

Department of Administrative Services

Lead. Empower. Collaborate.

Quarterly HR Community Meeting

Human Resources Administration

December 13, 2023

Welcome

Al Howell
Deputy Commissioner
Human Resources Administration
Department of Administrative Services

**Quarterly
HR Community Meeting
AGENDA
December 13, 2023
10:00am – 12:00pm
Via MS TEAMS**

AGENDA

| | |
|---------------------|---|
| 10:00 AM – 10:05 AM | Welcome Al Howell, DOAS |
| 10:05 AM – 10:50 AM | The Benefits of Hiring Early Talent Gaby Basok, Handshake |
| 10:50 AM – 11:05 AM | Recruitment and Retention Unit Update Introduction of Team member; Unit Update Kristy McClendon, DOAS |
| 11:05 AM – 11:25 AM | NextGen – Quarterly Update Al Howell |
| | FY 23 Workforce Report Al Howell |
| 11:25 AM – 11:35 AM | Poll Everywhere Questions Latatia West, DOAS |
| 11:35 AM – 11:50 AM | Wrap Up Al Howell |
| | <ul style="list-style-type: none">▪ 2024 HR Community Meeting dates▪ 2024 EBP/SPB Meeting Dates▪ Electronic W-2 |

The Benefits of Hiring Early Talent

Gaby Basok
Customer Success Manager
Handshake

Meet Your Handshake Team



Gaby Basok

Employer Customer Success Manager, Handshake

gaby@joinhandshake.com



Cat Davis

Employer Account Manager, Handshake

cdavis@joinhandshake.com



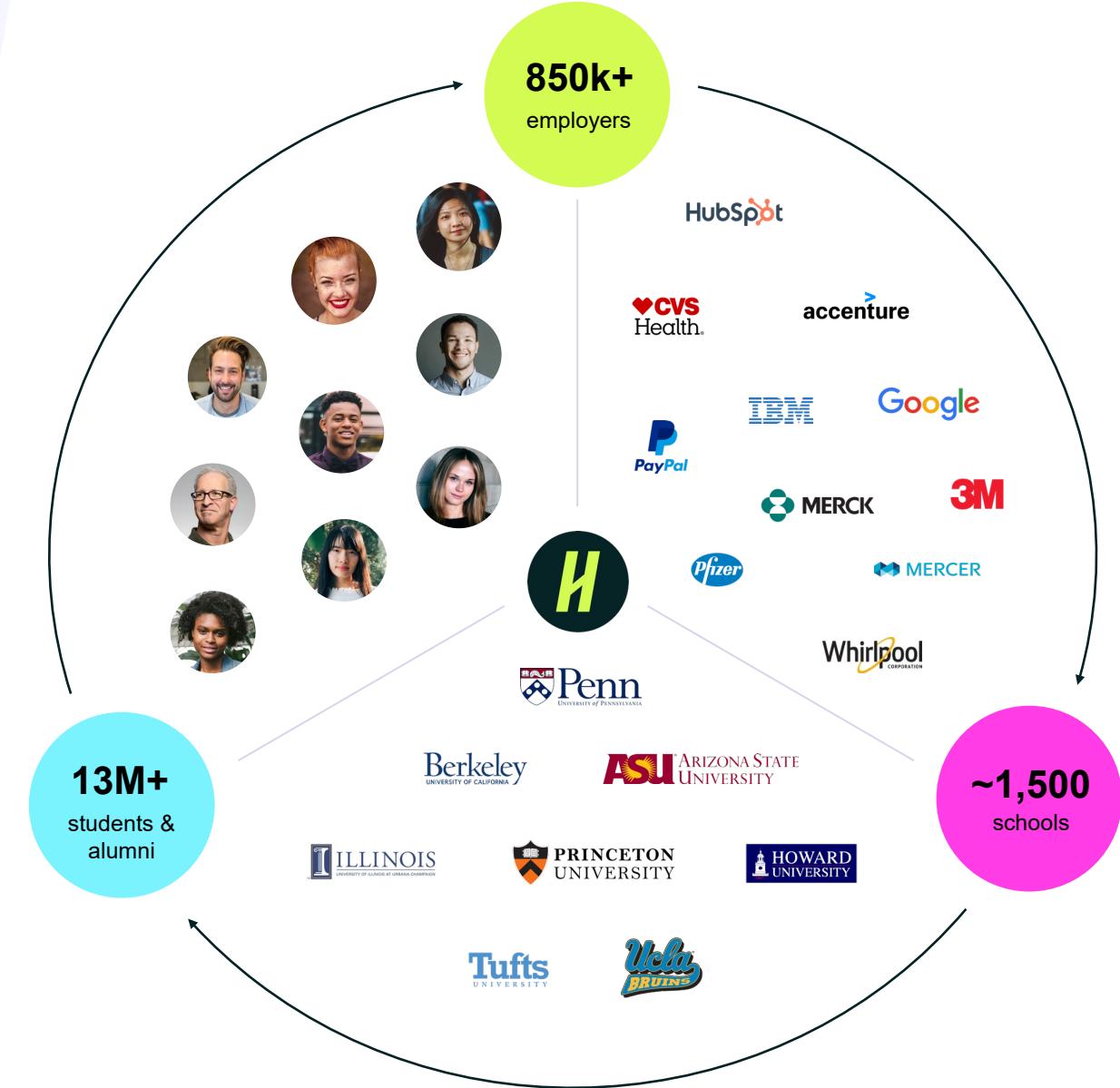
The Benefits of Hiring Early Talent

December 2023



Handshake is the only recruiting platform that is the official system of record for nearly 1500 U.S. academic institutions

- **13M+** validated students and alumni gaining access to opportunity on Handshake
- **1500** schools delivering better career outcomes for students on Handshake
- **870K** employers (100% of F500) building deeper, more diverse pipelines that result in hires on Handshake
- **91%** of the top 500 US colleges are on Handshake



Sources: 1. Handshake data | 2. U.S. World & News report rankings



Georgia School Partnerships



Handshake partners with **over 40 schools** across the state of Georgia, providing access to:

