



US Army Corps of Engineers

Natural Resources Management Branch

CAREER NOTES

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Gore Report will affect you

Creating a government that works better & costs less

(The following article reflects the best information available to the Career Development Steering Committee on October 7, 1993. The dynamic response to the National Performance Review (Gore Report) will render much of this information obsolete very quickly. You are urged to keep up with CorpsMail and other sources for up-to-date information.)

The National Performance Review is about change and that change will affect the way we do business in the Corps. It is about a new customer service for Americans that provides effective, efficient, and responsive government. The report's subtitle: "From Red Tape to Results" is a summary of our responsibility to create a Corps that works better and costs less.

Contents

Gore report will affect you	1
Committee gears up	2
Recruitment materials	2
New NRPA tapes available	2
Bulletin board	3
New video training tapes	3

A summary of the report calls for the following relative to reinventing human resource management:

- Create a flexible and responsive hiring system*
- Reform the general schedule classification and basic pay system*
- Authorize agencies to develop programs for improvement of individual and organizational performance*
- Authorize agencies to develop incentive award and bonus system to support management in dealing with poor performers*
- Clearly define the objective of training as the improvement of individual and organizational performance: make training more market-driven*
- Enhance programs to provide family-friendly workplaces*
- Improve processes and procedures established to provide workplace due process for employees*
- Improve accountability for equal opportunity goals and accomplishments*
- Improve interagency collaboration and cross training for human relations professionals*
- Strengthen the senior executive service so that it becomes a key element in the government-wide culture change effort*
- Eliminate excessive red tape and automate functions and information*
- Form labor-management partnerships for success*
- Provide incentives to encourage voluntary separation*

You are encouraged to take part in the process. Send your career development ideas to your division's Career Development Steering Committee member (see page 4). Copies of the Gore Report are available at your local bookstore (\$9) or through GPO (\$14). The possibilities are endless.

Committee gears up to "reinvent government"

The Career Development Steering Committee met in Washington, D.C., October 5-7, 1993, to focus on the Vice President Al Gore's National Performance Review and initiate planning on career-related issues.

Classification and Pay Banding

The number of job series will be reduced from 400 to approximately 50-100 based on recommendations that will be made by each major federal agency. The committee is developing a position paper that will express the Corps and other land managing agency requirements for a meaningful classification for team members in natural resources. Based on the recommendations in the Gore Report, the current system of GS grade and steps will be replaced by a pay banding system. Pay banding seems especially critical for the journeyman level where recommendation for a higher ceiling may be sought.

Training

The committee is concerned that the entire workforce have access to current information and policy and are able to apply them consistently. The best avenue to achieve this is consistent application of policy through training. A proposal is being developed that will reduce training costs, increase consistency in application of policy, improve retention, build permanent relationships, improve morale, and have management support.

Mission Accomplishment

A need has also been expressed to study factors which affect the Corps ability to accomplish its mission. Specifically, the committee will be exploring recruitment, retention, and attrition and

developing recommendations where problems are identified that might affect the Corps mission.

Change

Finally, the committee will continually monitor the changing career management climate. The National Performance Review, the O&M Study, the Standard Organization Study, Standard Operating Procedures, performance measures, Corps reorganization, peer review, information transfer, higher supervisory ratios, personal/personnel impacts, and Workforce 2000 are some of the initiatives underway that may impact your career.

Monitoring, Recommending, and Reporting

The Career Development Steering Committee has members assigned to monitor and respond to the above issues and studies. Information on the above topics will be reported to you promptly and through as many media as possible. Future issues of *Career Notes* will feature developments in these areas.

Recruitment materials available soon

Kathy Hochman of Human Resources is developing a family of recruiting materials for the Corps. The materials will include a series of five profiles featuring Natural Resource Management career employees that can be inserted in a portfolio with other relevant recruiting materials. We'll keep you updated on their availability.

The materials will be useful for career days, recruiting Cooperative Education placements, and explaining the role of natural resource management in the Corps.

We want your letters

A new regular section of future issues of *Career Notes* will be created to respond to your letters to the Career Development Steering Committee concerning career matters. Questions, concerns, recommendations, and volunteered articles or notes are all welcomed. Send your letter to your division's representative (address on back page) or directly to *Career Notes* (address on the bottom of this page).

