

# Is Public Procurement a Profession?

Presented by

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Why You Should  
Care About the  
Answer



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# Is Public Procurement a Profession?

What are the Characteristics of a Profession?

Respect

Authority

Recognition

Value

Credibility



# Perspective

External  
Recognition and  
Structures



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



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# How is a Profession Defined?

*vocation* *specialized*  
*educational training*  
*objective counsel and service*  
*compensation.*



# Examples of Vocations that are Professions



# Over the Ages...

## From Medieval to Early Modern Traditions

### Learned Professions



**Divinity**

**Medicine**



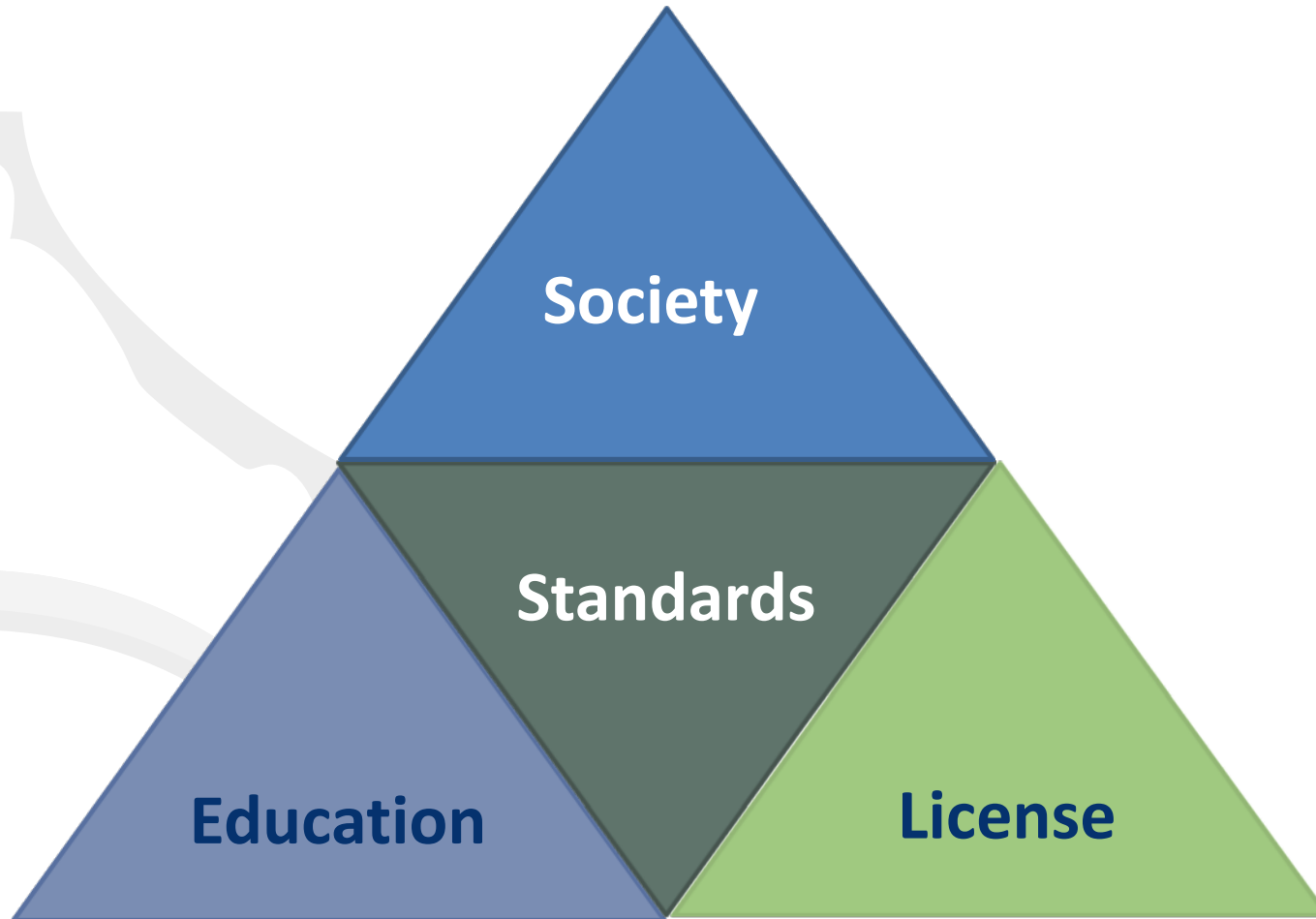