- over 260k early talent candidates currently in the state and
- over 725k candidates who want to work in the state



Solve 4 common business threats and pave the way for long-term success

Workforce risks

1. Knowledge gaps from aging workforce and not enough new talent
2. Diversity that drives competitive innovation and tech adoption
3. Not having a brand that attracts top Gen Z talent
4. Driving predictability in volatile market conditions

The early talent solution

1. Bridge the technology and knowledge gaps with young talent
2. Achieve DEI goals and build a competitive workforce that drives innovation
3. Invest and develop hungry new talent who will remain loyal
4. Hit hiring goals with less resources and fill workforce pipeline predictably

1 in 5 Americans will reach retirement age by 2030. ([US Census](#))

27% of the workforce will be Gen Z by 2025. ([World Economic Forum](#))



What today's students want

Handshake | Network Trends

77%

are more likely to apply to a company that offers job stability

77%

are more likely to accept a job at a company with a diverse leadership team

69%

are more likely to apply to a job with a flexible schedule

41%

are more likely to apply to a hybrid job; 22% are more likely to apply to a fully remote job

33%

spent their summer pursuing an internship; 37% had a part-time job, and 27% worked full-time



"As a first-generation college student from a low-income background, I was determined to squeeze every drop of opportunity from my hard-won college acceptance. When my father lost his job during Covid-19, I knew I needed to find an amazing internship. Through Handshake, I got an internship with GE Aviation. It was such a great experience. The program was well-structured, and there were ample opportunities for growth."

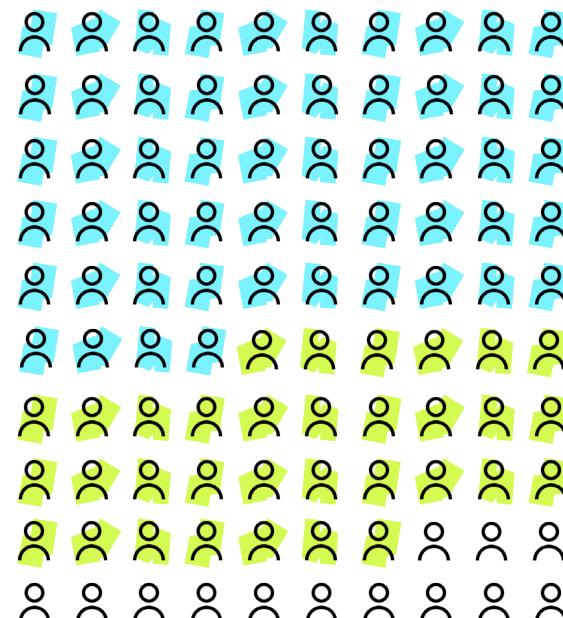
Dremere Woods, Auburn University

Digital engagement is now expected from Gen Z

As digital natives, early talent is accustomed to using technology for everything.

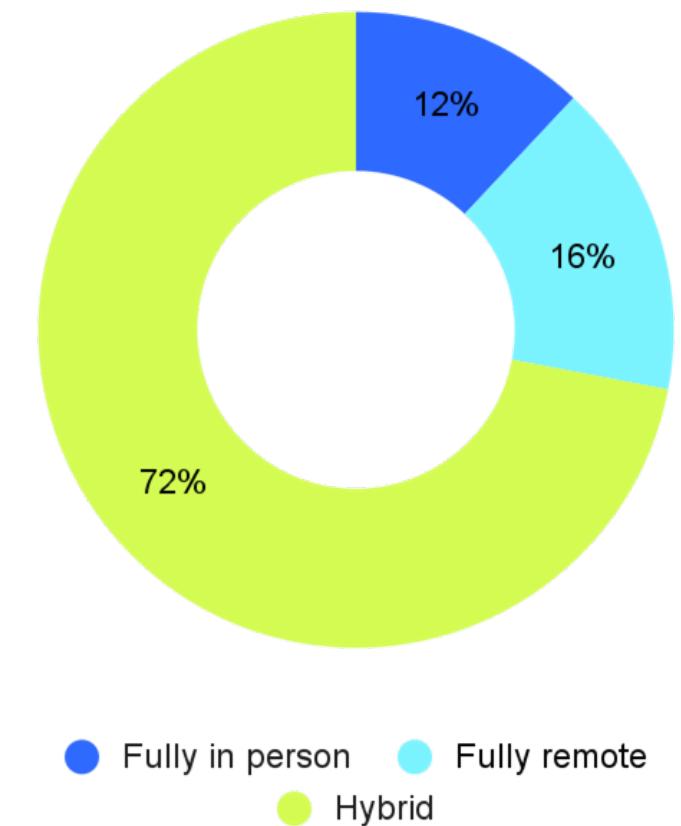
The most tech-savvy generation yet expects digital engagement across all facets of life—including in the job search process.

Nearly 9 in 10 students prefer some virtual recruiting¹



54% prefer at least half virtual | 33% prefer some virtual | 13% prefer exclusively in person

The class of 2023 overwhelmingly prefers hybrid work²



1. [Who wins with virtual recruiting?](#)
2. [The Class of 2023 prepares for a future of work, disrupted](#)

Engage and attract talent to your early talent career opportunities

*Handshake data found that while 82% of career fairs during the spring 2023 were in person—up from 65% in 2022—students RSVP'd 3.4x more to virtual events than in-person. **The takeaway? Hybrid wins.***

Discover and
RSVP to relevant
fairs and events

1



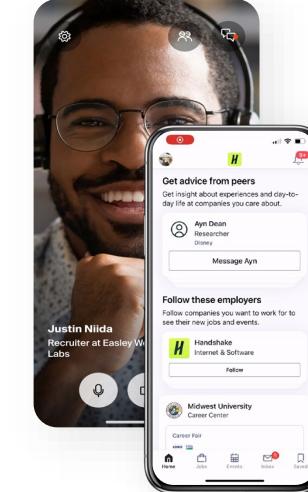
Receive pre-
and post event
messages

2



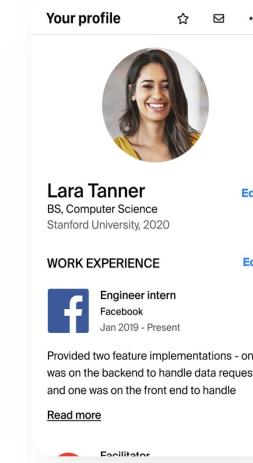
Check-in
and attend
(even virtually)

