



DOAS Human Resources Administration Division

GTA-OPB Hosted Strategy Summit

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DOAS HUMAN RESOURCES ADMINISTRATION (HRA) DIVISION

GOALS

Provide effective talent management solutions so that agencies may attract and retain talent in an efficient manner

Provide a framework of governing standards so that customers may minimize HR risks

Thinking about how your agency will deliver on its strategic plan, what are the top three business opportunities or challenges you face over the next few years?

“Recruiting and retaining qualified staff.”

“Employee salary and benefits.”

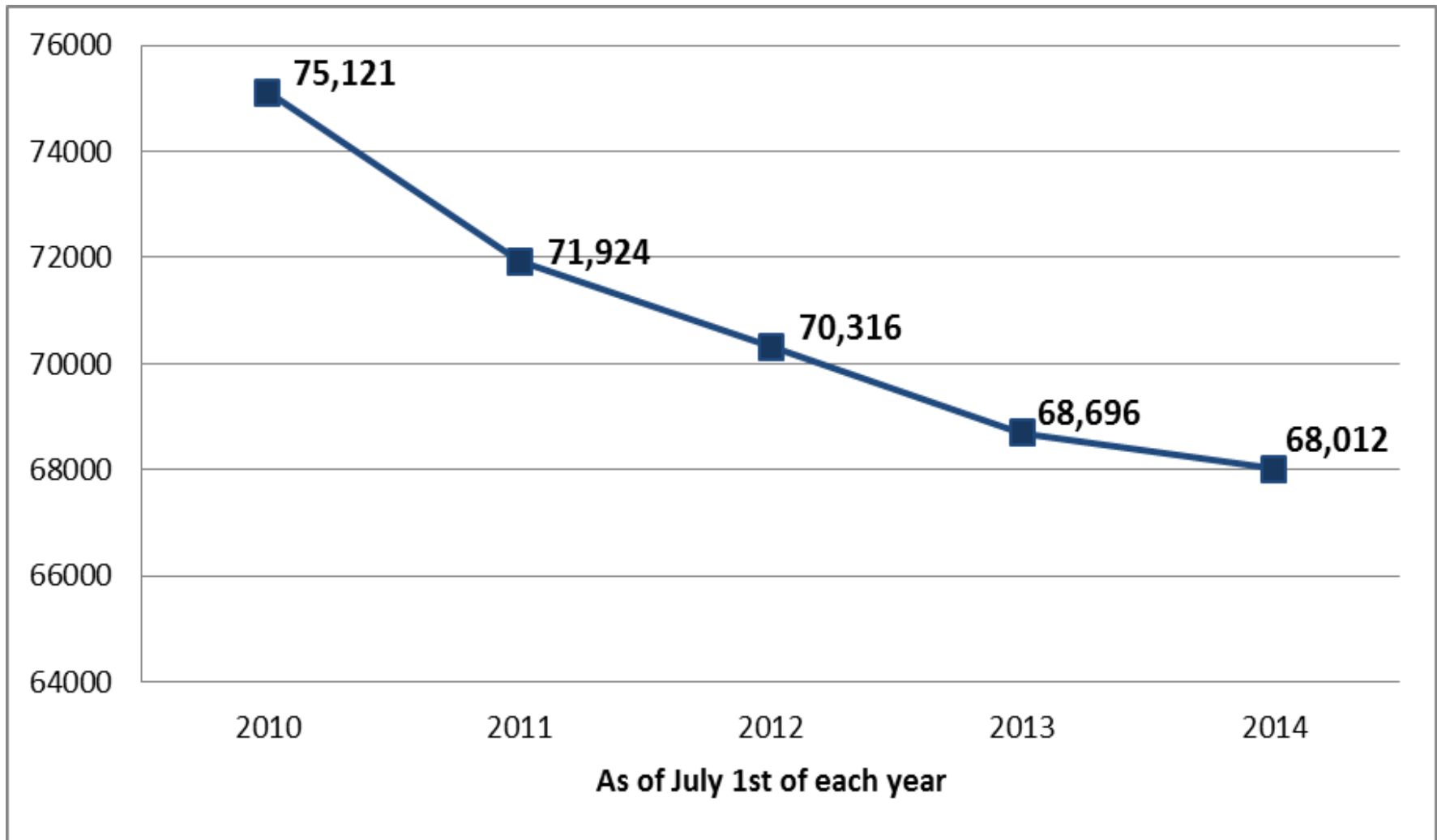
“Workforce reductions have placed a higher load on remaining staff. This could make it difficult to retain credentialed employees once the job market has improved.”

