

OHR's 3-Year Strategic Plan (FY 2009-2012)

Recruitment in 3 Years (FY 2009-2012)

- Provide agencies with advanced training for NEOGOV—**E-Recruitment Team**—1 year **Completed**
- Consider interface between NEOGOV and SCEIS HR/Payroll—**Wilkins/Lauer**—1 year **Completed**
- Update HRPD program concerning e-recruitment—**Lang/Burdyl/Duncan**—1 year
- OHR provide consulting on strategic recruitment practices—**Wilkins/Lang/E-Recruitment Team**—1 year
 - Clustered recruitment—**Lang/Hance**—1 year
- Regular career fairs—**Lang**—1-3 years

Compensation in 3 Years (FY 2009-2012)

- Consulting on strategic use of pay and bonuses—**Wilkins/Pope/Paul**—3 years
- Consider expanding Band 10 Classifications—**Pope/Paul/Watkins**—2 years
- Review Executive Compensation program—**Pope/Paul/Watkins**—3 years
- Electronic storage of documents—**Wilkins/Pope/Jones**—3 years
 - Electronic EPMS—**Pope/Heise**—2 years
- Conduct audits—**Consultants**—1 year **Completed**
- Update delegation memorandum of understanding—**Wilkins**—1 year **Completed**
- Assess consultation and regulation roles in light of implementation of SCEIS HR/Payroll—**OHR Strategic Planning Team**—2 years

Employee Relations in 3 Years (FY 2009-2012)

- Keep OHR staff up-to-date with ER issues, trends, and challenges—**Wilkins/Lang/Pope/Paul/Watkins**—1-3 years
 - Legal updates annually for internal and external development—**Wilkins/Pope/Paul**—1-3 years
 - Immigration—**Wilkins/Stockton/Clark**—1 year
- Update EPMS—**Pope/Wellborn**—1 year
- Assess statutes, regulations, policies affected by the implementation of SCEIS HR/Payroll—**Wilkins/Pope/Paul/Kelly**—2 years
- Assess impact implementation of SCEIS HR/Payroll will have on agencies not covered by the State Personnel Act—**Wilkins/Pope/Paul/Kelly**—2 years
- Assess OHR's implications as a result of access to more information when SCEIS HR/Payroll is implemented—**Wilkins/Pope/Paul/Watkins**—2 years
- Consider whether to include the I-9 form on SCEIS HR/Payroll—**Wilkins/Pope/Paul/Watkins/Lauer**—1 year **Completed**

Training (HRD) in 3 Years (FY 2009-2012)

- Implement and evaluate the revised Learning Management System—**Wilkins/Lang/Burdyl/Duncan**—1-2 years

- Include an OHR HRD approach using E-Learning—
Wilkins/Lang/Burdyl/Strong/Duncan—1-2 years
- Include an OHR HRD approach using Blended Learning—
Wilkins/Lang/Burdyl/Duncan—1-2 years
- Provide a training tracking system—**Lang/Burdyl/Yandle—1 year**
- Increase OHR's capacity, as appropriate, to deliver CPM & Supervisory Training—
Wilkins/Lang/Burdyl/Duncan/Strong—1-2 years
 - Move towards OHR's vision of having all state supervisors Trained with Supervisory Practices—**Wilkins/Lang/Burdyl/Duncan—1-2 years**
 - Offer IPMA-HR certification opportunity to OHR staff—**Lang/Duncan—1-2 years**
 - Implement new revised HRPD program—**Lang/Burdyl—1-2 years**
- Identify evaluation trends for OHR's certification programs **Lang/Burdyl/Duncan—1-2 years**
 - Compare promotional rate of CPM graduates to non graduates—
Lang/Burdyl/Duncan—1-2 years
- Evaluate OHR's role in SCEIS training for delivery to agencies—
Wilkins/Lang/Burdyl/Duncan—> 1 year
- Evaluate OHR's role in ADO & DDO leadership training—**Wilkins/Lang/Burdyl/Duncan—1 year**
- Provide resources and training on process improvement and team development to agencies—
Strong, Burdyl, Duncan—<1 year

