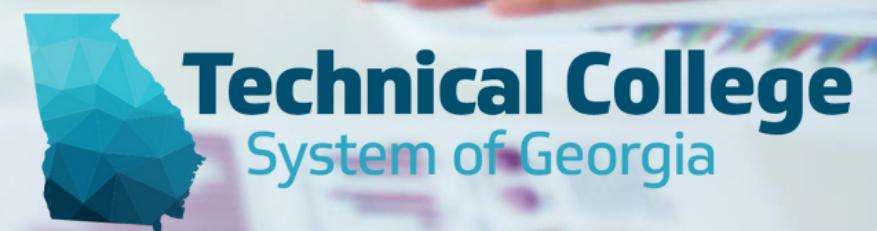




2022 WORKFORCE STRATEGIES INITIATIVE



How We Chose Job Families



Priority Job Area Selection Process

Research Team analyzed
FY21 HR Transaction Data

Priority Job Families

The data set only contains the below:

1. Full-time Regular employees
2. Only data for agencies in Teamworks
3. County data looks at where employees live

Priority Job Area Selection Process

Research Team
analyzed FY21 HR
Transaction Data



Created
Selection
Criteria

Career Pathways Criteria:

- State Reach (Both Rural and Urban)
- Job is in three or more agencies
- Pipeline creation is realistic within 3 years

Priority Job Area Selection Process

Research Team analyzed
FY21 HR Transaction Data

A light blue downward-pointing arrow connects the first step to the second.

Created Selection Criteria

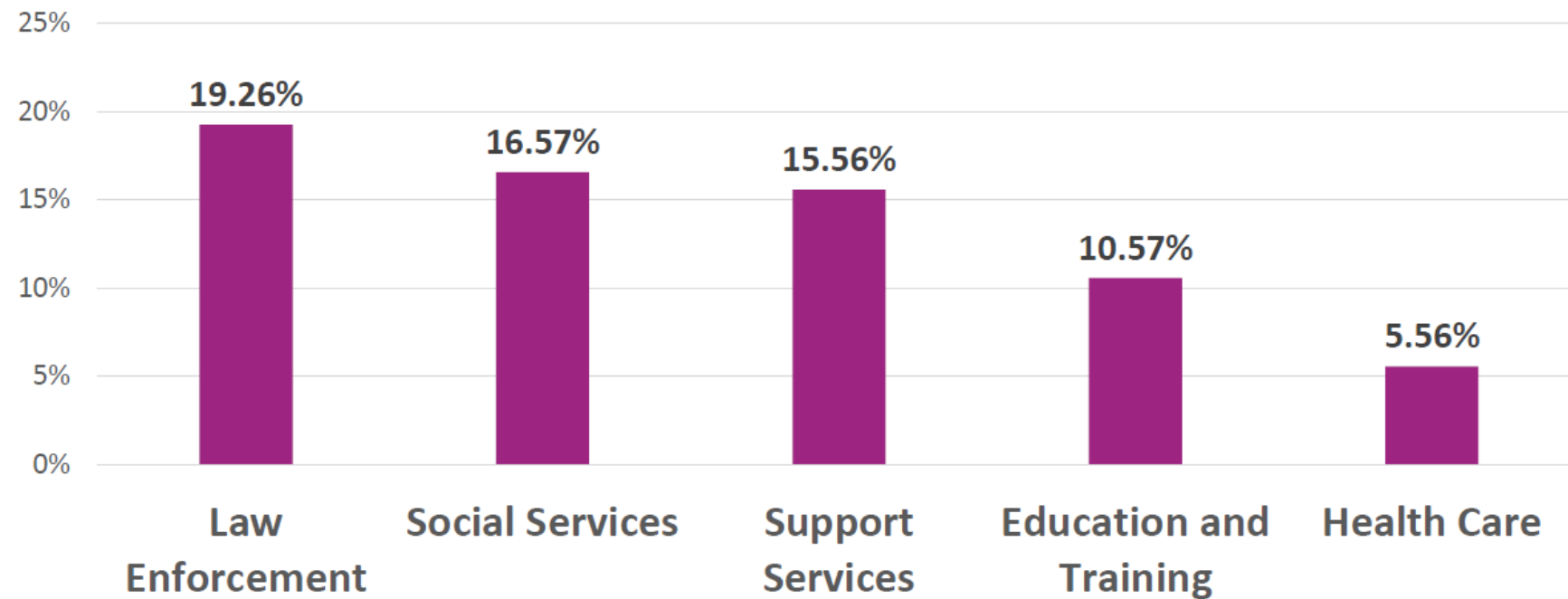
A light green downward-pointing arrow connects the second step to the third.

