

PA Department of Health Workforce Planning

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PA Department of Health Bureau of Human Resources

Vision:

By Providing Exceptional HR Program Services to the Department of Health; we foster a Safe, Healthy, Productive, Fully-Functioning Organization; and the Bureau of Human Resources is recognized as exemplary throughout the Commonwealth.

PA Department of Health

Bureau of Human Resources

OUR VALUES

Customers: We are committed to providing the best possible service to every customer.

Integrity: We conduct ourselves responsibly and honestly to earn the public's trust every day.

People: We value and respect each other. We promote continual learning and individual growth.

Performance: We work each day to improve our individual and collective performance.

Relationships: We value the relationships we have with our partners, and commit to cultivating those relationships continuously to keep them strong and productive.

PA Department of Health

When/How it all Started

- ASTHO 2008 HR Summit
- Developed Formal Process
- Agency-Wide/Bureau-by-Bureau
- Pilot
- Bureau of Human Resources

PA Department of Health Workforce Planning Process

Workforce Planning Includes:

- Exchange of Data and Information
- Input from Organization
- Data Evaluation and Analysis
- Collaboration
- Healthy Attitude + Time and Commitment

PA Department of Health Workforce Planning Process

Who is Involved:

- Key Players from DOH
Organization, i.e.
Leadership/Management Team
- Bureau of Human Resources
Team/Experts

PA Department of Health Information We Share

- Process Overview
- Workforce Planning Template
- Organization Chart
- Turnover/Movement Data
- Retirement Projections

PA Department of Health Information We Share (Cont'd)

- Recruitment and Hiring Data
- Their Recruitment Plan
- Bureau Functional Statements
- Summary of Job
Classifications/Titles and Specs
- Competency Assessment Tool



PA Department of Health Information We Share (Cont'd)

ASTHO State Health Agency Succession Planning Guide

PA Department of Health Information We GET

- Their Vision and Strategic Direction
- Budgetary Concerns
- Legislative/Policy Changes Forthcoming
- Labor Market Concerns
- Their View of Organization
- Completion of Competency Tool for Each Employee

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Ten Week Process

- Introductory Meeting
- Data Analysis Meeting
- Specialized Meetings
- Wrap Up meeting w/Presentation of PLAN!!
- Ongoing Collaboration to Implement Plan

PA Department of Health Workforce Planning Outcomes

- Healthy Organization
- Correct Workforce
- More Skilled Workforce / Skill Gaps Addressed
- Employee Retention
- Succession Plans in Place
- Partnership for Future Endeavors
- Satisfied Customers



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Questions???