

FDA U.S. Food & Drug Administration

Human Capital and Recruitment Support

Project Background and Client Challenge:

When the FDA’s Center for Drug Evaluation and Research (CDER) Office of Strategic Programs and Office of Business Informatics (OBI) needed help finding the right people to add to its staff, it chose A P Ventures (APV). CDER awarded a prime contract to APV for its expertise in strategic sourcing, outreach, coaching on applying to USAJobs.com, and recruitment of top talent for CDER/OSP/OBI. New statutory requirements, with their demanding deadlines and goals, mean an increased need for highly skilled professionals, and APV is the right company to help fulfill this need.

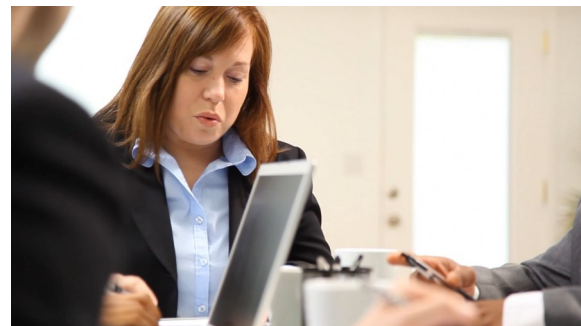
APV Solution/APV Results:

- APV implemented its proprietary Applicant Tracking System, which now has more than 300 applicants with the right blend of technical, leadership, and communication skills needed to be successful in OBI.
- APV established a talent pipeline by crowdsourcing for highly qualified candidates that meet educational and experience criteria for business informatics and business intelligence fields.
- APV supplies OBI hiring managers with real-time data on talent pipeline for various categories of positions such as Innovation Fellowships, the ORISE program, and USAJOBS open-vacancy announcements.
- APV provides short-listed candidates with a full range of assistance in meeting government hiring requirements from help with writing resumes and applying through USAJOBS.com to coaching.
- APV successfully markets OBI as an outstanding career choice by staffing numerous recruitment fairs, establishing strategic partnership with premiere educational institutions, and marketing on social media sites to promote FDA careers.
- APV scripted and videotaped OBI personnel and created a short video that captures and promotes the unique culture at OBI.

The screenshot shows the 'Job Orders: Home' page of the FDA Applicant Tracking System. It features a table with columns for ID, Title, Company, Type, Status, and Created. The table lists several job orders, including 'Records and Information Management Specialist OS 10', 'Crisis Intern Options', 'Operations Research Analyst OS-1515-13', 'Operations Research Analyst OS-1515-11', 'Operations Research Analyst OS 9', 'Business Informatics Specialist', 'Business Informatics manager', and 'Computer Scientist'.

ID	Title	Company	Type	Status	Created
13	Records and Information Management Specialist OS 10	Internal Postings	C	Active	12-19-17
11	Crisis Intern Options	Internal Postings	C	Active	08-29-17
10	Operations Research Analyst OS-1515-13	Internal Postings	H	Active	09-14-17
9	Operations Research Analyst OS-1515-11	Internal Postings	H	Active	09-14-17
8	Operations Research Analyst OS 9	Internal Postings	H	Active	09-14-17
6	Business Informatics Specialist	Internal Postings	H	Active	06-30-17
5	Business Informatics manager	Internal Postings	H	Onhold	06-23-17
1	Computer Scientist	Internal Postings	H	Onhold	06-16-17

FDA Applicant Tracking System created by APV



Recruiting top talent to support the growing needs of CDER/OSP/OBI



An APV-created promotional video helps attract top talent