Presented Data at January
14 Workforce Strategies
Initiative meeting

State Workforce Report Trends (2021)

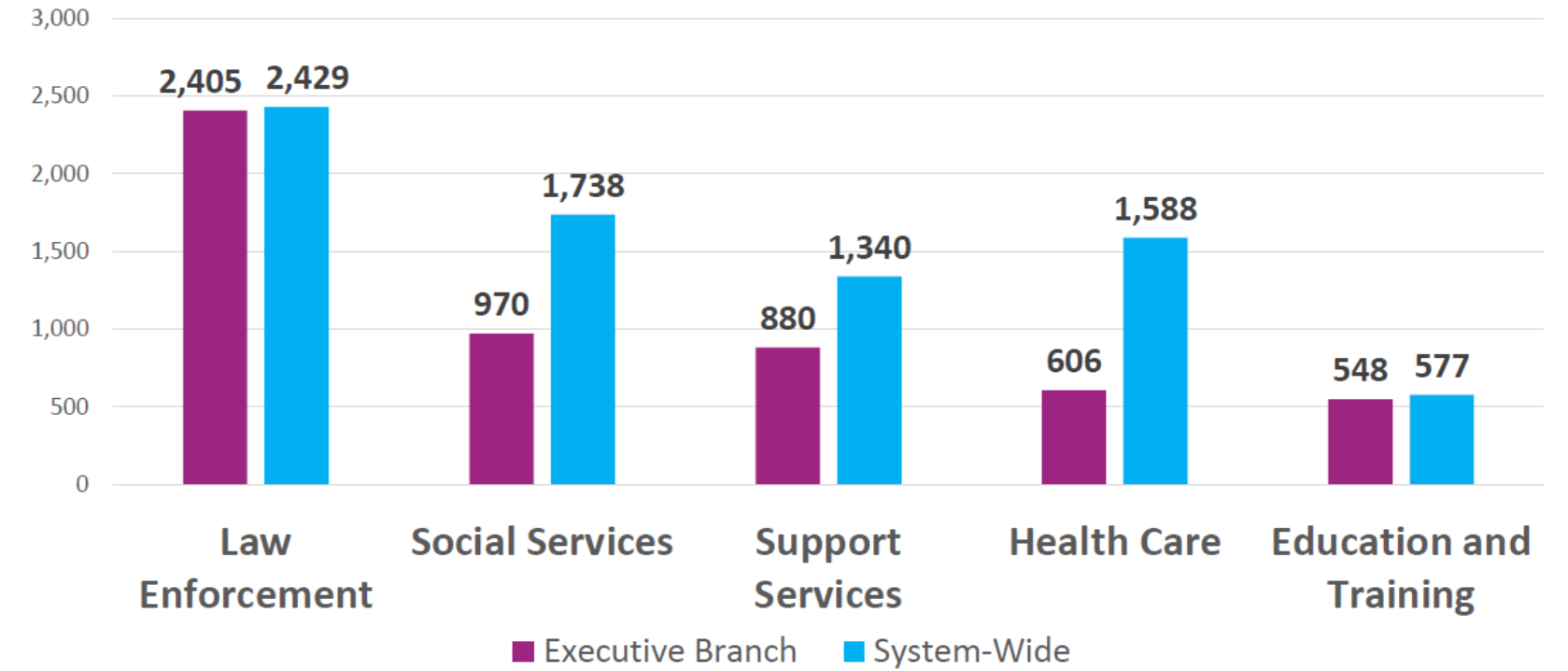
5 Most Populous Job Families

(FYE 2021, Active, Full-Time, Non-Temporary, Primary in the Executive Branch)



