

25th Biennial Forum of Government Auditors: Innovative Strategies for a Future-Ready Workforce



Attracting Highly Qualified Candidates

- Focus on mission, core values & people values
- Outreach to colleges & universities
- Leverage volunteer cadre of recruiters to connect
- Hear from employees in their own words
- Differentiate on work-life balance


Who We Are: The Government Watchdog

GAO is an **independent, nonpartisan agency** that advises Congress about ways to make government more efficient, effective, ethical, equitable, and responsive.



When we talk, others listen

- We work at the request of Congressional committees or as statutorily required
- We usually testify around 100 times per year at Congressional hearings and make hundreds of recommendations a year.
- In FY 2024, our work yielded \$67.5 billion in financial benefits



MS. NGUYEN

Recommendations for Executive Action

In order to provide DOD decision makers with comprehensive information on the vulnerabilities of its facilities to the potential impacts of climate change on its missions, we recommend that the Secretary of Defense direct the Senior Sustainability Officer and Climate Change Adaptation Working Group to—through the Assessment Group—develop a project plan and milestones for completing DOD's screening-level vulnerability assessment and direct the services to—in coordination with the Assessment Group—develop plans and milestones that describe how they intend to use the data collected through the assessment in support of climate change adaptation planning.

In order to facilitate the efforts of installation planners to efficiently implement the requirements of the Unified Facilities Criteria and DOD Instruction 4715.03, we recommend that the Secretary of Defense—in conjunction with the Secretaries of the military departments—provide further direction and information that clarifies the planning actions that should be taken to account for climate change in installation Master Plans and Integrated Natural Resource Management Plans. At a minimum, further direction could include definitions of key terms, such as the definition of "climate change" recently included in DOD Manual 4715.03; further information about changes in applicable building codes and design standards that account for potential climate change impacts; and further information about potential projected impacts of climate change for individual installations.

In order to improve the military services' ability to make facility investment decisions in accordance with DOD's strategic direction to include climate change adaptation considerations and additionally, to demonstrate an emphasis on proposing projects with an action component to installation planners, we recommend that the Secretary of Defense direct the Secretaries of the military departments to clarify instructions associated with the processes used to compare potential military construction projects for approval and funding so that, at a minimum, climate change adaptation is considered as a project component that may be needed to address potential climate change impacts on infrastructure.

Develop project plan for screening and milestones
✓ DOD concurred

Clarify planning for climate change adaptation
✓ DOD concurred

Clarify instructions for comparing potential projects
✓ DOD concurred

Core Values & People Values



We strive to be a world-class organization

- Strive to create a work environment where all employees are valued, respected, treated fairly, and given opportunities to develop to their full potential
- Ranked first among mid-sized agencies for support of diversity, equity, and inclusion in the workplace
- Encourage work/life balance with flexible schedules, robust telework opportunities, and workplace amenities
- Support and recognize employees' involvement in community service



✓ Onsite
childcare



✓ Flexible
schedule



✓ Onsite
gym



✓ Work
remotely



✓ Reasonable
accommodation

Our employees are major drivers of diversity, equity, and inclusion efforts

Each mission team has a diversity, equity, and inclusion committee, and we have over a dozen agency-wide employee organizations, including:

- Advisory Council for People with Disabilities
- Asian American Liaison Group
- Attorney Advisory Board
- Blacks In Government
- Diversity Advisory Council
- Employee Advisory Council
- Federally Employed Women
- GAO LGBTQA Employee Association
- Gender Identity Inclusion Group
- Hispanic Liaison Group
- Veterans of the Armed Forces
- Women's Liaison Group



Our work takes us everywhere

Our work is carried out by 15 “mission teams,” covering all federal programs and activities:

Applied Research and Methods	Homeland Security & Justice
Contracting and National Security Acquisitions	Information Technology and Cybersecurity
Defense Capabilities and Management	International Affairs and Trade
Education, Workforce, and Income Security	Natural Resources and Environment
Financial Management and Assurance	Physical Infrastructure
Financial Markets and Community Investment	Science, Technology, Assessment, and Analytics
Forensic Audits and Investigative Service	Strategic Issues
Health Care	



