



Doing Things!

Workforce Development Work Session Presentation

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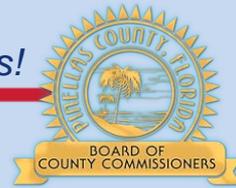
What We Do

- Conferring with leaders regarding personnel administration issues
- Developing appointing authority centric directives and procedures
- Liaison to Human Resources, the Office of Human Rights, Affirmative Action Committee, and the Diversity Inclusion Workgroup



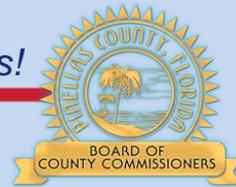
Create a Quality Workforce in a Positive, Supportive Organization

- 1.1 Recruit, select, and retain the most diverse and talented workforce
 - Coordinating senior management level recruitment and selection
 - Developing opportunities to introduce students to careers in public service
 - Ensuring pay levels are competitive with the labor market



Create a Quality Workforce in a Positive, Supportive Organization

- 1.2 Leverage, promote, and expand opportunities for workforce growth and development
 - Developing opportunities for employees to grow and advance in their careers
 - Developing a succession management plan
 - Providing opportunities for job enrichment



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- 1.3 Make workforce safety and wellness a priority
 - Exploring opportunities to integrate wellness and safety programs
 - Examine the impact of wellness initiatives on productivity and employee wellbeing
 - Measure and monitor employee participation in wellness activities



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- 1.4 Maintain a fair and competitive compensation package
 - Continuously monitoring labor market trends
 - Conducting ad hoc compensation studies
 - Ensuring equity in the application of pay practices

Opportunities

- Preparing for the Workforce of Tomorrow

Doing Things:

- Partnering with local schools, community groups, and colleges to introduce students to careers in public service (1.1)
- Developing internship, externship, and co-op opportunities (1.1)
- Collaborating with departments to develop career ladders and growth tracks (1.2)
- Engaging employees as mentors and ambassadors of public service. (1.1)

Opportunities

- Diversity

Doing Things:

- Identify our diversity gaps as opportunities to enhance the makeup of our workforce (1.1)
 - Examine our diversity compared to the available workforce
 - Commitment to Diversity and Inclusion as a performance measure
 - Enhance recruitment efforts

Opportunities

- Performance Evaluation and Pay

Doing Things:

- Explore a pay for performance program for exempt staff (1.4) & (1.1)
 - Recognize and reward employees based on performance
 - Simplify the performance evaluation process
 - Beyond measure and reward - Fuel performance improvement going forward

Opportunities

- Employee Engagement

Doing Things:

- Foster a positive, supportive work environment through employee engagement (1.2) & (1.1)
 - Doing things that make a difference
 - Doing things that are challenging
 - Doing things that enable them to use their strengths
 - Know the expectations and priorities
 - Have the tools and resources they need



1.1 Key Measures

- Employee diversity compared with available workforce
- Turnover rate
- Employee tenure
- Employee engagement index

1.2 Key Measures

- Number of employees placed into developmental “Trainee” roles
- Number of positions included in Career ladders
- Ratio of internal promotions to external hires
- Employee eligibility for retirement

1.3 Key Measures

- Employee participation in wellness activities
- Total wellness incentive dollars earned by employees and their spouses
- Monitor injury and accident data provided by Risk Management and compare with national benchmarks

1.4 Key Measures

- Salary budget survey data
- Employment Cost Index (ECI)
- Salary/Market survey data
- Pay structure adjustment data

Doing Things!



Thank You