**Law**





# Is Public Procurement A **Profession**?

# Building Blocks of a Profession



# Building Blocks of a Profession

- ✓ Formal Education thru Colleges
- ✓ Research Programs: Theory and Applications
- ✓ Adopted Academic Curriculum
- ✓ Intentional Career Path:  
Internships and Professional Entry



**Education**

# Building Blocks of a Profession

- ✓ Gatekeeping Requisites Intended to be a Barrier to Service
- ✓ Formal Process For Examining a Candidate's Understanding and Application of the BOK



**License**



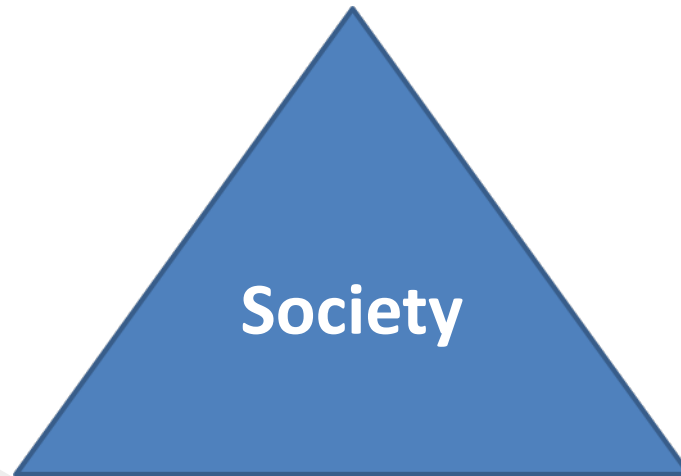
# Building Blocks of a Profession

- ✓ Establishment of Norms and Behaviors
- ✓ Developed Transparently and Collaboratively
- ✓ Generally Accepted and Possibly Codified in Regulations