GAO staff visiting the St. Thomas
Old Bank Building

Our operations/staff offices provide critical support to our mission

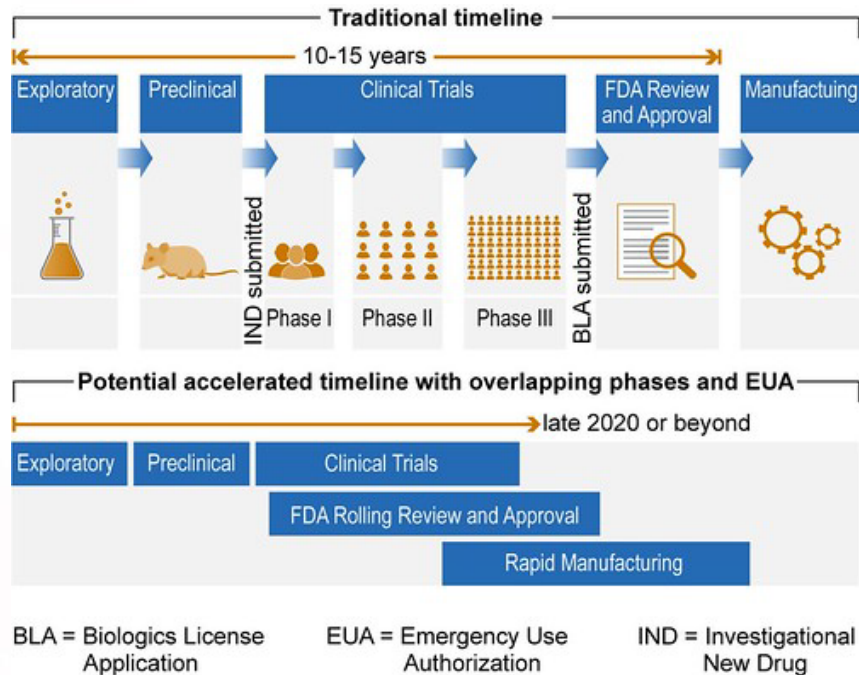
These offices ensure that we sustain high-quality, timely service to the Congress while also implementing leading practices in our internal operations.



Operations Offices	Staff Offices
Field Operations	Audit Policy and Quality Assurance
Financial Management and Budget Office	Congressional Relations
Human Capital Office	Continuous Process Improvement
Infrastructure Operations	Diversity, Equity, Inclusion, and Accessibility
Information Systems and Technology Services	Office of Opportunity & Inclusiveness
Learning Center	Office of Public Affairs
Professional Development Program	Strategic Planning and External Liaison

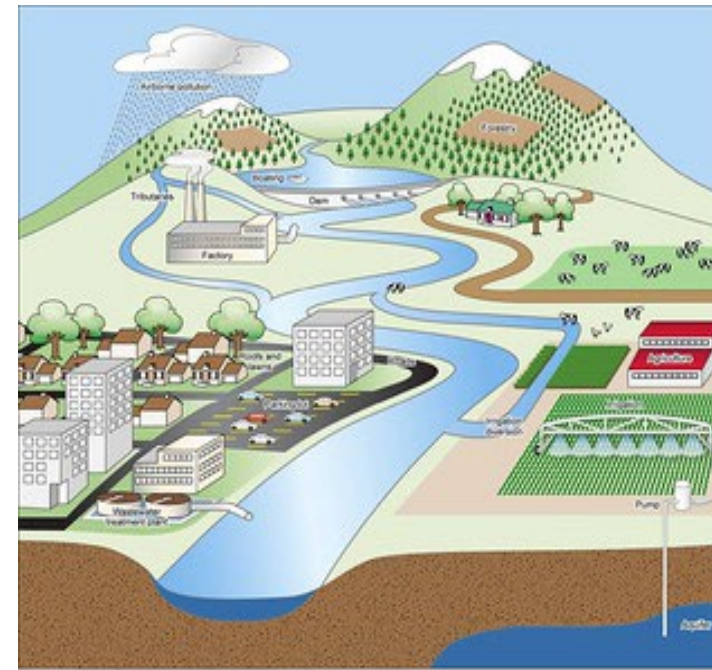
Our work covers a broad range of issues

Health Issues-Vaccine Development



Source: GAO analysis of GAO-20-215SP, FDA, HHS, and Pharmaceutical Research and Manufacturers of America (PhRMA) documentation. | GAO-20-583SP

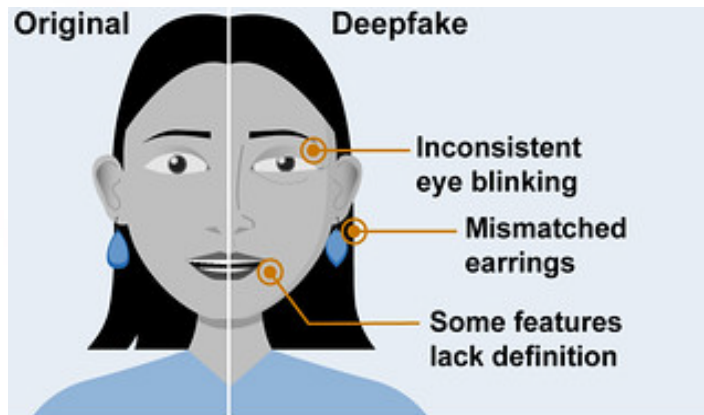
Environmental Issues-Sources of Nutrient Pollution



