Is Public Procurement a Profession?

Presented by
Rick Grimm
CPPO, CPPB

Why You Should Care About the Answer
Is Public Procurement a Profession?

What are the Characteristics of a Profession?

- Respect
- Recognition
- Value
- Authority
- Credibility
Perspective

External Recognition and Structures

Profession

Internal Mindset and Commitment
Is Public Procurement a Profession?

External Recognition and Structures
How is a Profession Defined?

A profession is a **vocation** founded upon **specialized educational training**, the purpose of which is to supply **objective counsel and service** to others, for a **direct and definite compensation**.

Wikipedia
How is a Profession Defined?

A profession is a vocation founded upon specialized educational training, the purpose of which is to supply objective counsel and service for a direct and definite compensation.
Examples of Vocations that are Professions
Over the Ages…

From Medieval to Early Modern Traditions

Learned Professions

Divinity

Medicine

Law
Is Public Procurement A Profession?
Building Blocks of a Profession

- Society
- Standards
- Education
- License
Building Blocks of a Profession

- Formal Education thru Colleges
- Research Programs: Theory and Applications
- Adopted Academic Curriculum
- Intentional Career Path: Internships and Professional Entry
Gatekeeping Requisites Intended to be a Barrier to Service
Formal Process For Examining a Candidate’s Understanding and Application of the BOK
Building Blocks of a Profession

- Establishment of Norms and Behaviors
- Developed Transparently and Collaboratively
- Generally Accepted and Possibly Codified in Regulations
Building Blocks of a Profession

Formal Structures that Foster:

- Knowledge Sharing
- Standards Setting
- Technical Tools and Resources
- Networking
Which Building Blocks are Currently in Place for Public Procurement?

- Society
- Standards
- Education
- License
Which Building Blocks are Currently in Place for Public Procurement?

<table>
<thead>
<tr>
<th>Building Block</th>
<th>College Curriculum</th>
<th>Research</th>
<th>Internship</th>
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<tr>
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<th>Gatekeeping Requisite</th>
<th>BOK Examination</th>
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License
Which Building Blocks are Currently in Place for Public Procurement?

<table>
<thead>
<tr>
<th>Standards</th>
<th>Norms/Behaviors</th>
<th>Regulations/Code</th>
<th>Accepted Principles</th>
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We Are Making Progress

Major Milestones of a Profession
According to Wikipedia

- Vocation becomes full-time occupation
- Establishment of a training school
- Establishment of a university school
- Establishment of a local association
- Establishment of a national association
- Introduction of codes of professional ethics
- Establishment of state licensing laws
Our Score Card

✓ Vocation becomes full-time occupation - Yes
Establishment of a training school - Yes

- Federal Government has defense (DAU) and civilian (FAI)
- State Governments have internal training programs and CLOs
- Local Governments may have internal training programs based on size of the government
- Professional associations offer education and training based on standard practices; supplemented by governments who train on specific regulations
Our Score Card

✓ Establishment of a university school – In Process

Public Procurement Courses available at:
- Old Dominion University
- Florida Atlantic University
- Central Florida University
- California State University – San Bernadino
- Portland State University
- Rutgers University
- George Washington University

(Detailed Listing on NIGP’s Website)
 Establishment of a university school – **In Process**

NIGP is hosting an Academic Summit for academicians to discuss a holistic approach to:

- Applied Research
- Core Curriculum to be Adopted for Public Procurement
- Public Procurement Body of Knowledge
- Standard Language
- Standard Practices
Our Score Card

- Establishment of a local association – **Yes**
  - Virginia Association of Governmental Purchasing Chapter of NIGP (VAGP)
  - Capital Area Purchasing Association Chapter of NIGP (CAPA)
  - Virginia Association of State College and University Purchasing Professionals (VASCUPP)
Our Score Card

- Establishment of a national association - **Yes**
  - NIGP: The Institute for Public Procurement
    *Developing, Supporting and Promoting Public Procurement*
  - National Association of State Procurement Officials (NASPO)
    *Strengthening the procurement community through education, research, and communication*
Our Score Card

- Introduction of codes of professional ethics – Yes
  - Required for NIGP and Chapter membership
  - Required in order to obtain recognition awards (AEP and OA4)
Our Score Card

- Establishment of state licensing laws – **In Process**
  - VCO, VCCO, and VCA Requirements
  - Several States also have licensing requirements
How NIGP is Facilitating the Building Blocks of the Profession