“Knowledge management and succession planning are more critical as the workforce ages and as staff size decreases.”

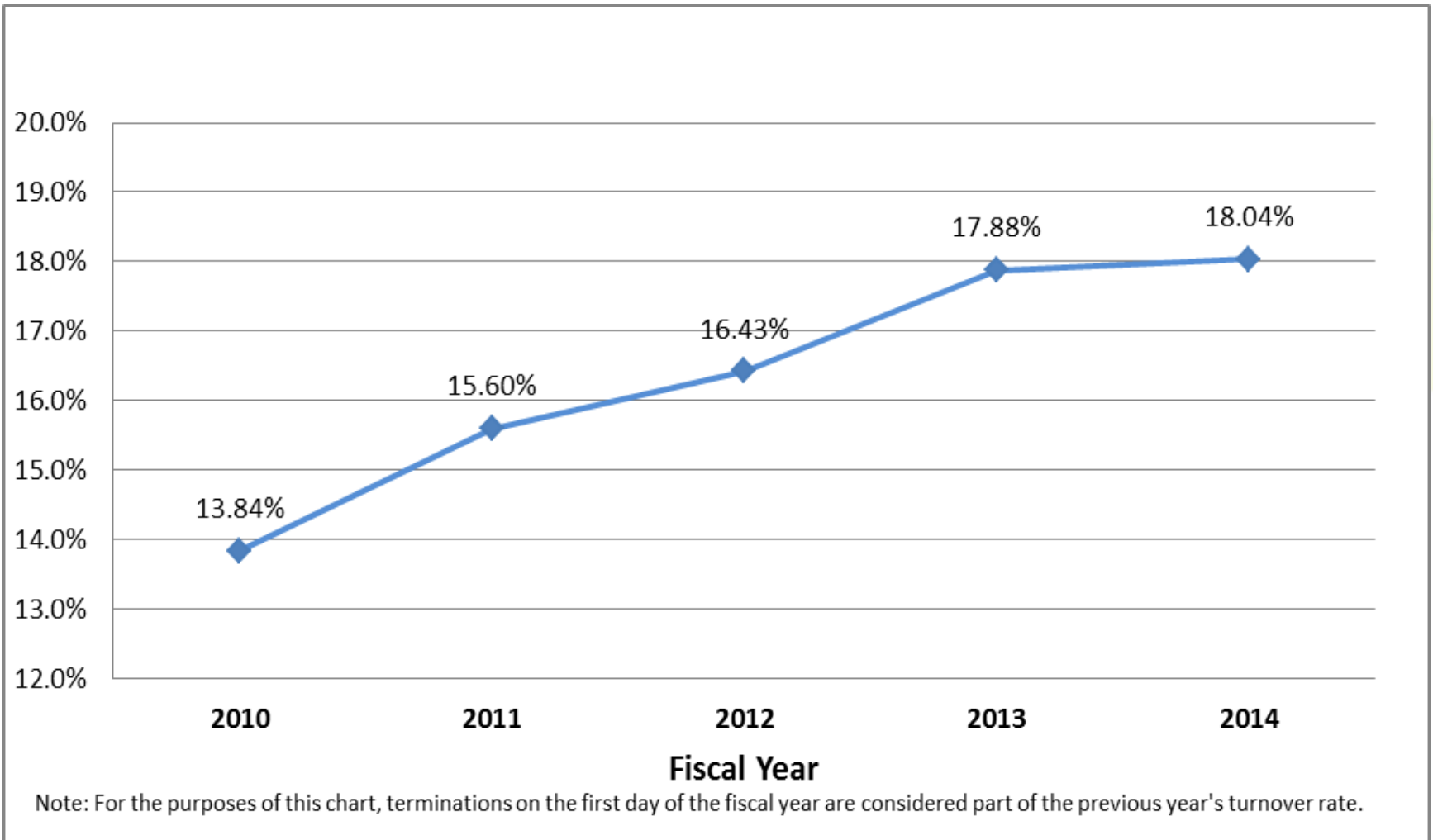
“Up-to-date training but travel costs need to be kept down.”

“Using technology to improve the reach of training.”