3



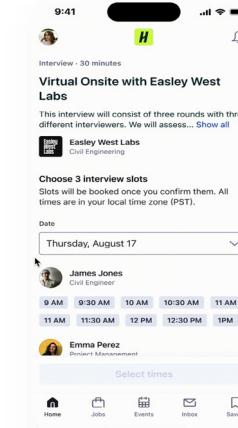
Share
your profile
info and skills

4



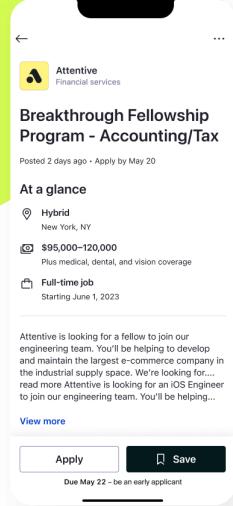
Book follow up
time from a single
invite link

5



Save
and apply to
your jobs

6



Bonus: Tap into your employer brand's powers

Take our persona quiz understand how Gen Z sees your brand and read the guide to uplevel your recruitment strategies



Start here





Best practices that attract and retain Gen Z talent

Top 5 Retention Influences

1. Advancement Opportunities
2. Opportunities to grow skillset
3. Transparency for company performance
4. Mentorship and cross-functional exposure
5. Strong team and peer relationships



How to take action:

1. Communicate career pathing both on recruiting pages and in-programs
2. Host lunch & learns, invest in employee education stipends, use **project-based work to bridge skills gaps** and help them transition from campus to career
3. Setup **sessions for new hires with the leadership team**, have a way of capturing questions about company performance
4. Build formal **mentorship programs and foster cross-functional connections** with ERGs and groups where interns can connect
5. Provide resources for **team-building activities**



Employer support for upskilling is on the rise

The share of job descriptions mentioning professional development support (e.g., learning stipends) has **more than doubled on Handshake in recent years**—and almost 50% of 2024 graduates say they're more likely to apply to a company that provides employer-sponsored upskilling resources.

Share of job descriptions mentioning professional development support, 2019-2023

Percent of all active full-time job descriptions that included any of the following keywords: L&D, development stipend, learning stipend, tuition reimbursement, tuition assistance



Source: Handshake platform data, week of 25 June 2019 through week of 27 June 2023

Getting buy-in across your agency & business units



Agency Head

Workforce planning is a top 3 priority. Companies with strong talent pipelines are 6x more likely to engage and retain top talent, 5x more capable of preventing burnout, and 3x more likely to outperform competitors.



CFO

One of the most critical tasks CFOs say they're facing over the next 12 months is hiring and retaining qualified staff. Early talent recruitment is a cost-effective strategy that can save a company as much as 50%.



CIO

CIOs need to increase budgets by 6.5%+ to achieve business goals and 90% say they need more talent. But they're tackling flat growth. Early talent can fill hiring and tech-skill needs while keeping a tight budget.



CHRO

Diverse companies are more likely to outperform less diverse peers. By engaging Gen Z early, in school and online, you can reach more diverse candidates and build a healthy pipeline of qualified talent.

Your early talent recruitment programs and internships help solve their top challenges.



*Learn more about how you can help your C-suite with [our guide](#)



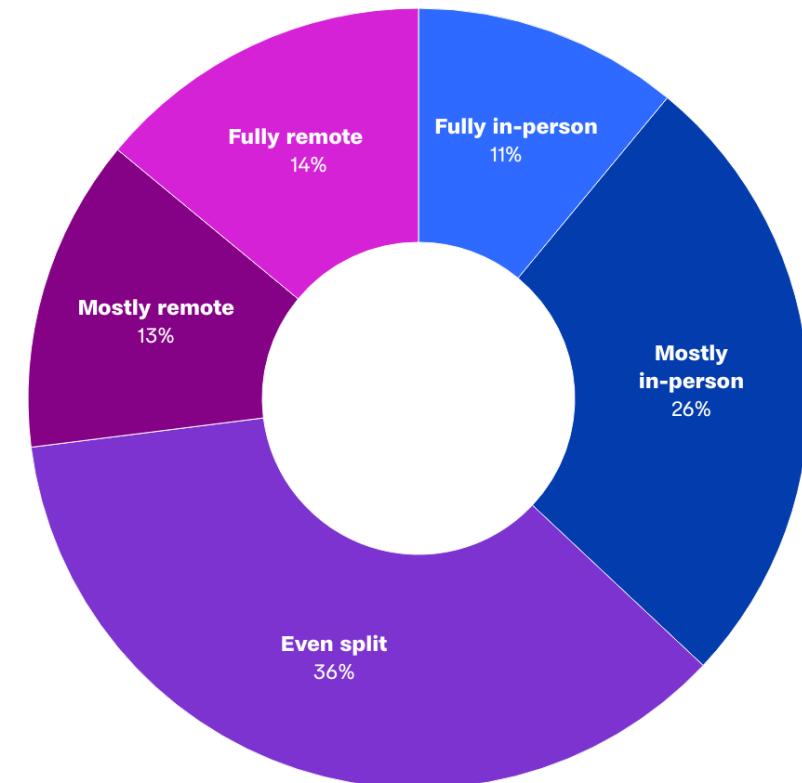
Most early-career hires want to spend time in the office.

“I am a strong believer that working in a quality environment is essential to happy, healthy, and productive workers. I think that involves both the peaceful environment of remote work and the structured and collaborative environment of in-person work.”

—Communications major, Class of 2025

Early talent work arrangement preferences

What is your preferred breakdown of remote vs. in-person work?