New bulletin board features

Interpretive resources data base
Current district by district hiring status
Natural resource management university programs
More position announcements

New video training tapes

Ten new NRPA video training tapes are available from the Career Development Steering Committee office. The following titles have been added:

Outreach to Urban Youth and Mentoring Future Professionals
The ADA and P&R Facilities: Applications of the Law
Social changes and Human Impacts
Aquatic Liability and Case Studies
Environment Conflicts: Loving Parks to Death
Use of Initiative Activities for Improving Teamwork
Trends 2000: Creating Action Agendas for P&R
Fostering Cultural Diversity
Better Serving Persons with Hearing Impairments
Recycling at Special Events/Special Facilities

Use the order form on the last page of this newsletter.

Bulletin board easier to access

The Career Development Steering Committee's electronic bulletin board has been made easier to access. Once you connect to the CEAP Network (DI), you will see the prompt "You may now enter CDCNET commands." You previously responded with *crec bbsun*. The correct response is now *do bbsun*. The rest of the procedure remains the same taking you to the Natural Resources Management Bulletin Board options of employment opportunities, general information, professional development opportunities, and interpretive resources data base.

If you still want access to other windows of the full Corps bulletin board such as those provided by human resources, you can hit *s* (for "shrink") until you back into the appropriate screen. Some of these bulletin boards contain valuable career development information.

If you are having any difficulties with any aspect of bulletin board operation, desire a copy of the complete instructions, or have questions or suggestions, give Karen Colvin a call at 614-292-0117 or FAX her at 614-292-3868.

Career Notes

Career Notes is a quarterly newsletter of the Natural Resources Management Career Development Steering Committee designed to address concerns and needs of field personnel in the areas of training and career development. You may communicate with *Career Notes* directly at the CDSC office or through your division's representative on the Career Development Steering Committee (see page 4).

John Hanna - Editor

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CEU Tapes Order Form

Follow these steps to order the National Recreation and Park Association Video Training Tapes and obtain continuing education units to maintain professional certification:

- 1 - Review the list below, checking off those tapes you'd like to study (check no more than three tapes).
- 2 - If you want CEUs, call or FAX NRPA to order the CEU packets - phone: (703) 820-4940, FAX: (703) 671-6772. Do not order the tapes from NRPA.
- 3 - After you receive the CEU packets, phone or FAX a copy of this order form to the CDSC office - phone: (614) 292-0117, FAX (614) 292-3868. We'll send the tapes to you.
- 4 - Return the tapes within two weeks to the Career Development Committee Office using the provided address label.

- Social Diversity in America's Recreation & Park Systems
- Trends in the 90s - How Will You Prepare?
- Developing a Tailored Revenue Policy for Parks & Recreation
- Gateways to Tomorrow: Changing Park and Recreation Strategies for the Future
- Leisure Service Delivery for Americans of Cultural Diversity
- The ADA: Implications for Change
- Marketing: Hands-On Techniques for Today and Strategies
- Liability Issues in Parks & Recreation
- Parks & Recreation in an Environmental Era
- Maintenance: A Systems Approach
- Americans & the Land: Recreation Resource Strategies
- Preventive Maintenance - Program Now or Pay Later
- Headaches and Heartaches - Succeed with Youth-At-Risk
- Park Master Planning - A Participatory Process
- Access for all People - A Major Issue for the 1990s
- Managing Conflict, Criticism, and Anger
- Thinking About the Future Together
- Communicating Importance of Recreation & Parks
- The Economic Impacts of Parks & Recreation
- Controlling Liability Losses
- Outreach to Urban Youth and Mentoring Future Professionals
- The ADA and P&R Facilities: Applications of the Law
- Social Changes and Human Impacts
- Aquatic Liability and Case Studies
- Environment Conflicts: Loving Parks to Death
- Use of Initiative Activities for Improving Teamwork
- Trends 2000: Creating Action Agendas for P&R
- Fostering Cultural Diversity
- Better Serving Persons with Hearing Impairments
- Recycling at Special Events/Special Facilities

your name _____

your address _____

your phone _____

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