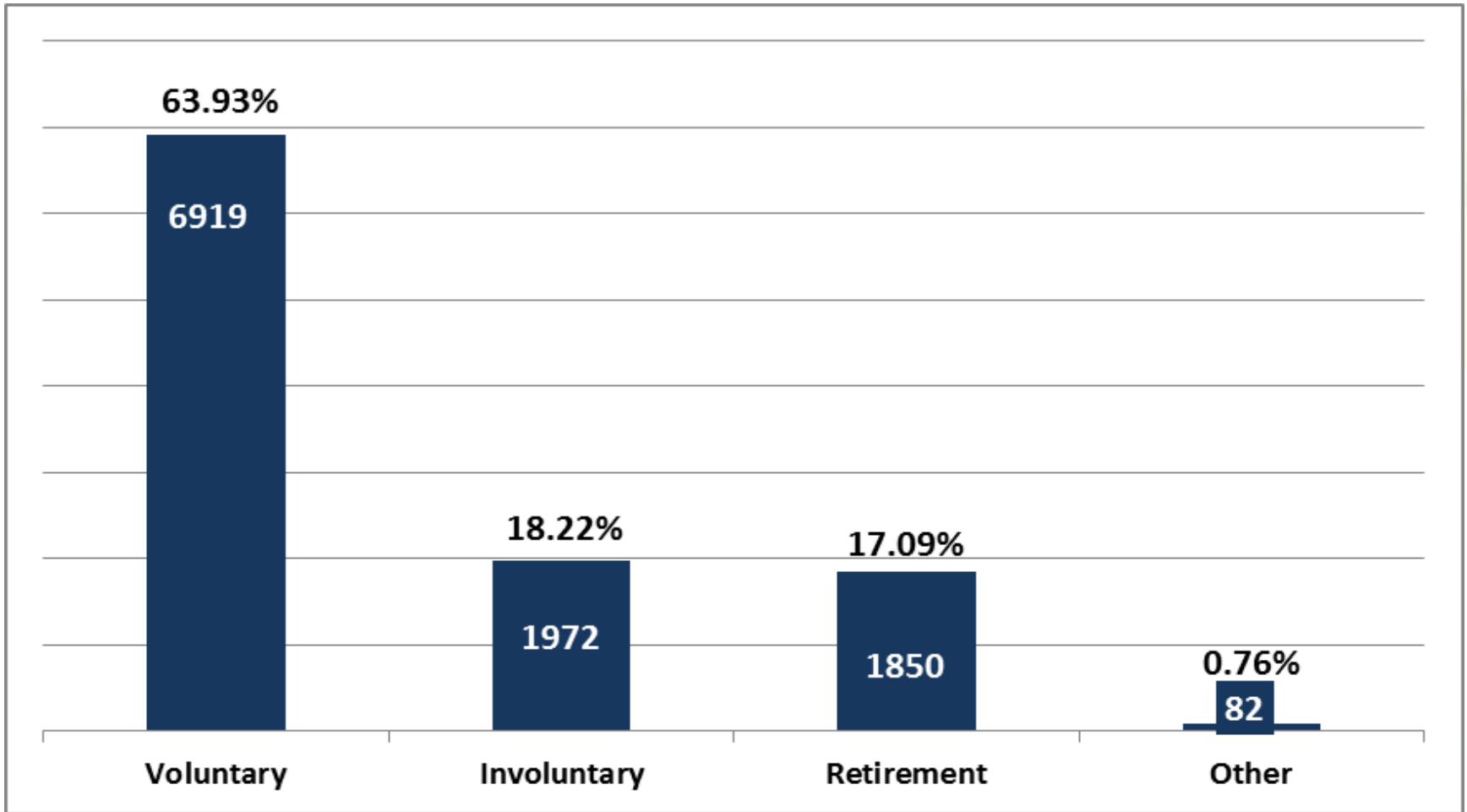
Benefit-eligible Headcount Trending Downward



