in 2015; 1114 in 2014
- 649 employed in APHIS in 2015; 647 in 2014
- 528 employed in VS in 2015; 665 in 2012
NAFV involvement with the OPM Talent Management Advisory Council (TMAC)

TMAC is a collaborative “veterinary community working group” developed to create a more proactive, Government-wide approach to address VMO workforce issues by:

- Assessing the current state of the VMO workforce, including entrance, progression, and exit trends for the career field
- Identifying key recruiting, hiring and retention issues impacting the VMO workforce
- Developing an action plan to prioritize and address specific workforce issues
Workforce Issues

- Representatives from NAFV, VS, FSIS, DHS, AVMA and the VA are working together to address VMO hiring needs.
- We are trying to identify the GAPS and resources needed to fill them.
- NAFV and AVMA will then take those needs to Congress and request funding.
Workforce Issues

• Even thought OPM recognizes the need for a viable federal veterinary workforce, they are not taking the lead in this effort

• They feel the cyber security workforce is a higher priority
OPM hopes to cultivate cyber talent

- Over the next five years, four in 10 federal employees will be eligible for retirement

- OPM has identified cyber-security as the highest-risk skills gap
Workforce Issues

• APHIS has lost $106 million in its budget since 2010
• The Animal Health budget has decreased by $53 million since 2010
• VS employees have decreased by over 200
• FSIS still has a 13% PHV vacancy rate
Workforce Issues

• According to the USDA graduate school, talent and retention are major issues inside the federal government

• Most young leaders either leave government or do not advance up the ranks
Workforce Issues

• Over a 10-year span, only 1.4% of the GS-13 to GS-15 population entered into the SES federal service
Building a Global Emergency Workforce

- The World Health Organization’s (WHO) new registration system will enable it to build a global roster of foreign medical response teams ready to deploy for emergencies.

- The standards developed by WHO build on lessons learned during previous emergency responses including the West African Ebola outbreak, for which WHO coordinated the deployment of nearly 60 foreign medical teams provided by 40 organizations. It was the first time that foreign medical teams were deployed during an outbreak.
Building a Global Emergency Workforce

• NAFV is working with federal agencies to develop a better system for responding to animal health and public health emergencies

• CDC has developed a Public Health model with the goals to proficiently perform assigned prevention, preparedness, response, and recovery role(s) in accordance with established national, state, and local health security and public health policies, laws, and systems
Continual Efforts

- NAFV is always working to improve federal veterinarians pay and benefits and gathering information on problems within the workforce and making recommendations on how to resolve them.
Where do we go from here?