- Society: Provides
- Standards: Leads
- Education: Delivers
- License: Prepares
Delivering Education and Learning through Face-2-Face NIGP Offerings via Contract or in Partnership with VAGP

- 6 Three-Day Foundation Courses (PPBOK)
- 15 Two-Day Courses
- 14 One-Day Courses
Delivering Education and Learning through NIGP Online Learning Offerings

**Online Course Options**

<table>
<thead>
<tr>
<th>INTERACTIVE* 24 CONTACT HOURS</th>
<th>INTERACTIVE* 16 CONTACT HOURS</th>
<th>INDEPENDENT LEARNING 1-8 CONTACT HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collaborate with your group on your schedule</td>
<td>Collaborate with your group on your schedule</td>
<td>Learning at your pace, on your time</td>
</tr>
<tr>
<td>8 weeks</td>
<td>6 weeks</td>
<td>30, 60, or 90 days to complete</td>
</tr>
<tr>
<td>Discussions on your schedule</td>
<td>Discussions on your schedule</td>
<td>No collaboration</td>
</tr>
<tr>
<td>Added Discussion during weekly Online Live Learning Event (OLLE)</td>
<td>No discussion</td>
<td>No discussion</td>
</tr>
</tbody>
</table>
Delivering Education…

Delivering Online Learning Through Complimentary Webinars and Short Duration Topics

- Sole Source: How to Determine Supply
- Procurement Basics: The Cornerstone of a Successful Procurement Career
- Non-Responsive Bidders
- RFP Evaluation Committee
Delivering Education and Learning through the Annual Forum and Products Exposition

Learning, Knowledge Sharing, and Conversations

August 1-5, 2015 * Kansas City, MO
Preparing for Licensure...

- Supports UPPCC’s CPPO and CPPB Programs in Partnership with NASPO
- Encourages a Blend of State-Specific Regulatory Requirements with CPPO/CPPB General Knowledge to Form a Two-Tier Certification Program
Preparing for Licensure...

- Prepares Certification Candidates through:
  - Alignment of NIGP’s Curriculum with the PPBOK
  - Online and F2F Foundation Courses Aligned with PPBOK
  - Online and F2F Prep Courses
  - Study Group Guide Book
  - Online Self Assessment
Leading Standards…

In Establishing Values and Guiding Principles

Accountability
Ethics
Impartiality
Professionalism
Service
Transparency

Lead
Leading Standards…

In Establishing Values and Guiding Principles

Accountability
Ethics
Impartiality
Professionalism
Service
Transparency

Lead
Leading Standards…

In Establishing Standards of Practice:

22 Practices including the latest entries:

- Supplier Relationship Management
- Qualifications-Based Selection for Architectural and Engineering Services
- Public-Private Partnerships: Evaluation
- Value Analysis
Leading Standards…

In Establishing Standards of Practice:

2 Additional Practices Currently Under Review:

- The Place of Procurement within the Public Organization
- Supplier Databases
Leading Standards…

Public Procurement Practice
PERFORMANCE MEASUREMENT

STANDARD
Procurement should have a performance measurement system that assesses progress toward achievement of the strategic plan.

Definition
Performance measurement is the process by which procurement management and stakeholders establish criteria to evaluate the success of a procurement system or program, comparing results and outcomes to the level of performance expected.

Element 1.1: Methods Used in Performance Measurement

Methods used to measure performance should be designed to facilitate easy and clear communication of organizational performance. The following are examples of methods that may be used:
- Performance reviews to document performance measures that identify accomplishments and needs for improvement.
- Regular meetings to share performance measures and progress.
- Self-assessment.
- Continuous improvement.

Element 1.2: Planning Performance Measures

In order for procurement managers to know “what” they are measuring, activities should be completed before the process of developing the performance measures (see Elements 4.1.1: Strategic Planning and Performance Measures). To accomplish this:
- Obtain input from key stakeholders before developing performance measures.
- Ensure that measures are simple and relevant to the intended audience (e.g., public, stakeholders, internal teams).
- Ensure that measures are specific, measurable, and related to the performance function.
- Identify key dependencies among other functions or departments that will be affected by the measures.
- Define a specific time period for measuring performance that is closely related to the assessment of goals and objectives in the strategic plan (e.g., 5-month, 1-year).
- Utilize measures in the decision-making process that support informed decision-making and lead to appropriate action (see Standard: Performance Management).
- The measures should represent a balance of the types of measures critical to achieving the specific objectives and goals (see Elements 4.1, Levels 5 to be Assessed Using Performance Measures and Elements 1.4, Areas to be Assessed Using Performance Measurement).