General Turnover Continues to Climb

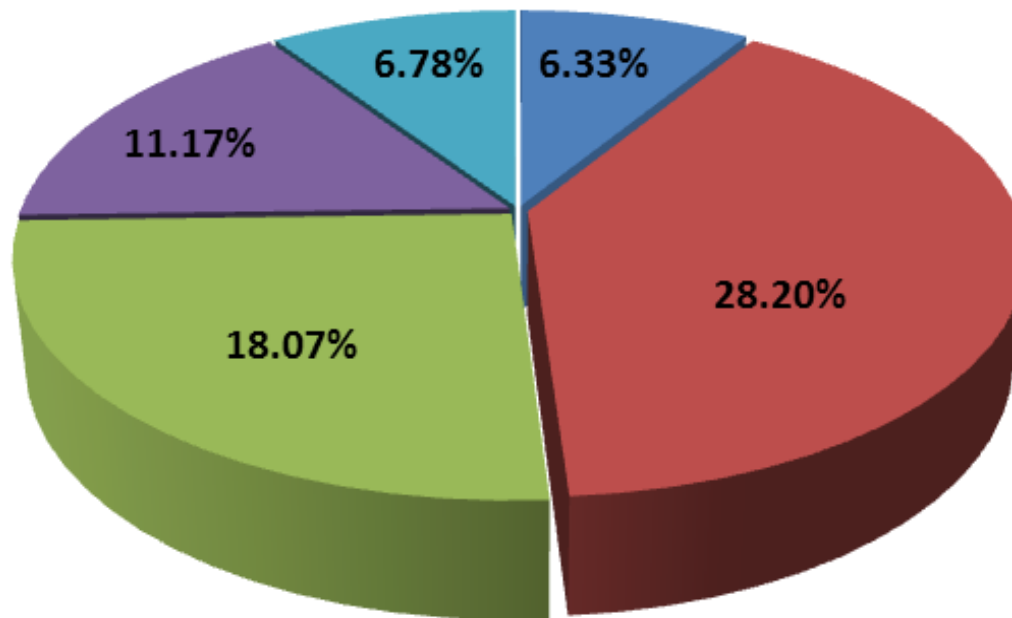


2 of Every 3 Employees Initiate Separation



Nearly 50% of Quits in Years 1 and 2

■ < 1 Year ■ 1 Year ■ 2 Years ■ 3 Years ■ 4 Years



Why Employees Quit?

Various Surveys Report that Employees Leave Due to:

- Lack of Advancement
- Work / Life Balance
- Better Pay & Benefits
- Management

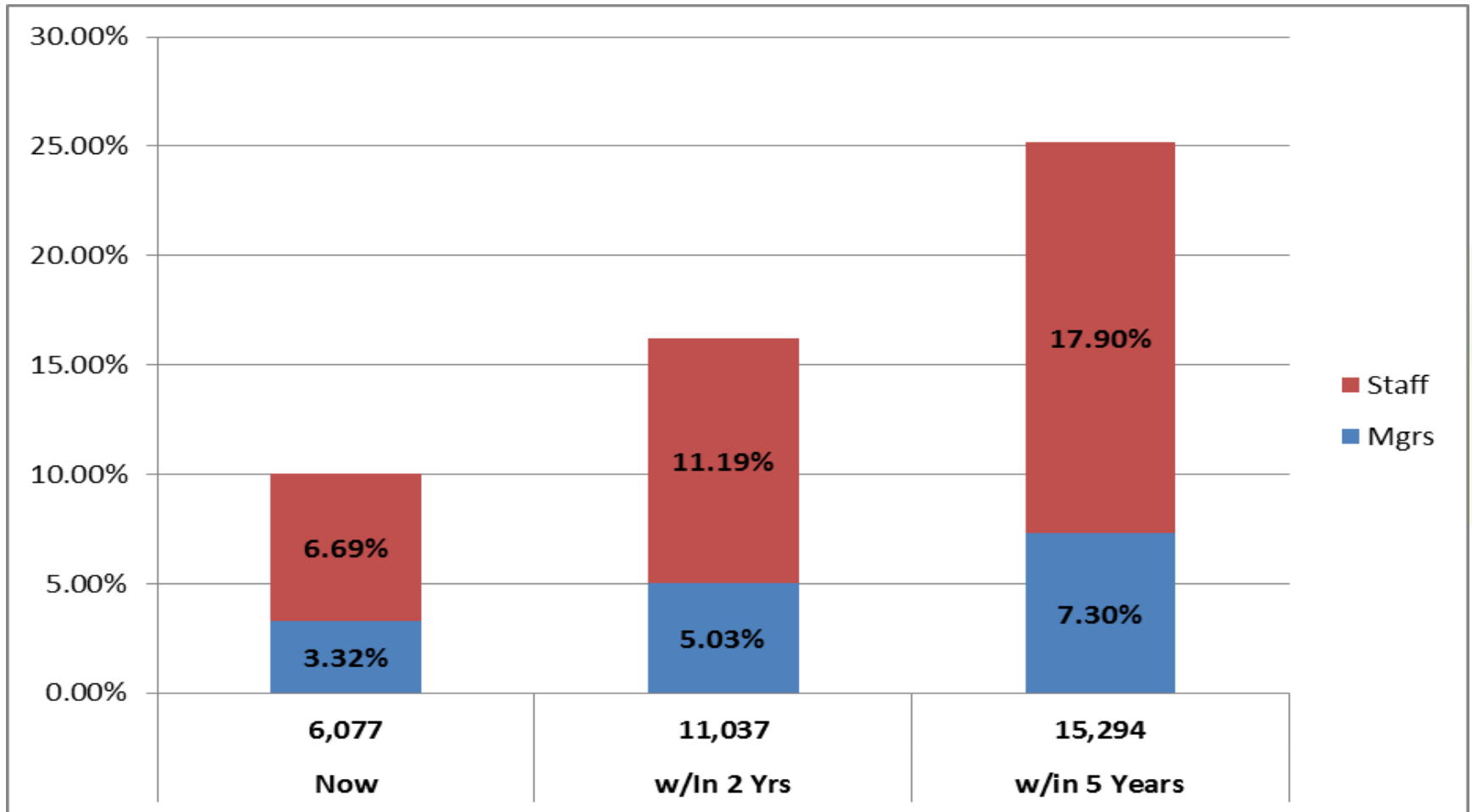
Sample Sources:

<http://www.forbes.com/sites/louisefron/2013/06/24/six-reasons-your-best-employees-quit-you/>

Talent.linkedin.com

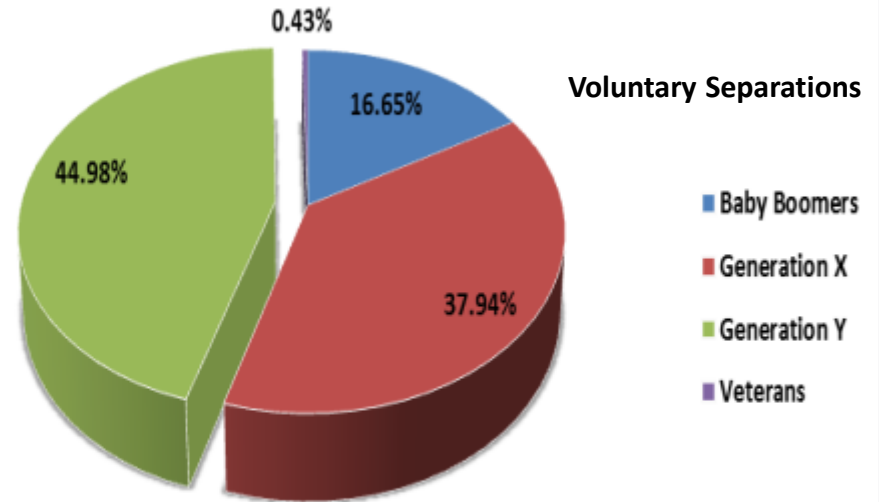
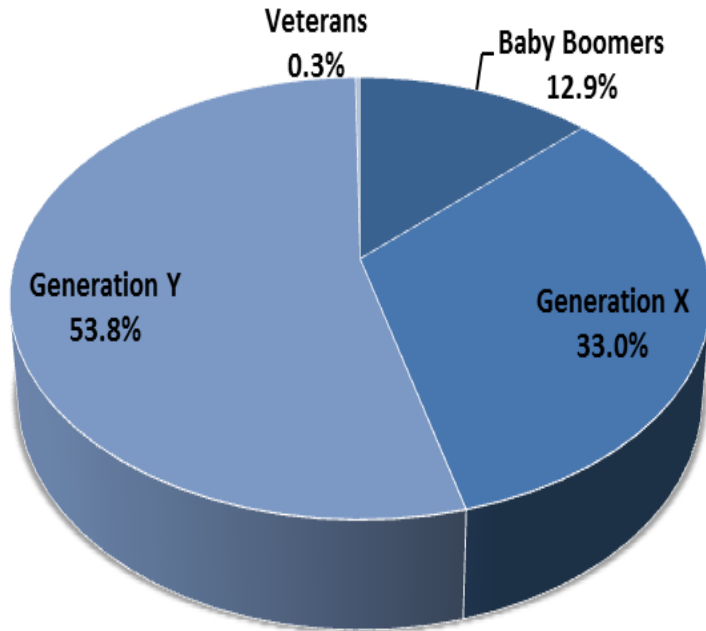
http://www.shrm.org/publications/hrnews/pages/cms_017619.aspx