Asked of students who expect to work in a field in which remote work is feasible (N = 1,113). “Mostly remote” = 75% remote; “Mostly in-person” = 25% remote.

Source: Handshake Network Trends survey, June 2023

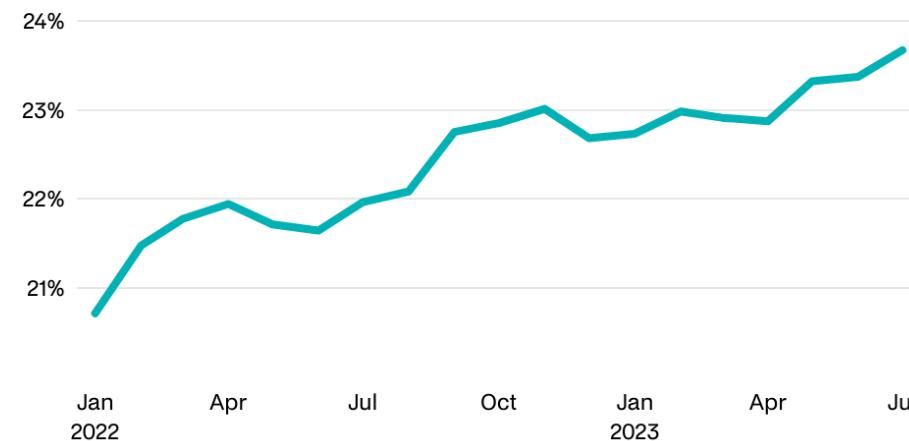


The future is flexible.

On Handshake, we see more and more employers beginning to adapt to Gen Z's flexibility preferences. The share of fully-remote roles on our platform has declined steadily over the past year, and remote roles now account for only about 5% of active job openings. At the same time, however, mentions of flexibility in job descriptions have increased.

Share of job descriptions mentioning flexibility

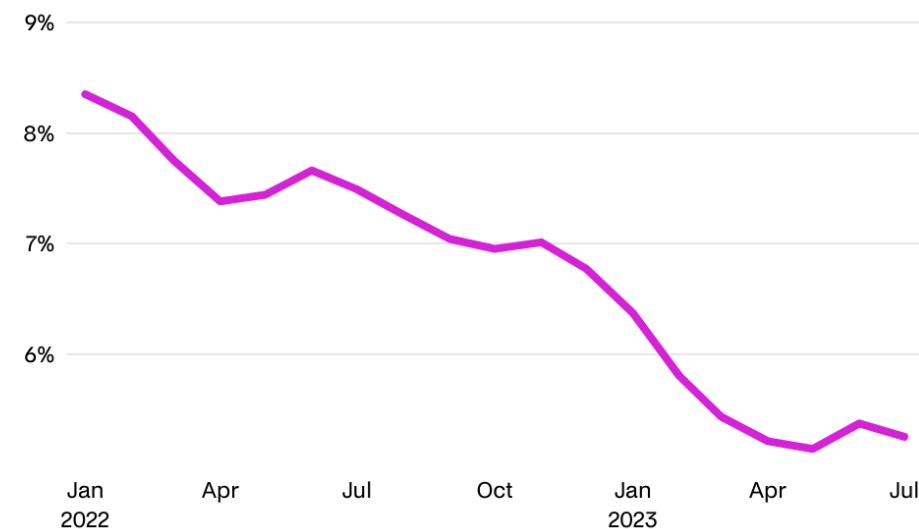
Percent of all active jobs on Handshake that include keywords "flexible" or "flexibility" in descriptions



Source: Handshake platform data, August 2023

Share of jobs classified as fully remote

Percent of all active jobs on Handshake classified as "remote" by employers



Source: Handshake platform data, August 2023

Ford leverages early talent to help fill new Atlanta office

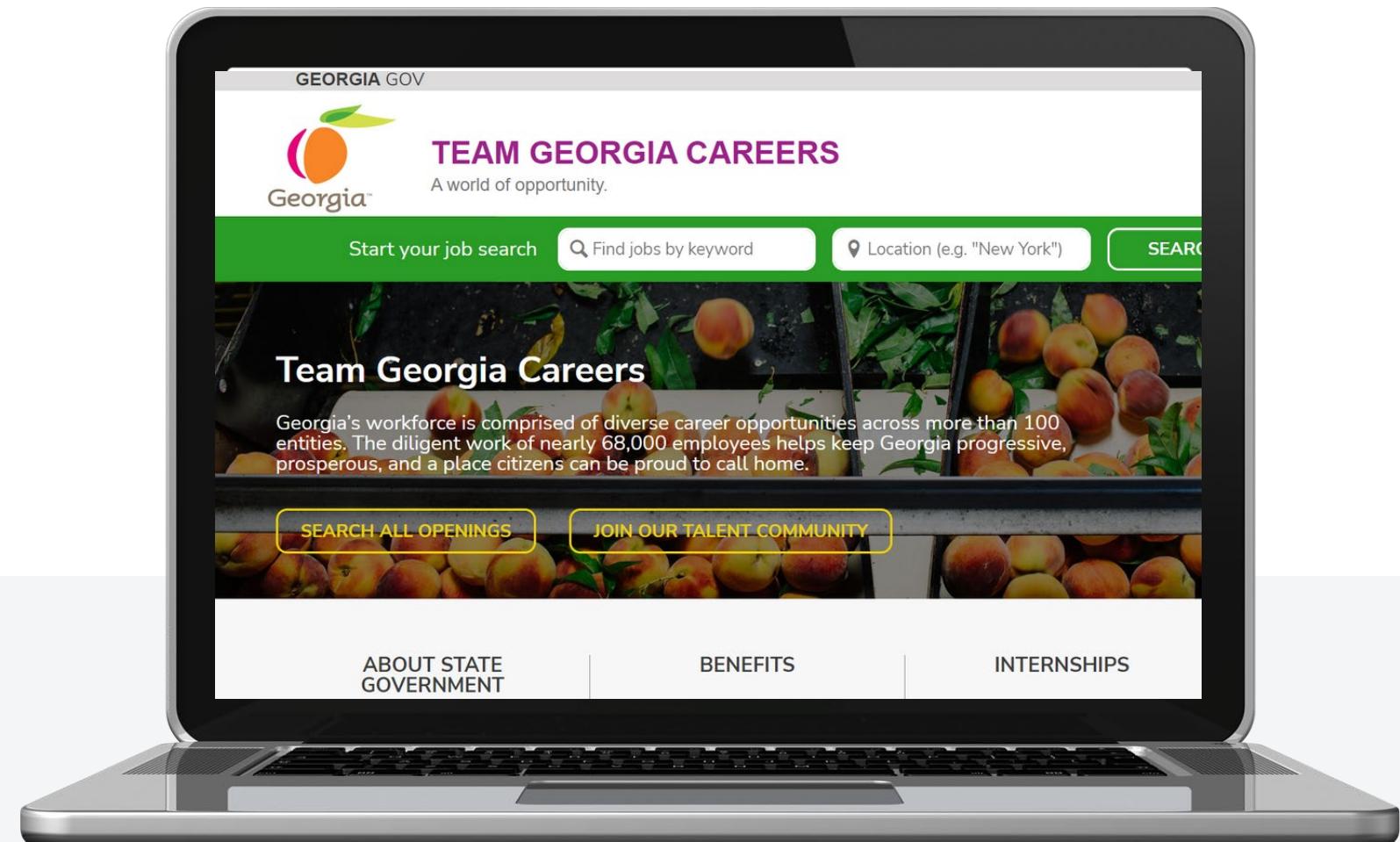
“As we opened our Atlanta office, our partnership with Handshake was crucial in driving geography-centered event campaigns and building relationships with local universities. Although so much is virtual now, targeted student outreach has been key for us.”