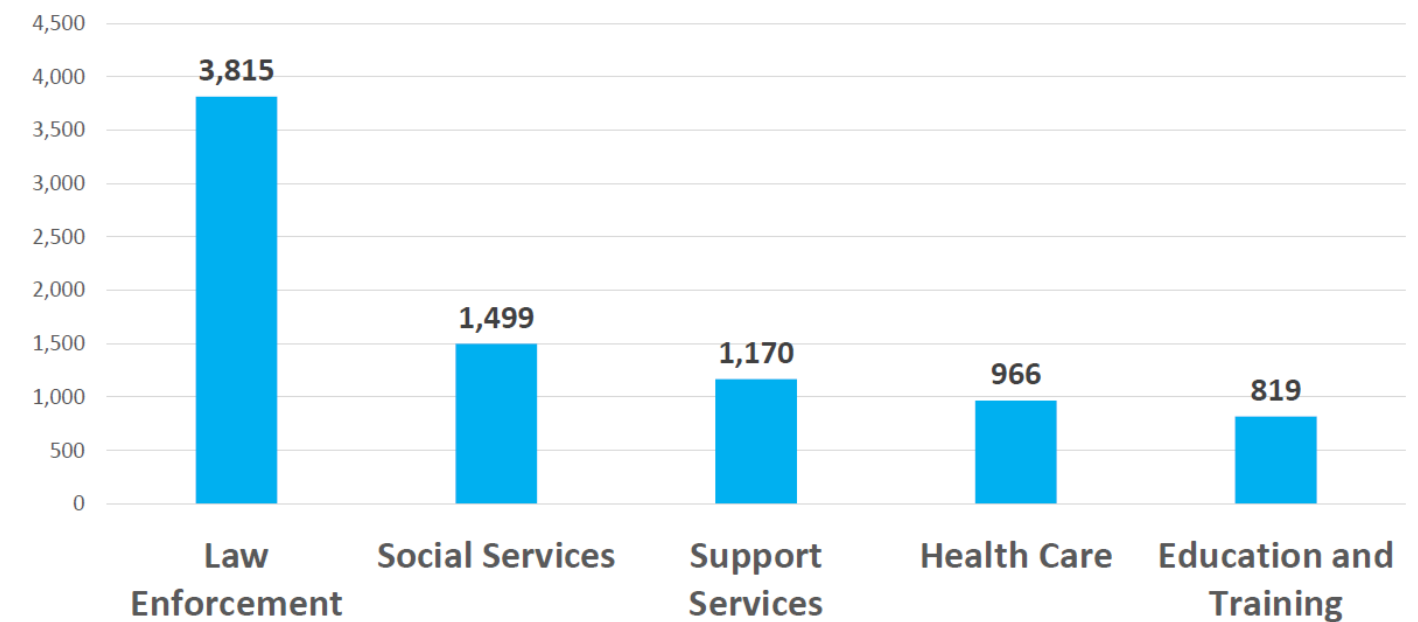
Full Time Hires By Job Family

(FY 2021, Non-Temporary, Primary Records)