Workforce Planning in 3 Years (FY 2009-2012)

- Conduct annual oral workforce planning survey, compile data, and update annual workforce plan—**Wilkins/Lang/Burdyl/Pope/Paul/Watkins/Strong—1-3 years**
- Help agencies develop strategies to address Workforce Planning issues once identified—
Wilkins/Lang/Burdyl/Pope/Paul/Watkins/Strong—1-3 years
 - Provide agencies with real time access to all data needed for Workforce Planning—
Wilkins/Jones/Heise/Yandle/Paul/Watkins—1 year
- Provide general education, customized strategies, and consultation to agencies on leadership development, knowledge transfer, and developmental options and tools—
Wilkins/Lang/Burdyl/Pope/Paul/Watkins/Strong—1-3 years
 - Conduct quarterly meetings with agency workforce planning champions to discuss best practices—**Wilkins/Lang/Burdyl—1-2 years**
- Encourage more agencies to develop workforce plans—
Wilkins/Lang/Burdyl/Consultants—1-3 years
- Encourage more agencies to develop career plans for all employees—**Wilkins/Lang/Burdyl/Consultants—1-3 years**
- Consider how to coordinate reducing turnover of new hires—
Wilkins/Lang/Burdyl/Pope/Paul/Watkins—2 years

HRIT in 3 Years (FY 2009-2012)

- Increase use of technology for HR transactional work—**Wilkins/Jones/Heise/Yandle—1-3 years**
 - Promote the use of the enterprise HR system of SCEIS—
Wilkins/Lang/Watkins/Pope/Paul—1-3 years

- Provide agencies with real-time access to all data needed for Workforce Planning—**Wilkins/Jones/Heise/Yandle/Paul/Watkins—1 year**
- Implement 2007 MicroSoft for OHR staff—**Jones/Heise/Yandle—1 year**
- Explore the use of Web 2.0 and other uses for the e-learning software and Form Router—**Wilkins/Jones/Heise/Yandle/Managing Partners—1-3 years**
 - Evaluate the server capacity to insure it will accommodate new IT processes—**Jones/Heise/Yandle—1 year**
- Explore offsite access by employees to OHR hard drive—**Wilkins/Jones/Heise/Yandle—2 years**
- Implement revised version of Learning Management System and sunset Registrar—**Wilkins/Lang/Duncan/Yandle—1 year**
- Revise technology used for TempO program—**Wilkins/Lang/Hance/Heise/Yandle—1 year**
 - Assess TempO reporting capabilities—**Wilkins/Lang/Hance/Heise/Yandle—1 year**
- Participate in the creation of the SCEIS shared services—**Wilkins/Pope/Watkins/Paul—<1 year**
- Participate and assist in SCEIS HR/payroll training—**Wilkins, OHR staff—2 years**
- Participate in testing during SCEIS realization phase—**Wilkins, OHR staff—2 years**

Administration in 3 Years (FY 2008-2011)

- Develop an OHR Workforce plan—**Wilkins/Managing Partners—1-3 years**
 - OHR Workforce planning by key positions—**Wilkins/Managing Partners—1-3 years**
- Internal Staff Development—**Wilkins/Managing Partners—1-3 years**
 - Insure OHR staff has IDPs annually—**Wilkins/Managing Partners—1-3 years**
 - Target areas of expertise and create developmental plan for individuals to acquire the necessary KSAs—**Wilkins/Managing Partners—1-3 years**
 - Internal investment in training through projects, classes/certification, etc. —**Wilkins/Managing Partners—1-3 years**
 - Develop specialists for various consulting skills to insure OHR has improved consulting capacity—**Wilkins/Managing Partners—1-3 years**
 - Improve our assessment capabilities in workforce performance to ensure better options are provided to agencies—**Wilkins/Managing Partners—1-3 years**
 - Develop more depth as far as trainers/training capability—**Wilkins/Managing Partners—1-3 years**