Carly Williams
University Recruiting Leader



HANDSHAKE in SOG

- Implemented January 2023
- Connected to all Georgia universities using the platform
- Piloted Two Spring Internship Opportunities
 - 2 Agencies; 3 internships
 - Paid internships
 - Made five hires from four different universities
- Encouraging all agencies to use the platform for entry-level hires
- For more information on using Handshake, please contact Monique Jenkins at monique.jenkins@doas.ga.gov





CONTACT ME

Monique Jenkins, SHRM-SCP, PHR, MBA

Senior Manager, Enterprise Talent Management Services

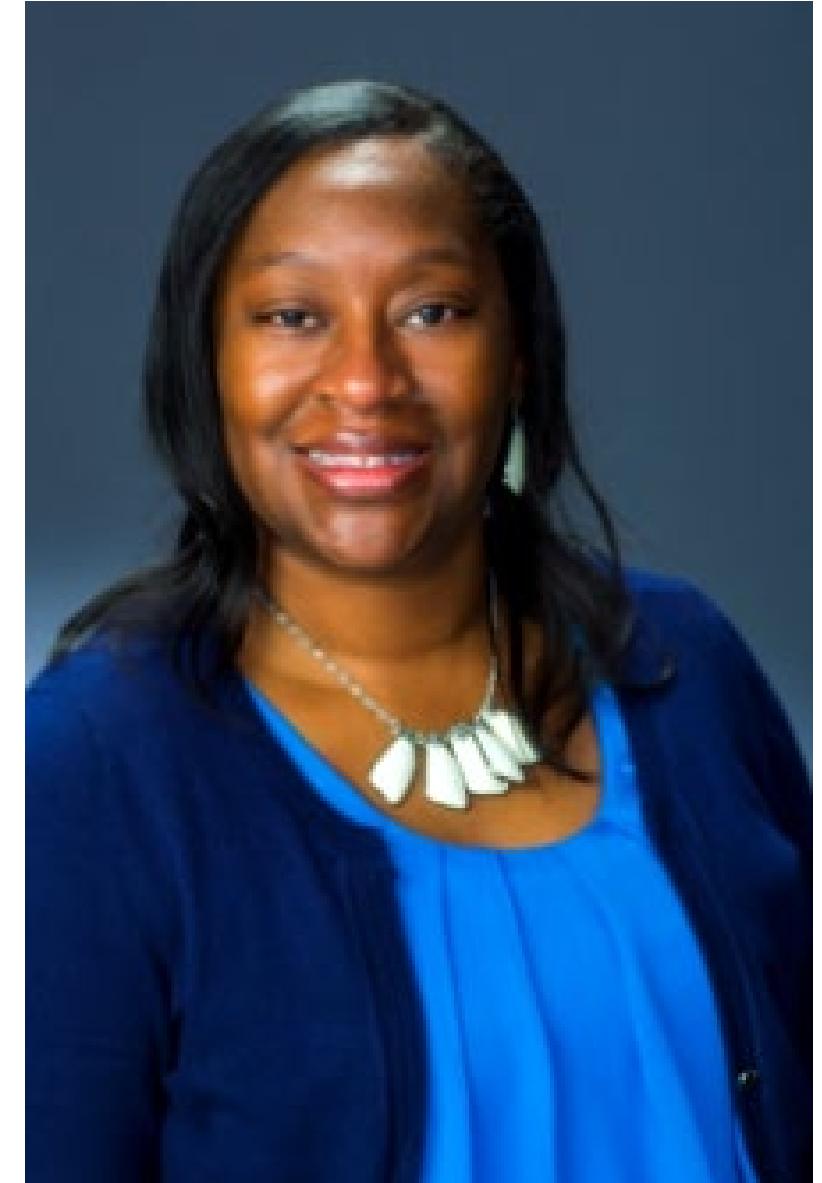
404-463-7044

monique.jenkins@doas.ga.gov

www.careers.georgia.gov



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QUESTIONS?



TEAM GEORGIA CAREERS
A world of opportunity.