**Standards**

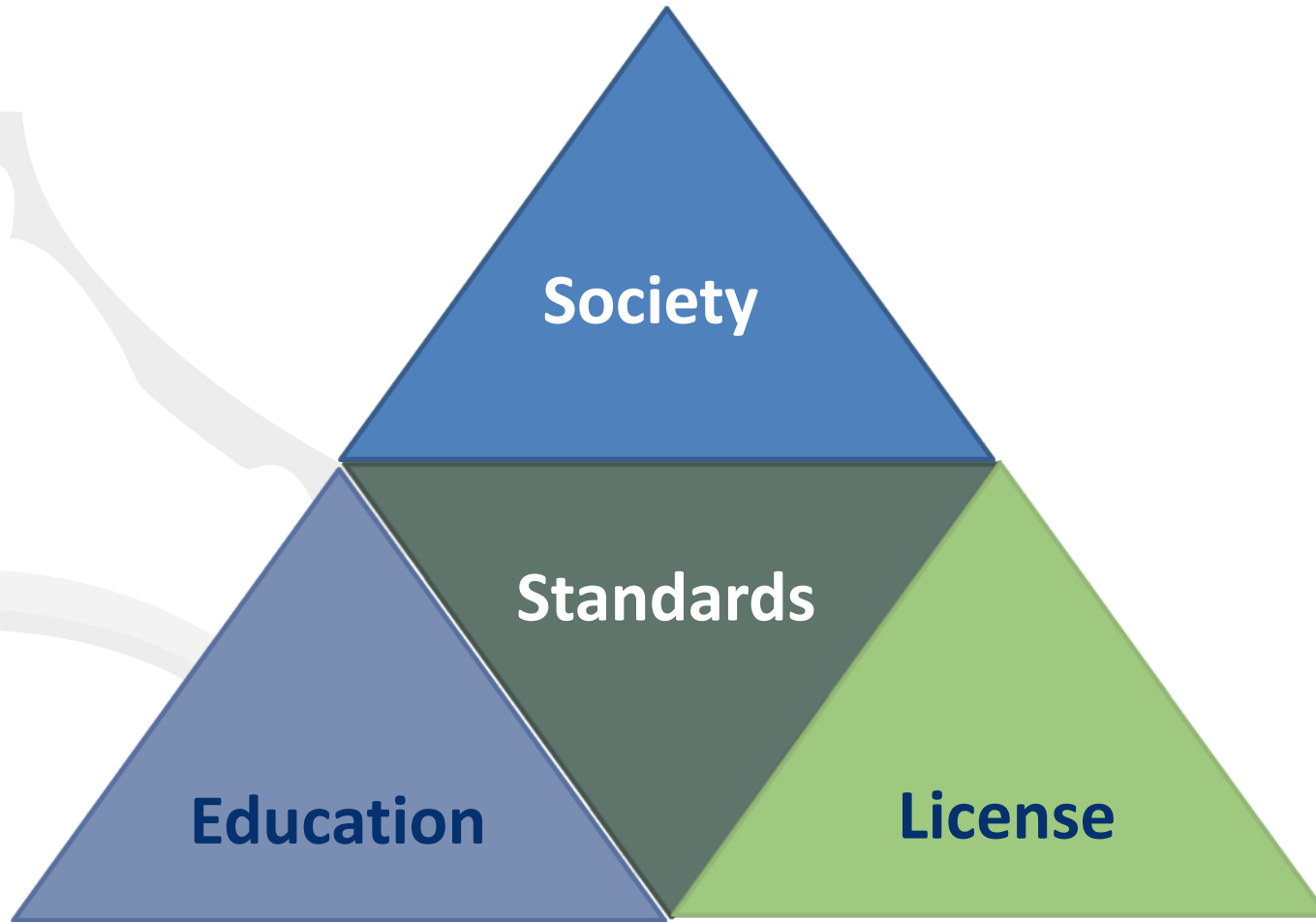
# Building Blocks of a Profession



Formal Structures that Foster:

- ✓ Knowledge Sharing
- ✓ Standards Setting
- ✓ Technical Tools and Resources
- ✓ Networking

# Which Building Blocks are Currently in Place for Public Procurement?



# Which Building Blocks are Currently in Place for Public Procurement?



## Education

	College Curriculum	Research	Internship
Medical	✓	✓	✓
Legal	✓	✓	✓
Divinity	✓	✓	✓
Teaching	✓	✓	✓
Design (A&E)	✓	✓	✓
Public Procurement	In Process	In Process	





# Which Building Blocks are Currently in Place for Public Procurement?



**License**

	Gatekeeping Requisite	BOK Examination
Medical	✓	✓
Legal	✓	✓
Divinity	✓	✓
Teaching	✓	✓
Design (A&E)	✓	✓
Public Procurement		✓

# Which Building Blocks are Currently in Place for Public Procurement?

**Standards**

	Norms/ Behaviors	Regulations/ Code	Accepted Principles
Medical	✓	✓	✓
Legal	✓	✓	✓
Divinity	✓	✓	✓
Teaching	✓	✓	✓
Design (A&E)	✓	✓	✓
Public Procurement	In Process	In Process	In Process



# Which Building Blocks are Currently in Place for Public Procurement?

**Society**

	Knowledge Sharing	Networks	Resources	Standards
Medical	✓	✓	✓	✓
Legal	✓	✓	✓	✓
Divinity	✓	✓	✓	✓
Teaching	✓	✓	✓	✓
Design (A&E)	✓	✓	✓	✓
Public Procurement	✓	✓	✓	In Process