NIGP Website: Resource Center
Principlesandpractices.org
Leading Standards...

In Establishing **Official Positions** for the Profession

**NIGP Position Papers**

- Best Value in Government Procurement
- Negotiation. Lost Art or Core Competency?
- Cooperative Procurement: Great Value (Great Confusion)
- Outsourcing in the Public Sector
- Transparency in Government; Transparency in Government Procurement
- Procurement Authority
Providing Solutions…

**Functional Solutions through NIGP’s Resource Center:**

- Sample Forms and Templates
- Specification Library
- Online Dictionary
- Source Book
- Commodity Price Index (ProPurchaser)
- Supplier Reference Checks (eVendor Check)
Providing Solutions…

Managerial Solutions through NIGP’s Resource Center:

✓ Savings Calculator (NIGP Measure)
✓ Spend Analytics (NIGP Observatory)
✓ Commodity/Service Classification Standards (NIGP Code)
✓ Technical Support (NIGP Consultancy)
✓ Organizational Assessment (Maturity Framework)
✓ Compensation Benchmarks (NIGP Compensation Study)
✓ Organization Benchmarks (NIGP Benchmarking Study)
✓ Cooperative Comparisons (ProcureSource)
✓ Cooperative Program Accreditation (Jan 2015)
Public Procurement a Profession?
Why You Should Care About the Answer

Affecting the Mindset and Commitment
Affecting the Mindset

Transforming the Direction...

From Process Driven…to Mission Driven

From Rules and Regulations…to Relevancy

From Reactively Legislating Behavior…
to Proactively Demanding Ethics and Integrity

From Risk Aversion…to Innovation
Affecting the Mindset

Transforming the Direction...

From Compliance Which Restricts…
to Empowerment Which Adds Value

From Policy and Tactics…to Strategy and Professionalism

From Driving Management through Technology…
to Driving Decisions through Technology
Transforming the Mindset

Transforming the Capability...

From a Developing Workforce...to a Prepared Workforce

From Developing Skills...to Attracting and Sustaining Talent

From Training (Tasks)...to Professional Development (Application)

From Segmented Learning...to Continuous Improvement
Affecting the Mindset

**Transforming the Capability…**

From Student…to Mentor

From Vocation…to Career

From Subject Matter Expert…to Facilitator, Synthesizer, Relationship Builder and Project Manager
Investing...

Profession: Formal, Continuous Education
Association: Delivers
Professional: Learns
Investing Through Learning…

*Learning is a Life-Long Journey*

- Participate a Face-to-Face Class
- Participate in an Online Class or Webinar
- Attend a Conference
- Read a Text on Public Procurement Practices
- Contribute an Article/Case Study on Public Procurement
- Serve as a Conference Presenter or Discussion Leader
Investing...

Profession: Licensure and Certification
Association: Prepares
Professional: Certifies
Investing through Licensure…

- Attain certification or licensure
- Support or Facilitate a certification study group
- Encourage colleagues/co-workers to seek certification
Investing…

Profession: Standards
Association: Leads
Professional: Practices
Investing through Practices…

✓ Become Familiar with the Public Procurement Practices;
✓ Provide Public Comment on Practice Drafts;
✓ Read Position Papers; Refer to them as an Agency Guide
Investing…

Profession: Society
Association: Provides
Professional: Contributes
Investing through Contributions...

- Access Practices Library to Create Standards
- Access Research Studies to Apply Best Practices
- Access or Contribute to Specification Libraries
- Measure your Agency’s Cost Savings
- Lead efforts on Spend Management Practices
- Serve as a Volunteer Leader on Committees/Boards
- Participate in Discussion Lists
- Advocate through Legislative Engagement
- Share Expertise with Colleagues
- Mentor a Next Generation Professional
If you want to be truly successful invest in yourself to get the knowledge you need to find your unique factor. When you find it and focus on it and persevere your success will blossom.

*Sydney Madwed*
Invest In Yourself

What you invest your time in defines who you are.

*Todd Duncan*
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Rick Grimm CPPO, CPPB
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