

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.

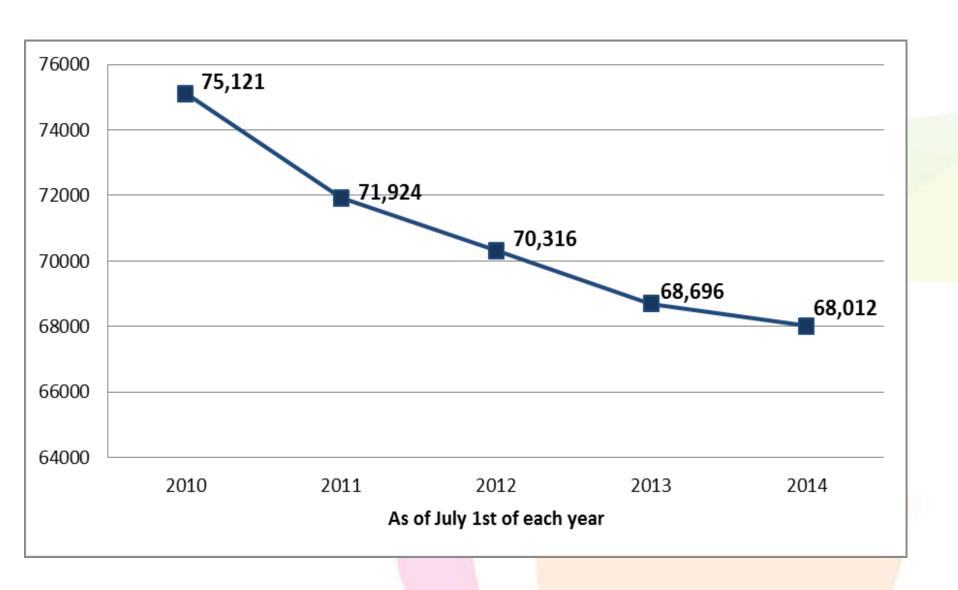
This could make it difficult to retain credentialed employees once the job market has improved."

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

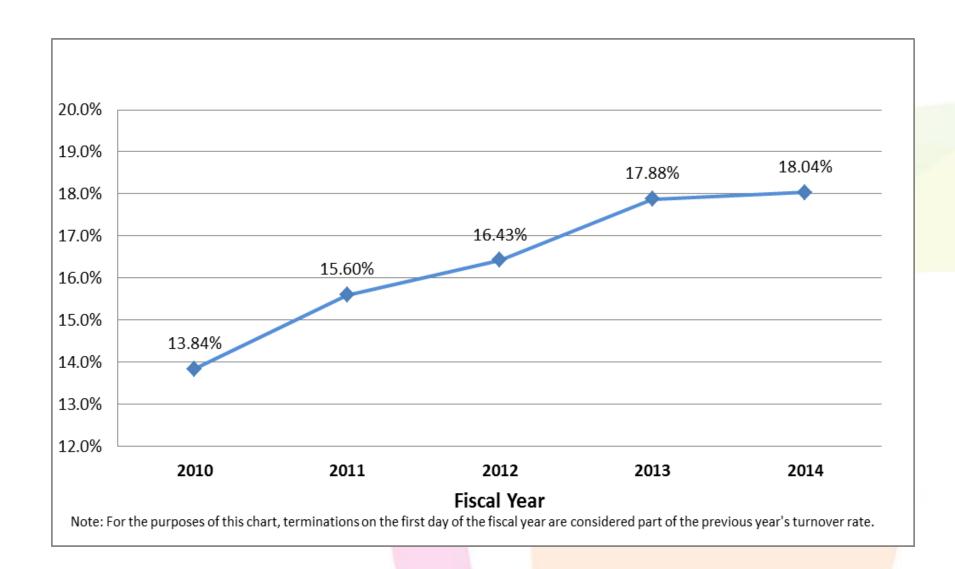
"Up-to-date training but travel costs need to be kept down."

"Using technology to improve the reach of training."