# 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**

# Our Score Card

- ✓ 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)*



# Our Score Card

## ✓ 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*



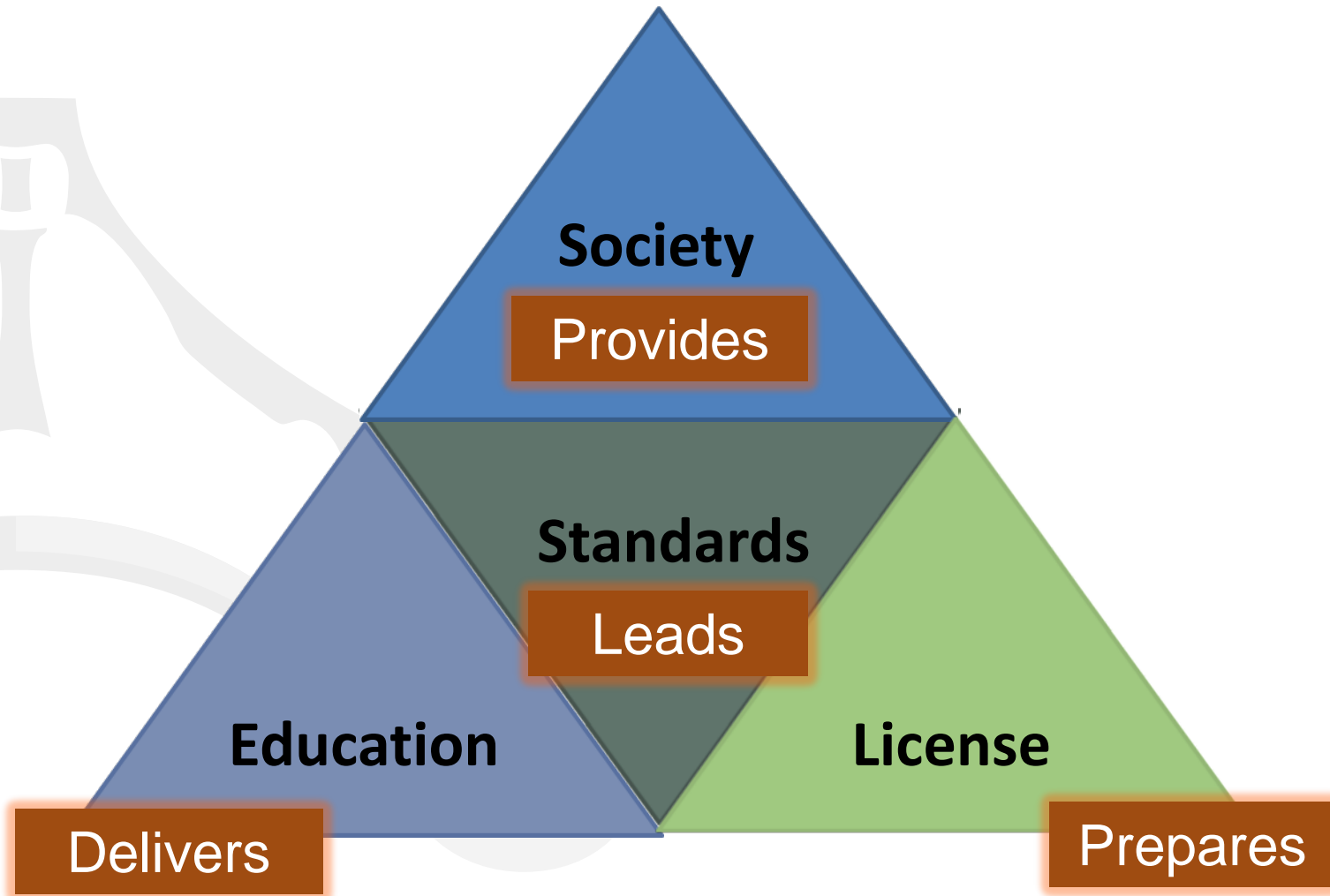
# Our Score Card

- ✓ 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

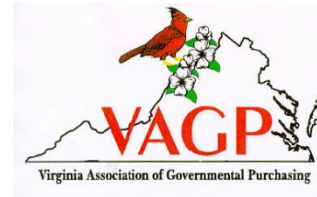


# Delivering Education...

## 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

**Education**



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# Delivering Education...