10% of Executive Branch can Retire Today



1 in 4 Eligible to Retire Within 5 Years

Turnover Demographics

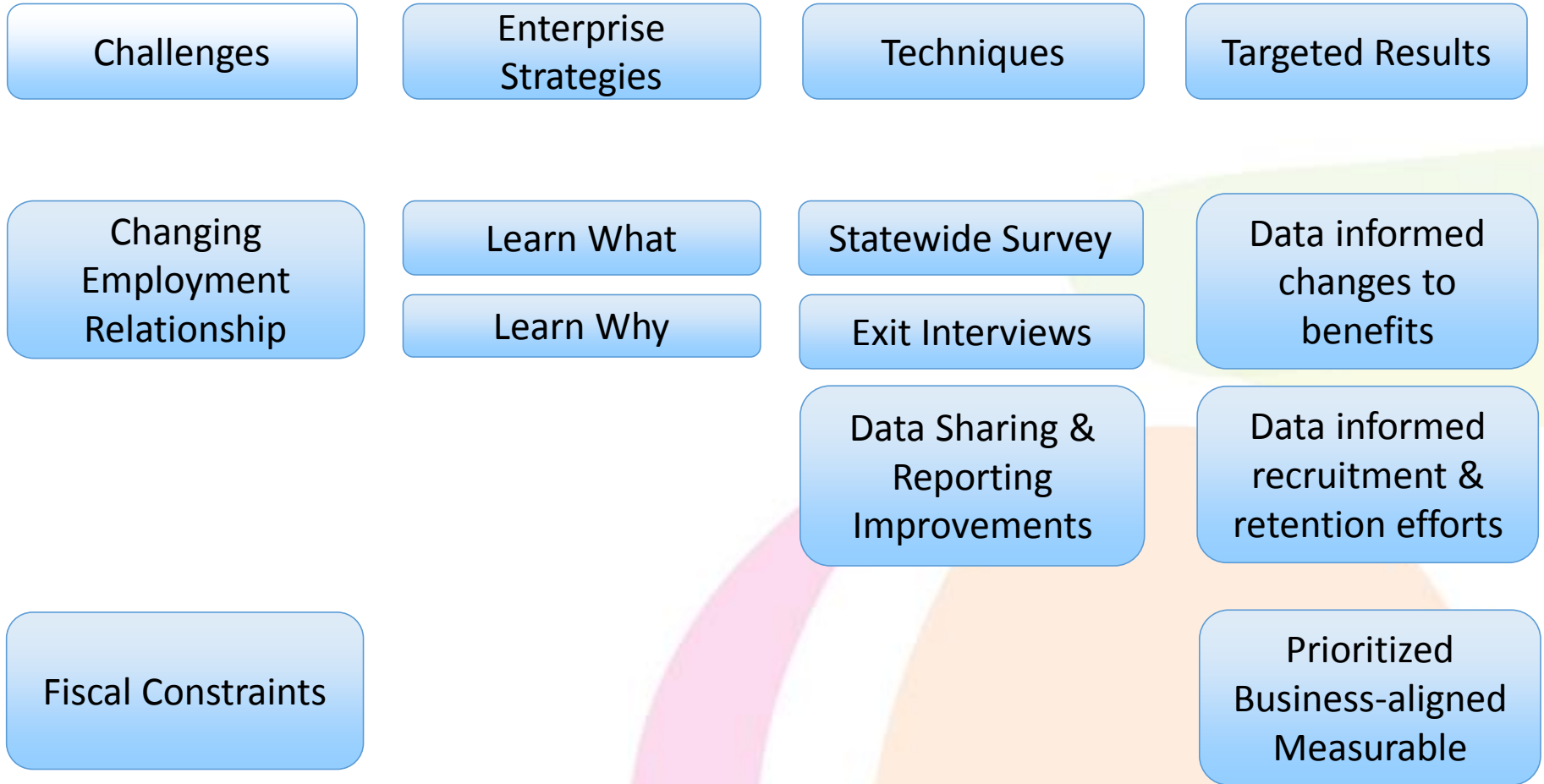


Gen Y	54% of Hires	45% of Quits
Gen X	33% of Hires	38% of Quits
Baby Boomers	13% of Hires	17% of Quits