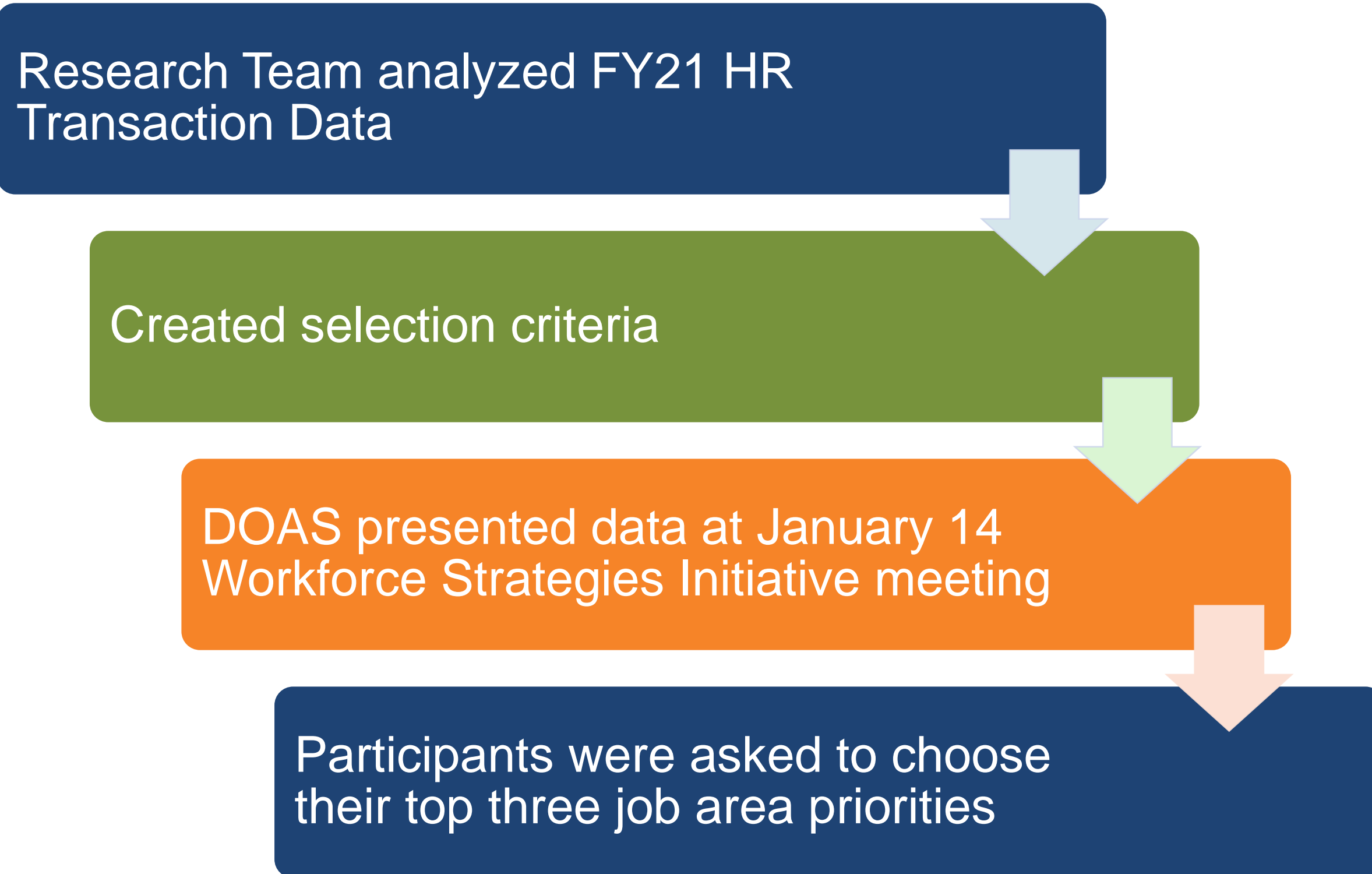


Separations By Job Family

(FY 2021, Full-Time, Non-Temporary, Primary Records)



Priority Job Area Selection Process



Priority Job Area Selection

Top 3 Priorities	No. of responses
Healthcare	21
Law Enforcement	21
Education	12
IT/Cyber Security	11
Customer Service	11
Social Services	8
Finance/Accounting	7
Engineering	4
Manufacturing	3
Transportation	3
Call Centers	2
Food Service	2
Human Resources	2
Welding	1
Management Skills	1
Heavy equipment operators & CDL Operators	1
Administrative Support	1
Custodial Services	1
Counseling	1

Priority Job Area Selection

Top 3 Priorities	No. of responses
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Welding	1
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Heavy equipment operators & CDL Operators	1
Administrative Support	1
Custodial Services	1
Counseling	1

No. of responses

21
21
12
11
11
8
7
4
3
3
2
2
2
1
1
1
1
1

Selected Occupation groups

Procurement/ Purchasing
Healthcare
Law Enforcement
IT/Cyber Security
Customer Service
Social/ Human Services
Finance/Accounting

Priority Job Area Selection Process

DOAS presented data at January 14
Workforce Strategies Initiative meeting



Participants were asked to choose their
top three job priority areas

Analysis of participant responses

Priority Job Family Categories selected
based on webinar feedback, workforce
trends, and partner input.

Priority Job Families

1. Procurement/Purchasing
2. Social/Human Services
3. Public Safety/Law
4. Cybersecurity/IT
5. Administration - Finance and Accounting
6. Healthcare
7. Customer Service

Priority Job Area selection Process

Presented Data at January 14 Workforce Strategies Initiative meeting

Participants were asked to choose their top three Job priority areas

Analysis of Participant responses

Priority Job Family Categories selected

Within each Job Family Category, specific job codes were chosen to be discussed

Priority Jobs

Refining the list.....

1. More than 100 Employees with the job title
2. Job title exists in at least 3 agencies
3. Indication of trouble backfilling positions
4. Jobs with minimal entry requirements

Top 7 Job Families and Priority Jobs

Proposed jobs by occupation area

Procurement/ Purchasing

Job as a progressive track

Customer Service

Job as a progressive track and entry to state government

Cybersecurity/IT

Job as a whole and market needs

Social/Human Services

Social Services Program Consultant
Economic Support Consultant

Public Safety/ Law Enforcement

Criminal Investigators
Compliance Investigators
P.O.S.T. Certified Officers

Administration-Finance and Accounting

Auditors
Accountants
Financial Operations Generalist

Healthcare

Social Worker
Behavioral Health Counselor

Priority Job Area selection Process

Participants were asked to choose their top three Job priority areas

Analysis of Participant responses

Priority Job Family Categories selected

Within each Job Family Category, specific job codes were chosen to be discussed

At the conclusion of the March 4 meeting, each group will give input on which job they want this process to focus

SLIDO