## Delivering Education and Learning through NIGP Online Learning Offerings

ONLINE COURSE OPTIONS		
<b>INTERACTIVE* 24 CONTACT HOURS</b>	<b>INTERACTIVE* 16 CONTACT HOURS</b>	<b>INDEPENDENT LEARNING 1-8 CONTACT HOURS</b>
Collaborate with your group on your schedule	Collaborate with your group on your schedule	Learning at your pace, on your time
8 weeks	6 weeks	30, 60, or 90 days to complete
Discussions on your schedule	Discussions on your schedule	No collaboration
	Added Discussion during weekly Online Live Learning Event (OLLE)	No discussion

**Education**



# 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

**Education**



# Delivering Education...

## Delivering Education and Learning through the Annual Forum and Products Exposition

**Learning, Knowledge Sharing, and Conversations**

**August 1-5, 2015 \* Kansas City, MO**

**Education**



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# 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



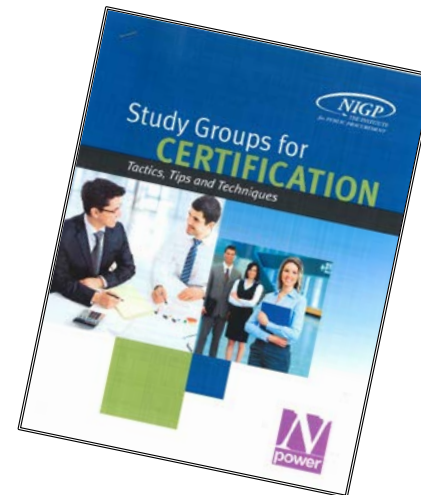
**License**



# 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

**License**

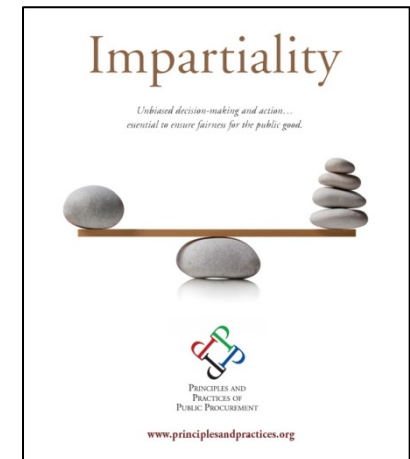
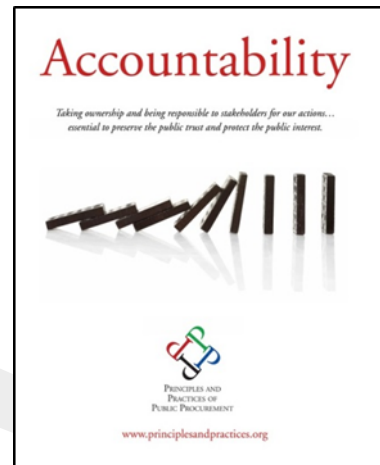


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# Leading Standards...

## In Establishing Values and Guiding Principles

Accountability  
Ethics  
Impartiality  
Professionalism  
Service  
Transparency

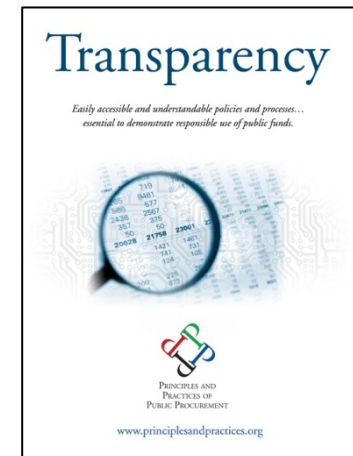
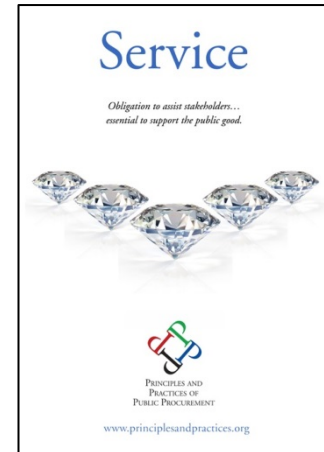
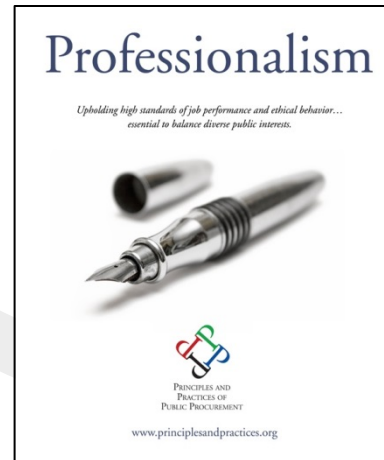