Recruitment & Retention Unit Update

Kristy McClendon

Manager, Recruitment & Retention Unit

Human Resources Administration

Department of Administrative Services



Recruiting and Retention Unit

The Department of Administrative Services (DOAS) Human Resources Administration (HRA) has partnered with the following:

- Governor's Office of Planning and Budget (OPB)
- University System of Georgia (USG)
- Georgia Department of Education (GaDOE)
- Technical College System of Georgia (TCSG)
- University of Georgia's Carl Vinson Institute of Government



WSI

Workgroups

ACCOUNTING WORKGROUP

GEORGIA
WORKFORCE
STRATEGIES
INITIATIVE



GOAL To develop and implement strategies and programs to boost employment and interest in state jobs

PROCUREMENT WORKGROUP

GEORGIA
WORKFORCE
STRATEGIES
INITIATIVE



GOAL To develop and implement strategies and programs to boost employment and interest in state jobs

LAW ENFORCEMENT WORKGROUP

GEORGIA
WORKFORCE
STRATEGIES
INITIATIVE



GOAL To develop and implement strategies and programs to boost employment and interest in state jobs

INFORMATION TECHNOLOGY WORKGROUP

GEORGIA
WORKFORCE
STRATEGIES
INITIATIVE



GOAL To develop and implement strategies and programs to boost employment and interest in state jobs

SOCIAL SERVICES WORKGROUP

GEORGIA
WORKFORCE
STRATEGIES
INITIATIVE



GOAL To develop and implement strategies and programs to boost employment and interest in state jobs

Recruiting and Retention Unit



Recruiting and Retention Unit

The Recruiting & Retention unit has identified and established over 55 new partnerships between state employers and DOE K-12, colleges, and universities since the initiative's launch in FY24.

Strategic Partners:

- Military (all branches)
- University System of GA (USG)
- Technical College System of GA (TCSG)
- K-12 (CTAE)



Strategic Partnerships



- ❖ Build relationships with the WSI workgroups and the WSI partners by forging strategic partnerships by building, executing, and maintaining new talent pipelines throughout the State of Georgia with career and internship opportunities.



Partnership Opportunities

Identify educational and branding/marketing opportunities that will aid in creating and fostering partnership opportunities between the WSI partners and workgroups by establishing business relationships/partnerships with the following:

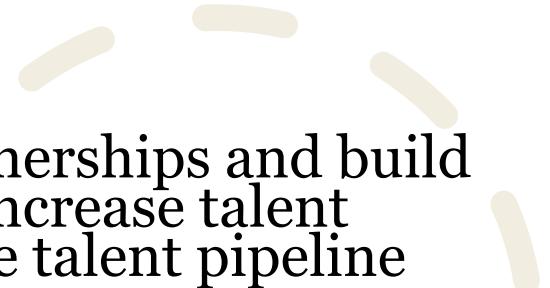
- ❖ High school visits
 - Career Day
 - Curriculum implementation for certain courses
- ❖ Colleges
 - Career Events
 - Career Fairs, Career Chats, Career Panels, etc.
 - Branding/Marketing Opportunities for workgroups
- ❖ Military
 - Identify Military resources/programs to involve the workgroups. career events
 - TAP Centers, Career Day Talks, Workgroup info sessions

R&R unit will assist with the coordination of branding/marketing events

- ❖ Make the connections and match opportunities with strategic partners and workgroups.
- ❖ Assist with the implementation of coordinated efforts.



Talent Pipelines



- ❖ Identify existing partnerships and build new partnerships to increase talent pipelines to bridge the talent pipeline gap.
- ❖ Encourage workgroups to foster relationships with the partners so that they can continue to grow and see positive results in the talent pipelines.
- ❖ Maximize branding/marketing opportunities to increase social media presence that will reach a larger audience.

Key Accomplishments

- Retention study completed by Deloitte and WSI Summit was held on June 29, 2023.
- The R&R Unit has identified potential educational and military educational opportunities and is forwarding them along as they relate to the WSI workgroups.
- The R&R Unit has connected the WSI workgroups and college/university partners for educational branding and military partnership opportunities.
- A WSI tracking tool has been developed to keep track of partnerships and accomplishments.
- Hired R&R HR Specialist 2 position as of September 18, 2023.
- The R&R Unit partnered with the University of West Georgia for a Georgia Government Agency Career Fair on Tuesday, February 6, 2024.
- The R&R Unit partnered with GA State for a Georgia Government Agency Week for March 26 -28, 2024.
- Partnerships were formed between the Department of Education, Accounting, Social Services, and Procurement to create a curriculum for educational pathways.
- The R&R Unit has partnered with Team Georgia Careers to promote career opportunities for the WSI workgroups.
- The R&R Unit has confirmed several career-related events for 2024 (including military-related career events).

Military Career Events

Fort Eisenhower Job Fair, Augusta (Army)

Tuesday January 23, 2024, 9-12pm

Military Hiring event with DAV and Recruit Military

Tuesday February 8th, 2024, Mercedes Benz Stadium Atlanta

Kings Bay, Kings Bay (Navy)

Technical and engineering job fair FFSC kings bay, February 13, 2024

Instructions for Using Poll Everywhere

🌐 When poll is active, respond at **PollEv.com/hra160** 🌐

📠 Text **HRA160** to **22333** once to join

You will submit your response by following the instructions on this slide. Instructions vary depending on whether you are responding via text or online:

1. If responding via text: Use the five-digit number (22333) found below
2. Text HRA160 to the five-digit number (22333)
3. If responding online: Use the web address or QR code shown below.



Are you interested in participating in career-related events that are tailored to the State of Georgia Government Agencies with colleges & universities throughout the State of GA?

Nobody has responded yet.

Hang tight! Responses are coming in.

If interested in participating in the events, please provide us with the following contact information: Agency Name: Name: Title: Email address: Phone contact:

Nobody has responded yet.

Hang tight! Responses are coming in.

NextGen Update

Al Howell
Deputy Commissioner
Human Resources Administration
Department of Administrative Services



NextGen Update

Human Resources Community Meeting
December 13, 2023

What is NextGen?

