

Quarterly Workforce Planning Coordinators Meeting

Facilitated by

Erica Salinas and Danielle Metzinger,
CalHR Statewide Workforce Planning and
Recruitment Unit

Announcements

- Workforce Planning Coordinators Survey
- Statewide Recruitment webpage

Workforce Planning Coordinators Survey

- We will release the survey **this week**
- Link to the survey will be sent to our Workforce Planning Listserv

Statewide Recruitment Webpage

Check out our new Statewide Recruitment [webpage](#)

Open Discussions

Open Discussion

How does a department **centralize their workforce planning efforts** if their current workforce planning activities are decentralized and have no oversight?

Open Discussion

Tips for **implementing** a Workforce Plan?

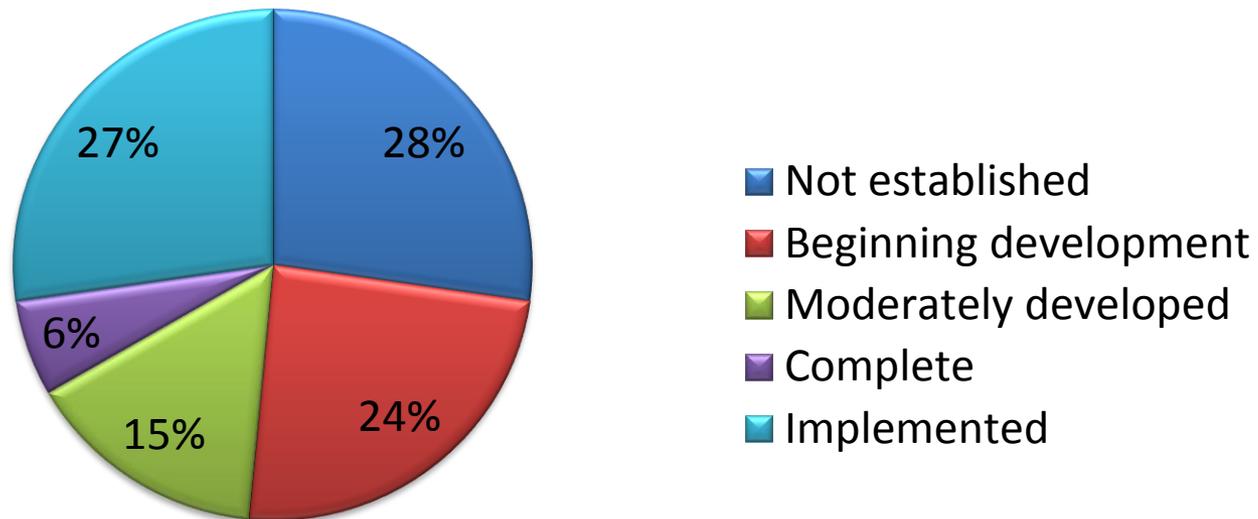
Open Discussion

How **frequently** should an organization renew a Workforce Plan?

Open Discussion

Which departments have workforce **plans in place** now?

Are those plans being **implemented**?



Open Discussion

How do you **measure success** of the workforce plan?

<u>Initiative</u> <i>How can we bridge the gap between current and future outlook?</i>	<u>Responsibility</u> <i>Who is responsible?</i>	<u>Deadline</u> <i>When will it be completed?</i>	<u>Performance Indicators</u> <i>How will we know we achieved our goal, and what will success look like?</i>
One to Two Year Initiatives			
Mentorship Program	<ul style="list-style-type: none"> • Mentorship Program Coordinator • Managers • Employees 	10/1/2014	<ul style="list-style-type: none"> • 30% manager participation by 5/1/2015 • 50% rank/file participation by 5/1/2015 • 80% participants will report positive experience by first survey collection on 10/1/2015
Three to Four Year Initiatives			

Open Discussion

- What **training topics** would be most beneficial to your department?
- Any **needs** that our unit can assist your department with?

Thank you for attending!

CalHR Statewide Workforce Planning and Recruitment Unit

wfp@calhr.ca.gov

916.322.0742