Lead

# 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

Lead



# Leading Standards...

## In Establishing Standards of Practice:

2 Additional Practices Currently Under Review:

- ✓ The Place of Procurement within the Public Organization
- ✓ Supplier Databases

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# Leading Standards...

Public Procurement Practice  
**PERFORMANCE MEASUREMENT**

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

**Definition**  
Performance measurement is the process by which procurement establishes criteria, based on strategic planning goals, for determining the results and quality of its activities. It involves creating a simple, effective system for determining whether procurement is meeting its objectives.

**Element 1.1: Methods Used in Performance Measurement**  
Methods used to measure performance should be designed to motivate staff at all levels to contribute to organizational improvement.<sup>1</sup> The following are examples of methods that may be used to measure procurement performance:<sup>2</sup>

- Performance reviews to share performance measures and progress areas for improvement.
- Regular staff meetings to share performance measures and progress.
- Benchmarking.
- Performance indicators (See *Standard of Practice: Performance Metrics*).
- Performance targets (See *Standards of Practice: Performance Metrics*).
- Quality management tools (i.e. checklists, progress charts, graphs).

**Element 1.2: Planning Performance Measures**  
In order for procurement managers to know "what" they are measuring, accurate planning must be completed before the process of developing the performance metrics. (See *Standards: Strategic Planning and Performance Metrics*). To accomplish this:

- Obtain input from key stakeholders (those to whom performance will be reported).
- Ensure that measures are simple and relevant to the intended audience (e.g. public, stakeholders, elected officials).
- Ensure that measures are specific, consistently applied, and within the control of the procurement function.
- Identify any dependencies among other functions or departments that will be related to the measures.
- Define a specific time period for reporting measures that is directly related to the attainment of goals and objectives in the strategic plan (e.g. 6 months, 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 objective and goals.<sup>3</sup> (See *Element 1.3: Levels to be Assessed Using Performance Metrics and Element 1.4: Areas to be Assessed Using Performance Measurement*).

**PRINCIPLES AND PRACTICES OF PUBLIC PROCUREMENT**

**Performance Measurement**



NIGP Website: Resource Center

[Principlesandpractices.org](http://Principlesandpractices.org)



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# 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

Lead



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# 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)