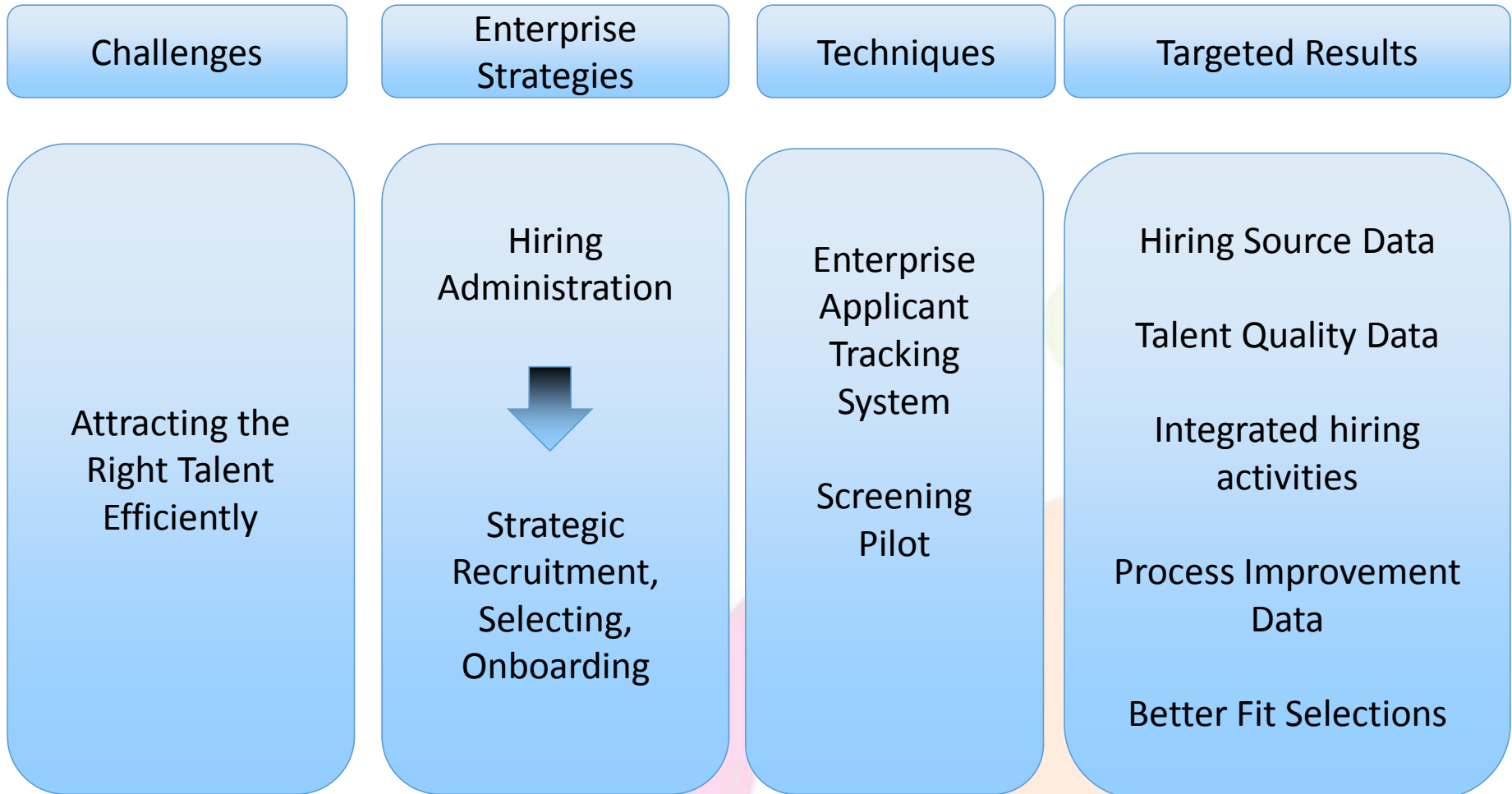
Why Should We Care?

- Serving more Georgians
- Faster, quality services
- Fewer employees that cost more to employ
- Different workplace expectations & attitudes toward work

Addressing our Common Challenges



Addressing our Common Challenges



Addressing our Common Challenges



Addressing our Common Challenges





FOR YOUR CONSIDERATION.....