

A large, stylized blue oval shape with a thick green border on the top and bottom edges. The text is centered within the blue area.


# **Workforce Planning**

# Workforce Planning

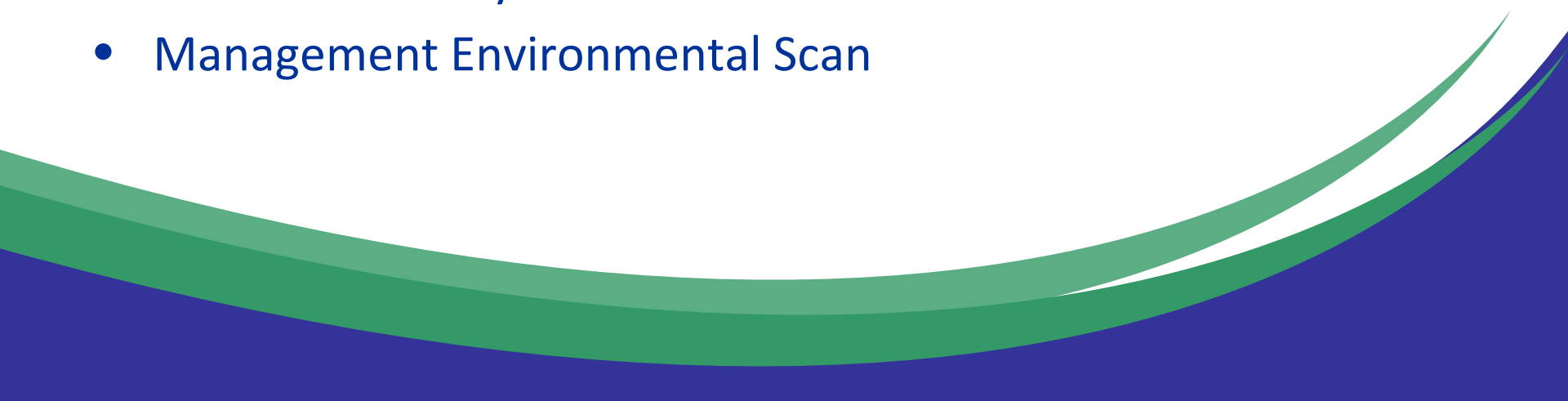
right people, right skills, right jobs, right time

- History
  - Research
  - Recruit
  - Develop
  - Retain
  - Retire
  - Measure
- 

# How we got started

- 2007 Director Olszewski formed the Workforce Transformation Section
  - 2006-2007 Retirement Eligibility Reports
  - 2007 Michigan Department of Community Health (DCH) formalized Workforce Planning (WfP) effort by performing management succession planning
  - 2008 Statewide Mandate from Governor and Civil Service Commission (CSC)
  - 2008 WfP Summit
  - 2009 WT Strategic Planning Retreat
- 


# Formally Institutionalized

- Vision and Mission
  - Executive office support
  - Strategic Plan included WfP for current and future business needs
  - Performance Management for all supervisors
  - Employee Values Survey
  - Director's Survey
  - Management Environmental Scan
- 

# Research

- DCH core business needs assessment
  - CSC statistics for eligible to retire and demographics
  - Organizational charts
- 

# Research

- How students research: colleges, best/worst degrees, work locations (world, US, MI), great companies, etc.
  - How they learn: MSU vs. University of Phoenix
  - How recent graduates search for jobs: geographic location, then company
  - What millennials desire/expect (recreation, nightlife, diversity, community involvement, professional development, recognition)
  - Evaluate MI/CSC/DCH competitiveness
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# Best College Degrees by Salary (Money Watch, July 2009)

1. Aerospace Engineer	\$59,600
2. Chemical Engineer	65,700
3. Computer Engineer	61,700
4. Electrical Engineer	60,000
5. Economics	50,200
6. Physics	51,100
7. Mechanical Engineer	58,900
8. Computer Science	56,400
9. Industrial Engineer	57,100
10. Environmental Engineer	54,500



# Worst College Degrees by Salary

(Money Watch, July 2009)

1. Social Work	\$33,400
2. Elementary Ed.	33,000
3. Theology	34,800
4. Music	34,000
5. Spanish	35,600
6. Horticulture	37,200
7. Education	36,200
8. Hospitality/Tourism	37,000
9. Fine Arts	35,800
10. Drama	35,600



# College Retention Rates

(Payscale.com, September 2009)

## Top States

- Washington (74%)
- Minnesota (67%)
- Texas (65%)
- New York (64%)
- Utah (62%)

## Worst States

West Virginia (28%)  
Wyoming (29%)  
North Dakota (29%)  
Delaware (30%)  
Iowa (30%)