**Provide**

# 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)

**Provide**

# 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

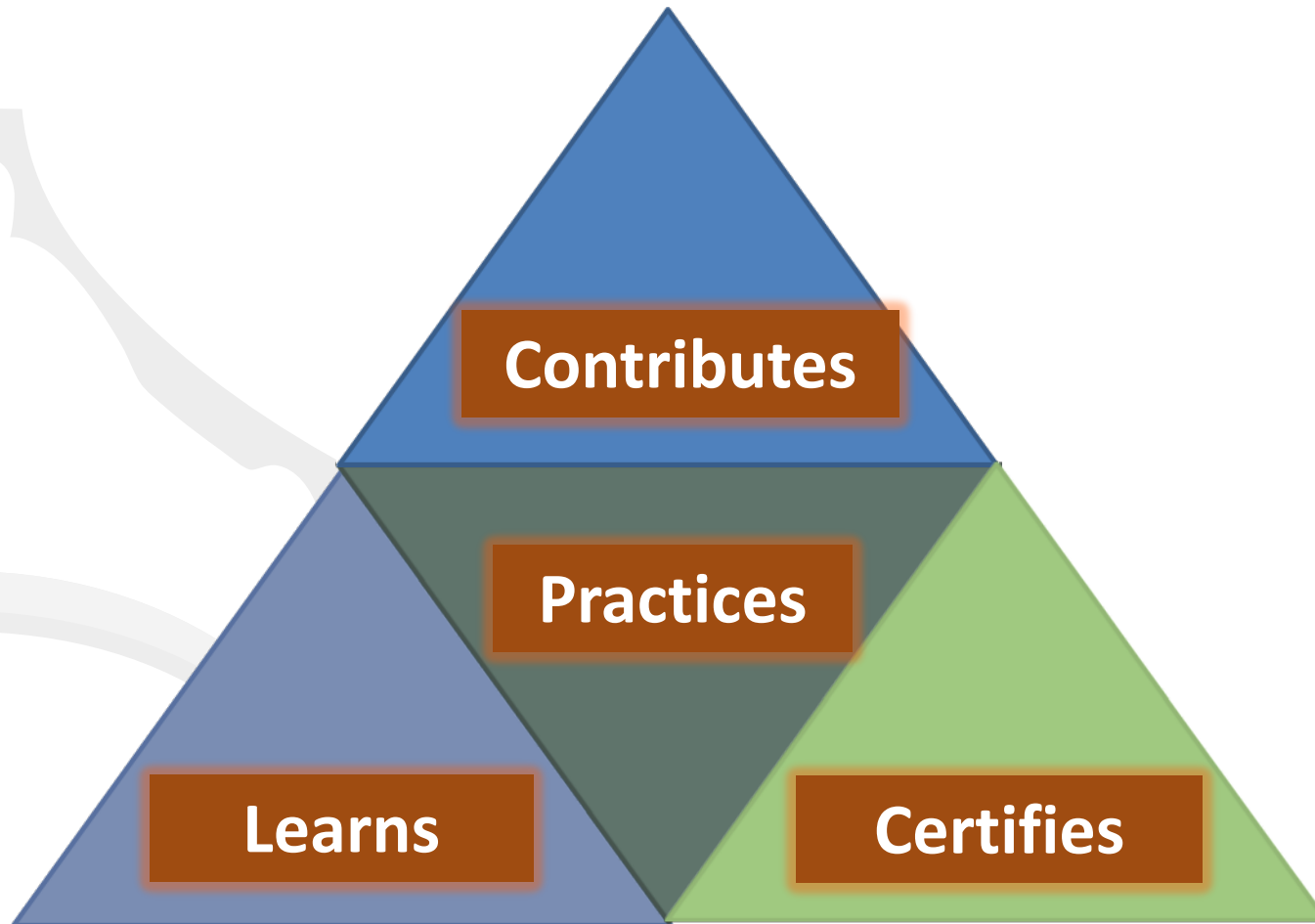
From Vocation...to Career

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



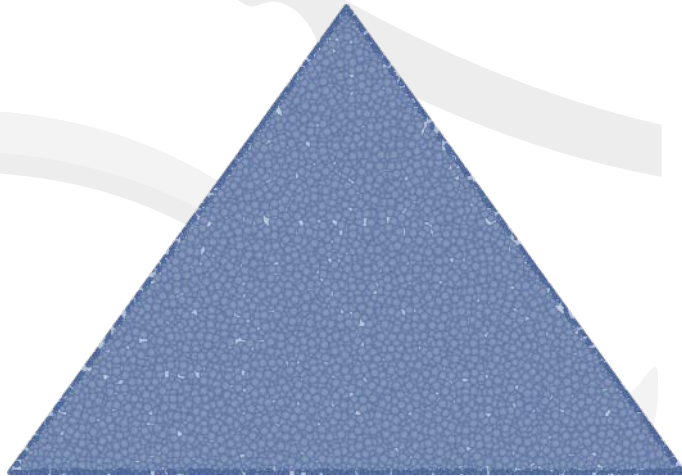


# Do You Invest as a Professional?



# Investing...

Profession: Formal, Continuous Education  
Association: Delivers  
**Professional: Learns**



