BLM Experienced Services Program (ESP)
Current Situation

High level of retirements over the past 5 to 10 years

BLM personnel aged 50+

Source: OPM Fedscope 2018

More on the horizon
## Experienced Services Programs

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<tr>
<th>Year</th>
<th>Public Law</th>
<th>Agency</th>
<th>President</th>
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<td>1965</td>
<td>Public Law 89-73</td>
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<td>President Johnson</td>
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<td>1984</td>
<td>Public Law 98-313</td>
<td>EPA</td>
<td>President Reagan</td>
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<td>SEE Program</td>
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<td>2008</td>
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<td>USDA – NRCS</td>
<td>President G.W. Bush</td>
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<td>ACES Program</td>
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<td>2014</td>
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<td>ACES Program</td>
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<td>2018</td>
<td>Public Law 115-141</td>
<td>DOI</td>
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<td>Public Law 115-334</td>
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DEPARTMENT OF THE INTERIOR EXPERIENCED SERVICES PROGRAM

SEC. 113. (a) Notwithstanding any other provision of law relating to Federal grants and cooperative agreements, the Secretary of the Interior is authorized to make grants to, or enter into cooperative agreements with, private nonprofit organizations designated by the Secretary of Labor under title V of the Older Americans Act of 1965 to utilize the talents of older Americans in programs authorized by other provisions of law administered by the Secretary and consistent with such provisions of law.

(b) Prior to awarding any grant or agreement under subsection (a), the Secretary shall ensure that the agreement would not—

(1) result in the displacement of individuals currently employed by the Department, including partial displacement through reduction of non-overtime hours, wages, or employment benefits;

(2) result in the use of an individual under the Department of the Interior Experienced Services Program for a job or function in a case in which a Federal employee is in a layoff status from the same or substantially equivalent job within the Department; or

(3) affect existing contracts for services.
What is BLM ESP?

A key part of the BLM Program of Work Toolbox:

• Federal Workforce
• Contracts
• Partnerships
• Volunteers
• ESP

What BLM ESP is not:

A replacement for the career Federal Workforce.
BLM ESP - Enrollees

• Experienced Workers Age 55+
• Fill critical needs to meet Secretarial and Bureau priorities
• Meet scarce skill needs
• Federal, State, Local, Private Sector Retirees
• Non-supervisory
• Full or part-time
  ▪ Special Projects
  ▪ Backlog needs
  ▪ Workload surges
  ▪ Workforce planning
• Training and/or mentoring
BLM ESP Master Agreement

• Three-year, $5 million cooperative agreement with NOWCC
• $300,000 pilot authorized (FY18$); nine enrollees placed
• Second round of hiring (FY19$); ~30 new positions
• Next round of hiring – early FY20
• Draft Standard Operating Procedures (SOP) developed; on BLM internal SharePoint site
## BLM ESP – BLM and NOWCC Partnership

### Substantial involvement between BLM and NOWCC

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<tr>
<th><strong>BLM</strong></th>
<th><strong>NOWCC</strong></th>
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| Complete statement of work, PD and cost estimate worksheet (budget)  
Interview applicants  
Select candidate  
Provide day-to-day oversight | Review and confirm PD  
Post vacancies and conduct recruitment  
Screen applicants  
Identify qualified applicants  
Make offer  
Enroll, orient & onboard  
Pay & support  
Provide HR assistance |
| **Shared** |          |
| Complete reference checks | }
ESP Implementation Team

**National ESP Core Team**
(AD-200, AD-400, SD AZ, Division Chief 220, HR, GMO)
Sets BLM ESP goals in consultation with the Director

**National ESP Program Officer**
- POC for State Offices, Centers, and NOWCC
- Oversees Master Agreement
- Monitors overall progress of ESP

**State and Center Directors**
- Appoint ESP Program Officers for respective area
- Certify ESP positions do not displace Federal employees or impact service contracts

**ESP Program Officers**
- Identify/confirm funding and ESP placement
- Helps with task agreements
- Supports ESP Technical Advisors and NOWCC
ESP Implementation Team

Grants and Agreements Specialists

• Work collaboratively with ESP Program Officers and Technical Advisors to ensure all task agreements and award packages are properly constructed and executed
• Conduct official closeout of the instrument at the completion of the project

ESP Technical Advisors

• Collaborate with ESP Program Officer to identify funding and placement opportunities
• On board, assign and oversee the daily tasks or assignments of enrollees
• Works with NOWCC to address performance and/or discipline
BLM ESP Overview

NOWCC – 501c3 National Nonprofit

• Recruit candidates for program based on skills and experience described in position descriptions

• Screen and refer candidates for placement to ESP Technical Advisors

• Give enrollees orientation covering benefits and pay processes (per Enrollee Handbook)

• Bill BLM for appropriate costs

• Arrange enrollee training and travel (as needed)
ESP Enrollees

- Not federal employees; receive liability coverage
- Individuals at least 55 years of age
- Work on projects, training, and mentoring BLM employees
- Receive hourly wages based on qualification level
BLM ESP Overview – Qualification Levels

**Level 1**
- **Minimum experience:** 5 relevant years of on the job experience.
- **Degree of oversight/training required:** moderate guidance, some duties carried out with limited oversight, limited training necessary.
- **Examples:** Range Aid; Natural Resource Specialist (DO/FO level)
- **Salary:** $15.00 to $24.99

**Level 2**
- **Minimum experience:** 10 relevant years of on the job experience.
- **Degree of oversight/training required:** limited/minimum oversight required, limited/minimum training.
- **Examples:** Engineering Technician; Forester (DO/FO level)
- **Salary:** $25.00 to $34.99

**Level 3**
- **Minimum experience:** 15 relevant years of on the job experience.
- **Degree of oversight/training required:** Minimal guidance and little oversight in assigned areas of responsibility and related areas.
- **Examples:** Realty Specialist; Hydrologist/Water Rights Specialist (SO/DO level)
- **Salary:** $35.00 to $49.99

**Level 4**
- **Minimum experience:** 20 relevant years of on the job experience.
- **Degree of oversight/training required:** very little oversight.
- **Examples:** National Planning and Environmental Specialist (National or SO level)
- **Salary:** $50.00 to $80.00

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**$15.00 to $24.99**

**$25.00 to $34.99**

**$35.00 to $49.99**

**$50.00 to $80.00**
BLM ESP
1st Enrollee
Jeff Holdren,
Senior Realty Specialist
Please contact the WO or your Lakewood Team!

BLM ESP
Further Questions?

Beth Stover, NOWCC
(303) 238-0497
bstover@nowcc.org

Nikki Haskett, AD-400
(202) 219-3180
nhaskett@blm.gov

Cory Kilgore, BLM
National ESP Program Officer
(303) 236-9427
ckilgore@blm.gov

Dwight Fielder,
NOWCC
(541) 219-1825
dwight.fielder@yahoo.com
THANK YOU.