

common GROUND

Vol. 3 Issue 1, Oct. 2005

A F E D E R A L S E C T O R E M P L O Y E E R E S O U R C E

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Retaining Well-Qualified Employees



In a perfect world, CSC contracts would never lapse. In the real world, they sometimes do, and CSC jobs can be jeopardized. That's where CSC's Reassignment Services (RS) comes in.

RS has one mission: to keep well-qualified employees at CSC. RS specialists help match CSC job seekers with CSC hiring managers, serving as an employee's coach and advocate during a job search.

Maximizing Your Human Capital

"CSC is a world-class systems integrator, consulting partner, and outsourcer," says **Mark Milleker**, vice president of human resources for CSC's Civil Group. "At other companies, employees come and go regularly. At CSC, we go out of our way to find our employees new opportunities. We do it because they're qualified and because it makes good business sense."

RS specialist **Matthew Zender** concurs. "CSC invests time and training in its employees," Matthew says,

"and those employees dedicate themselves to serving CSC. We don't want to lose good people just because a contract has been lost."

With that goal in mind, RS helps employees with their internal job searches from start to finish. That includes:

- Helping employees refresh their resumes and post them to an internal reassignment database
- Circulating the resumes to recruiters and staffing units throughout CSC
- Helping employees navigate CSC's CareerSource Web site
- Contacting hiring managers to highlight an employee's application and skills
- Offering employees interview preparation and practice

Retaining Well-Qualified Employees *Continued from page 1*

Serving Those Who Serve

Civil Group employee **Don Chiri** was in Kuwait as a member of the Army Reserves when he heard that his CSC contract, PrISMs, had not been re-upped. He quickly got in touch with RS.

“RS was outstanding,” Don says. “They helped get my resume out to hiring managers while I was still in the field. Shortly after my tour of duty ended, I had several interviews lined up.”

Don interviewed with CSC managers from Connecticut to Texas, finally accepting a new position with CSC’s Technology Management Group (TMG) on the Providian account.

Showing Loyalty for Loyalty Shown

Keeping employees like Don is what motivates Mark and his team. “In our line of work, contracts come and go,” says Mark. “But CSC is known as a company that looks out for its own. Helping hiring managers find qualified internal employees is the right thing to do.”

“We did research,” notes Matthew, “and were surprised to learn that most of CSC’s competitors don’t offer this type of program. We think it’s important because we want to show our employees the same type of loyalty they have shown us.”

Looking for a New Job Within CSC?

- **Contact RS at 877.612.2211, Option 1 (toll-free).** Ask for RS. A specialist will call you back to explain in detail how to begin your search.
- **Update and post your resume.** RS’s HR experts can help you create a strong resume that best highlights your strengths

and skills. When it’s ready, post it to the RS Database in Lotus Notes (on the VA_FC20 server). This lets CSC hiring managers know that you’re available.

- **Search for jobs on CareerSource.** If you find a job that fits, apply online.
- **Work closely with RS.** Let the RS team know each time you apply for a job. If you don’t get a timely response, RS will contact the hiring manager to spotlight your resume and check on job status if you are a qualified candidate.
- **Most importantly, be proactive.** Search CareerSource frequently and set up a Job Alert to notify you of new postings. Follow up by phone with the hiring manager on any job that you apply for. Respond to inquiries promptly and be flexible in scheduling interviews. Network actively to get the word out that you’re looking for a new position.

Finding All the Jobs

To see all open positions in CSC, you must access CareerSource via the CSC Portal.

- Log on to the Portal using your shortname and GlobalPass password.
- Click on CareerSource under the Shortcuts bar on the right side of the screen.
- Click on Search CareerSource Jobs to begin your search.

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Common Ground is published quarterly for the employees of CSC Federal Sector by the Federal Sector Employee Communications Department. Your contributions, comments, and questions are encouraged.

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