Source: GAO. | GAO-18-36

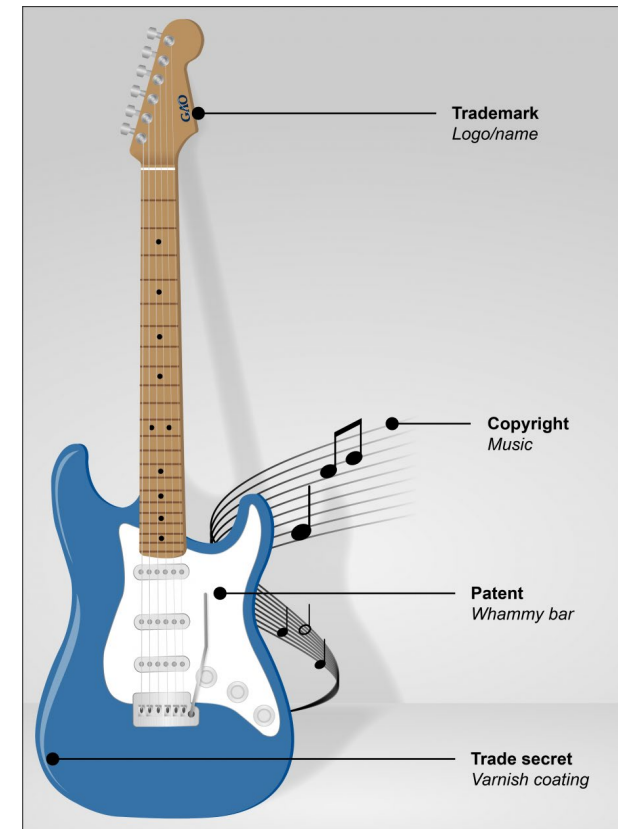
Our work covers a broad range of issues

Cyber Security-Deep Fake Photos



Source: GAO; conceived from DARPA image at <https://www.darpa.mil/news-events/2019-09-03a>. | GAO-20-379SP

Examples of Intellectual Property Rights Contained in a Guitar



Source: GAO. | GAO-20-556

We seek a variety of disciplines and backgrounds to fill many types of positions

- Disciplines include: public administration, accounting, information technology, cybersecurity, science, engineering, economics, data analytics, law, procurement, human capital, etc.
- We hire:
 - Undergraduate interns
 - Graduate interns
 - Entry/mid-level hires
 - Student volunteers



» Summer interns at GAO headquarters

Key competencies & skills

- Teamwork and collaboration
- Critical thinking and evaluation
 - Research skills
 - Data collection and analysis
- Written communications
- Oral communications
- Workload management
- Curiosity!



Seattle Field Office Staff

Our Internship Program

- Requires applicants to be enrolled in undergraduate or graduate programs
- Occurs during summer, fall and spring
- Requires working 10 to 16 weeks (between 400 and 640 hours)
- Allows for possible conversion to permanent employment



GAO staff in Kuwait.

Our Professional Development Program (PDP)

Offers:

- Individualized performance coaching and assistance
- Three different job assignments across GAO during a 2-year period
- Performance assessment and opportunities for pay increases/bonuses every 6 months



GAO staff conducting border control fieldwork with agency officials

USAJOBS Application Tips

- Sign up for a USAJOBS account AND automatic job alerts
- Allow sufficient time to prepare application and respond to assessment questions
- However, announcements often close EARLY so don't delay!
- Read job announcement carefully – lots of helpful information
- Begin working on your federal resume now!
- Upload AND submit ALL required documents, such as transcripts and proof of enrollment
- Draft/save responses in a separate file, and then copy/paste responses into application boxes

Considering a Career in Public Service?

- **If you are a U.S. citizen and want to:**
 - ☒ Work for one of the world's leading accountability organizations,
 - ☒ Make a difference for our country and fellow citizens every day, or
 - ☒ Be in an organization that will help you grow professionally

***Then GAO may be
the place for you!***



Public Affairs Wizardry

Our employees are great recruiters!

Check out what it's like to work at GAO,
in their words at
www.gao.gov/about/careers



US Government Accountability Office

66,628 followers

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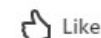
What's more fun than dressing up as a GAO auditor for Halloween? Working for GAO in real life!

Learn more about careers at GAO: <https://lnkd.in/eEjzKFz3>



Thomas Costa and 298 others

3 comments • 23 reposts



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Comment



Repost



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