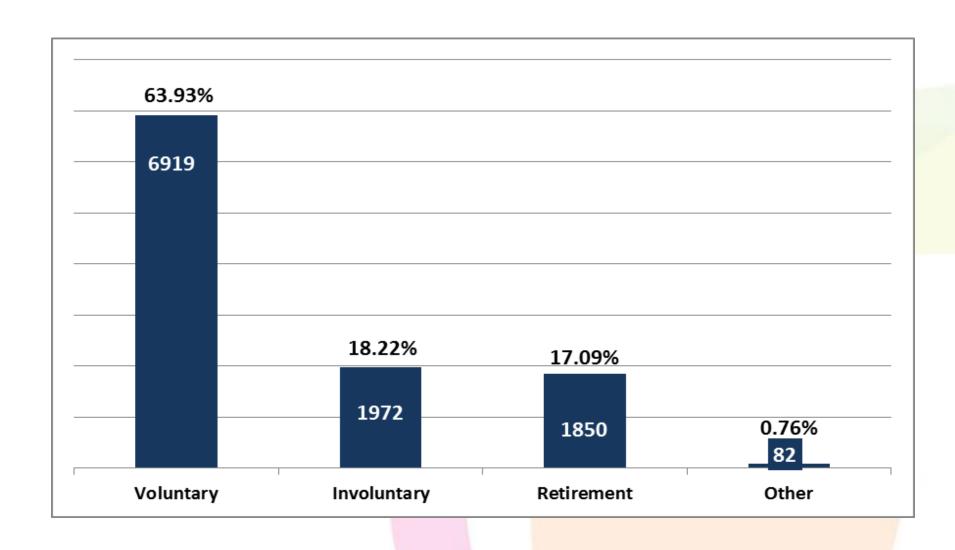
Benefit-eligible Headcount Trending Downward



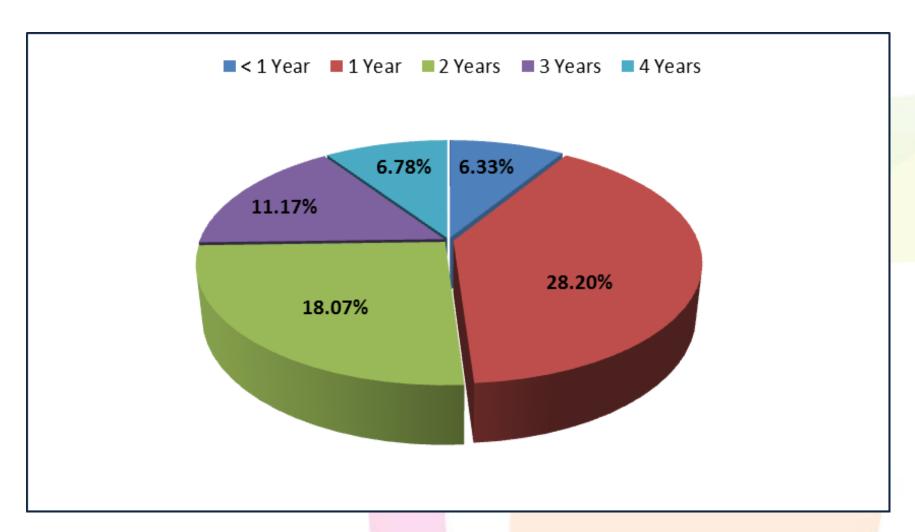
General Turnover Continues to Climb



2 of Every 3 Employees Initiate Separation



Nearly 50% of Quits in Years 1 and 2



Why Employees Quit?

Various Surveys Report that Employees Leave Due to:

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

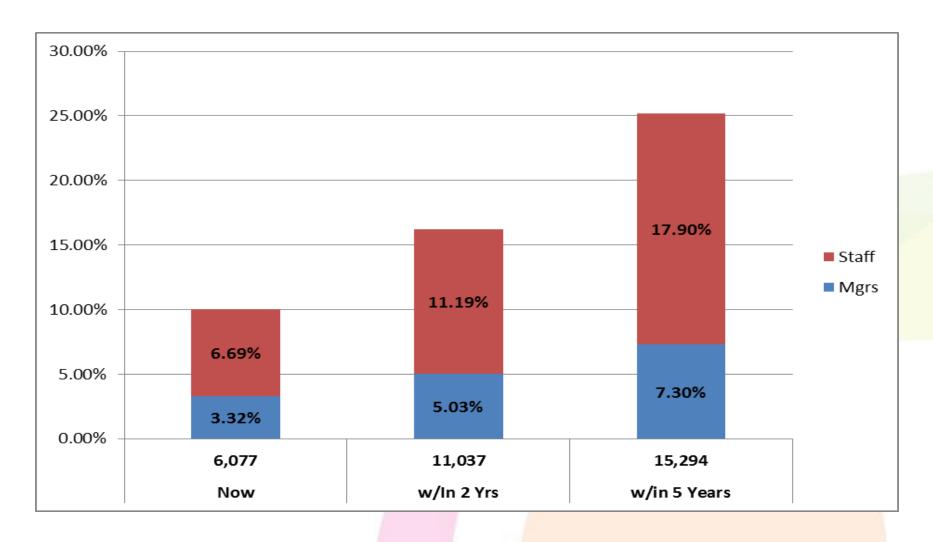
Sample Sources:

http://www.forbes.com/sites/louisefron/2013/06/24/six-reasons-your-bestemployees-quit-you/

Talent.linkedin.com

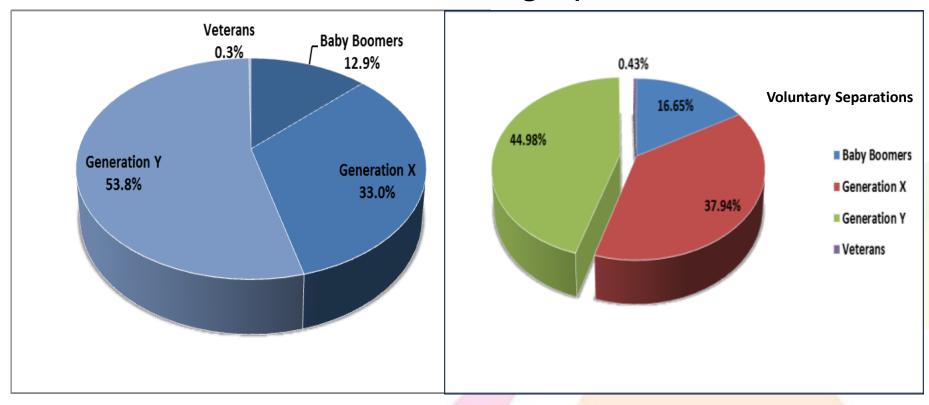
http://www.shrm.org/publications/hrnews/pages/cms 017619.aspx

10% of Executive Branch can Retire Today



1 in 4 Eligible to Retire Within 5 Years

Turnover Demographics



Gen Y 54% of Hires
Gen X 33% of Hires
Baby Boomers 13% of Hires

45% of Quits 38% of Quits 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

Challenges

Enterprise Strategies

Techniques

Targeted Results

Changing Employment Relationship

Learn What

Learn Why

Statewide Survey

Exit Interviews

Data Sharing & Reporting Improvements

Data informed changes to benefits

Data informed recruitment & retention efforts

Fiscal Constraints

Prioritized
Business-aligned
Measurable

Challenges

Enterprise Strategies

Techniques

Targeted Results

Attracting the Right Talent Efficiently

Hiring Administration



Strategic Recruitment, Selecting, Onboarding Enterprise Applicant Tracking System

Screening Pilot Hiring Source Data

Talent Quality Data

Integrated hiring activities

Process Improvement

Data

Better Fit Selections

Challenges

Enterprise Strategies

Techniques

Targeted Results

Retention

Standardize Employee Experience Applicant Tracking
System

Onboarding Program

Updated Board Rules

Policy Advisories

HR Audit

Clear Workplace Expectations

Engaged Workforce

Reduced Voluntary Turnover

Challenges

Enterprise Strategies

Techniques

Targeted Results

Job Classification Framework

Job Class & Career Path Proper job Titles

Pay Structure

Project (JCCP)

Competitive Pay Decisions

Understand "market"

Career Paths

Job Class & Pay Toolkits

Reduced voluntary Turnover

Retention

Manager Training

Leadership

Development

Common Mgr

Curriculum

Defined Competencies for

Individual

Dev Plans

LMS Business Case

Trng & Dev Focus **Delivery Options Customized Learning** Reach & 24/7 Access **ROI** Data Reduced Voluntary **Turnover**

Efficient Delivery

FOR YOUR CONSIDERATION.....