(Michigan is around 50%)



# Most Popular Cities For First-Time Job Seekers

- New York, NY
- Washington, DC
- Los Angeles, CA
- Boston, MA
- San Francisco, CA
- Chicago, IL
- Denver, CO
- Seattle, WA
- Atlanta, GA
- San Diego, CA



# Best Job Market for Recent Grads

(Business Week, May 2009)

- Minnesota
  - Connecticut
  - Utah
  - New York
  - Virginia
  - D.C.
  - New Jersey
  - Massachusetts
  - Nevada
  - Washington
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# Job Market Competition


## Unemployed Persons Per Job Posting

(Indeed.com, January 2010)


- New York 1:4
- D.C. 1:1
- California 1:6
- Massachusetts 1:2
- Illinois 1:5
- Colorado 1:3
- Washington 1:3
- Georgia 1:4
- Texas 1:3
- North Carolina 1:4
- Michigan 1:14




# Recruit

- Website, overview video, brochure, banner (based on research)
  - Academic Institution Network
  - Academic Internship Program
  - Career/intern fairs, NEOGOV education, job shadowing, speed networking, etc.
  - Nurse envelope stuffer, button on license renewal Website, nursing site
  - Social Networking/Marketing Websites for DCH branding, health messaging, event advertising
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# Develop

- MI 360 Evaluation
  - Professional development classes
  - Training pages on Intranet
  - Guest speakers
  - Action Teams
  - CSC classes
  - Promotion (News Briefs, email, Intranet)
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# Retain

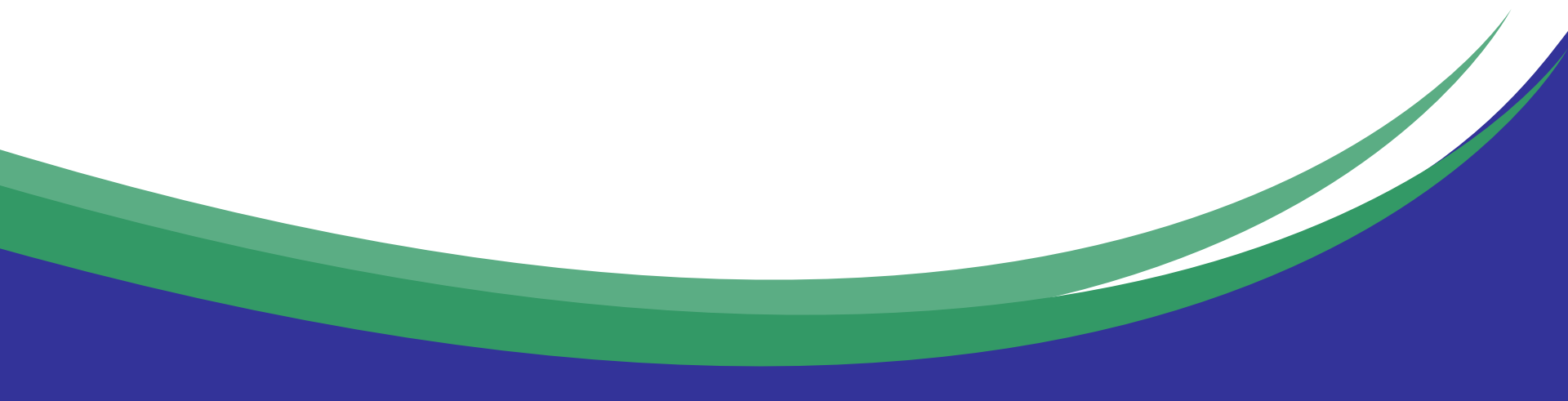
- Alternate Work Schedules (AWS) like flex hours and compressed time
  - Improve communication (News Briefs, Intranet, Manager Meetings, surveys, etc.)
  - Recognition program
  - Casual dress code
  - Mother's Rooms
  - Carpooling message boards
  - Green Team pilot
  - Joint Wellness Project
  - Bike racks
  - Great Ideas
  - Lean Process Improvement
  - Affinity Groups (under development)
  - Cross-generational networking (under development)
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# Retire

- Defined Benefit vs. Defined Contribution
  - Early-out legislation
  - How are core business functions impacted
  - Core function, position, person evaluation
  - Knowledge Transfer (process, priority, worksheets)
  - Succession Planning
  - How will DCH position itself in the best possible way (re-org, re-class, etc.)
  - What actions will we take to improve our ability to accomplish our core business purpose, as a result of these changes?
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# Measure

- Measures and metrics to evaluate progress, and determine future direction
  - Engaged in the right strategies and actions
  - Communicate progress at all levels
  - Refine strategic plan as needed
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**Questions?**