Enterprise-wide business transformation effort that will change the way Georgia conducts back-office financial and human resources processes

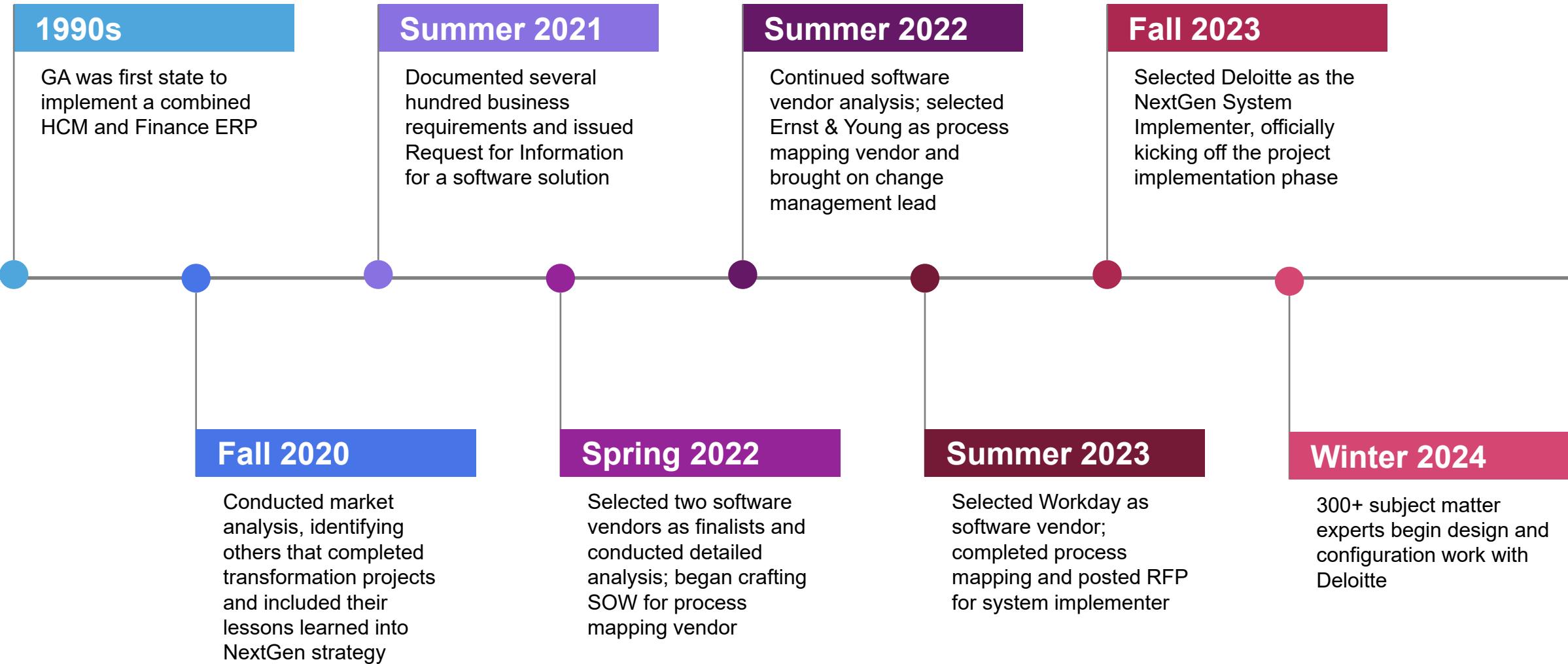
Modernized cloud-based ERP software solution to replace the 20+ year old PeopleSoft TeamWorks system

Single enterprise platform for consistent, streamlined business processes with a more robust reporting model to enable users to make data driven business decisions

Support platform to enhance customer service between agencies and to Georgia residents



Project History



NextGen Phases



PHASE 0

Competitive evaluation

- Evaluating vendors and services including project planning, change management, staffing and backfill
- Identify subject matter experts to participate in analysis
- Process mapping



PHASE 1

Supplier Selection

- Determine build requirements
- Continue process mapping



PHASE 2

Implementation

- Design, development, configuration, testing, training
- Create future statewide support organization

Current Phase



PHASE 3

Optimization

- Refine processes
- Deploy additional functionality if needed

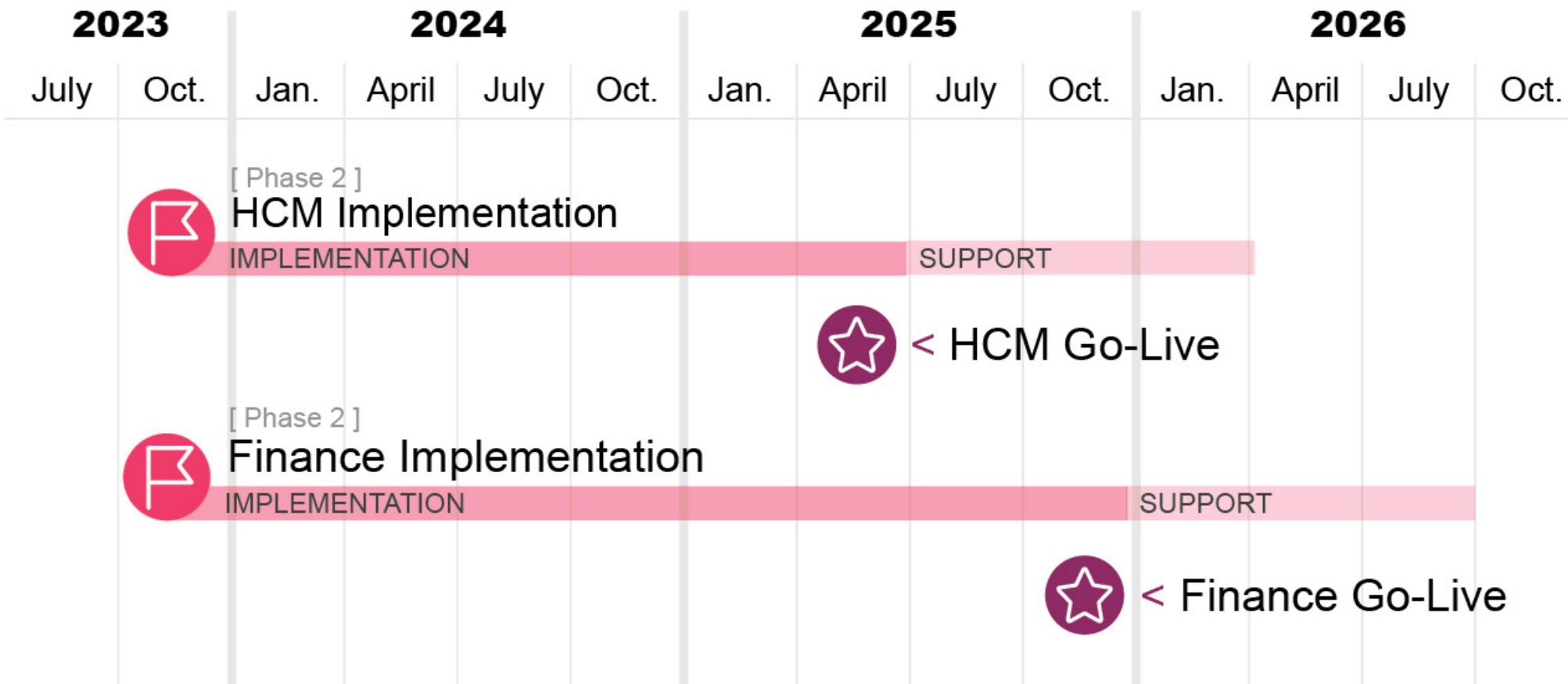
Program management, change management, data governance