# Investing Through Learning...

*Learning is a Life-Long Journey*

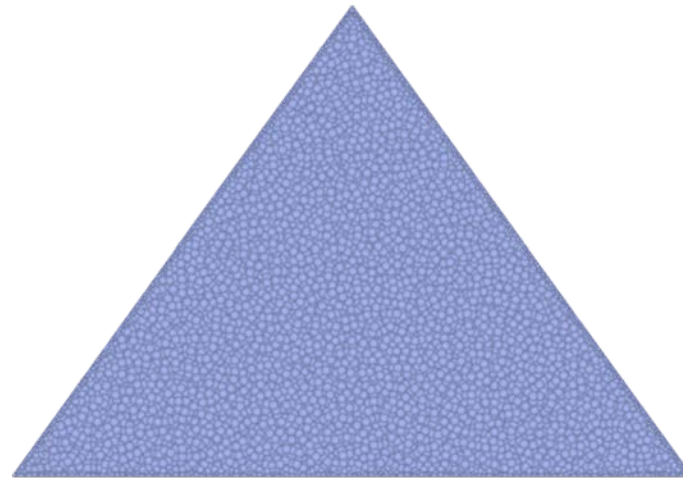
- ✓ Participate a Face-to-Face Class
- ✓ Participate in an Online Class or Webinar
- ✓ Attend a Conference
- ✓ Read a Text on Public Procurement Practices
- ✓ Contribute an Article/Case Study on Public Procurement
- ✓ Serve as a Conference Presenter or Discussion Leader

# Investing...

Profession: Licensure and Certification

Association: Prepares

**Professional: Certifies**

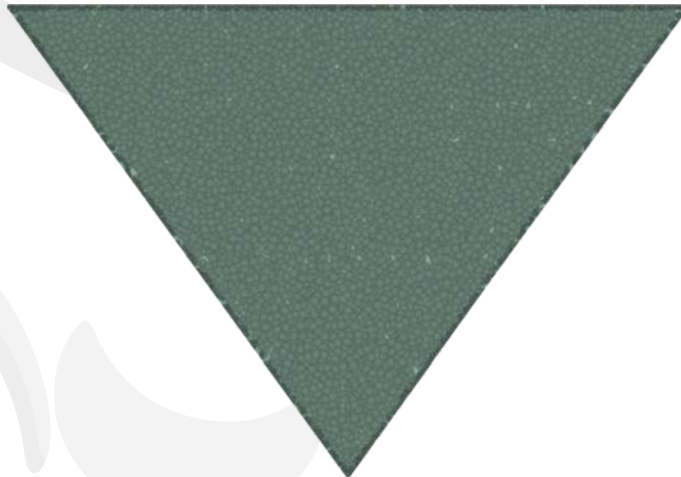


# Investing through Licensure...

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

# Investing...

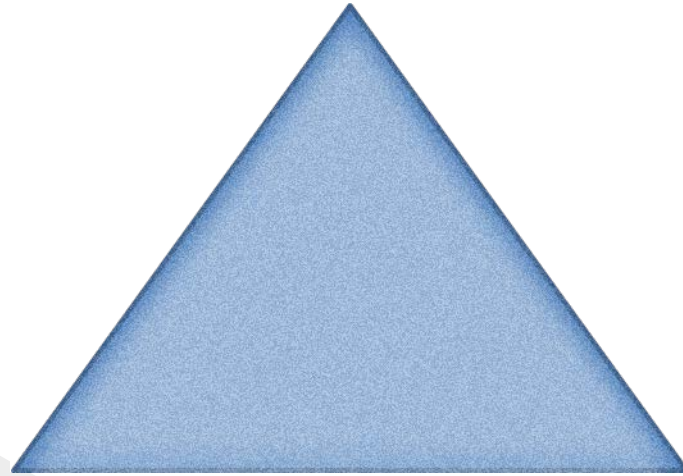
Profession: Standards  
Association: Leads  
Professional: Practices



# 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

# Why Care? Invest In Yourself

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*



# Is Public Procurement a Profession?

Rick Grimm CPPO, CPPB

Chief Executive

NIGP: The Institute for Public Procurement

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