DECISION LENS

USDA Improves Candidate Selection with Decision Lens

THE ORGANIZATION

USDAs PPQ is a division of APHIS. The program is responsible for securing U.S. agriculture and natural resources against the entry and spread of economically and environmentally significant pests. They also facilitate the safe trade of agricultural products. Maintaining a strong cadre of leaders is critical to the overall success of the mission. The organization's Advanced Leadership Development Program (ALDP) uses a competitive process to select employees for inclusion. The program targets GS12 - GS14 employees with supervisory and managerial experience.

THE PROBLEM

MANUAL PROCESS. Due to the response rate of the popular program, managing the amount of applications created administrative burden using the established standard process. The agency needed a more efficient approach for managing their ALDP application review and candidate selection process. They needed a streamlined and repeatable process for identifying, evaluating and selecting qualified candidates.

THE SOLUTION

AUTOMATION. APHIS PPQ was able to automate their process. They used Decision Lens to create a "one-stop-shop" experience for their evaluation panel members where they could obtain the necessary information required for the process, as well as rate the candidates online and submit feedback. They were able to replicate their existing evaluation metrics in the system with minimal modifications.

THE RESULTS

METHODIZE. Decision Lens streamlined the ALDP review and evaluation process. This allowed the organization to allocate their staff resources more efficiently. They were able to focus their head space in different directions, such as honing the application process, securing more qualified applicants, and diversifying advertising efforts to increase awareness of the program. Additionally, all reviewers stated they would rate applications again because of the ease of using Decision Lens, increasing their ability to retain panel members from one cycle to the next.