NEXTGEN

Project Timeline

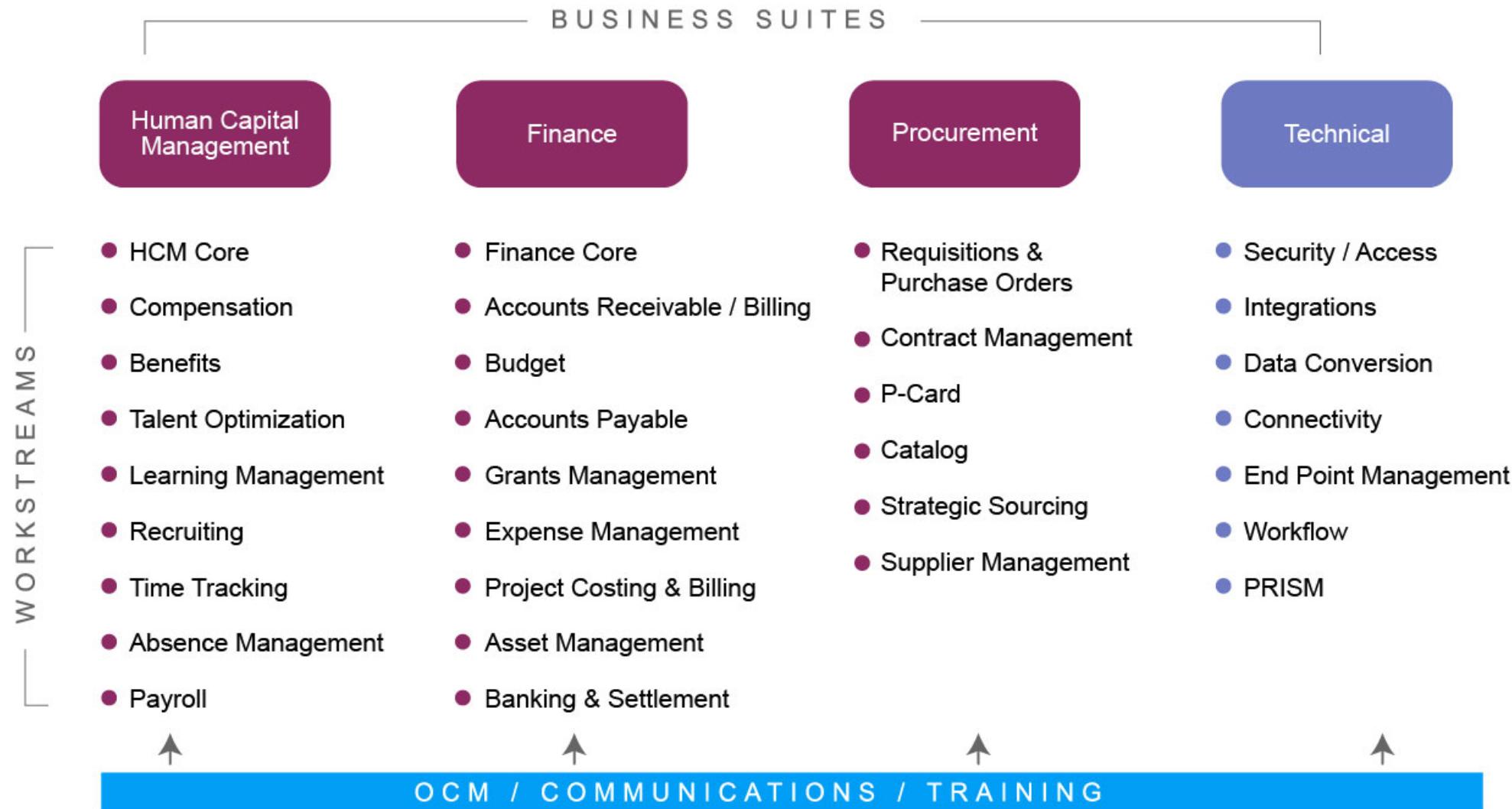
PROJECT TIMELINE [by calendar year*]



* State fiscal years (FY) run from July 1 - June 30 (i.e. FY2024 began July 1, 2023)



Project Workstreams



HCM Workstreams

WORKSTREAMS

Human Capital Management

- HCM Core → Bo McDaniel, Director Talent/Policy
- Compensation → Tina Bufford, Manager, Compensation
- Benefits → Leneequa Morris, Manager, Benefits
- Talent Optimization → Carla Gracen, Director Comp/Benefits
- Learning Management → Holli Meredith, Manager, Enterprise Learning
- Recruiting → Monique Jenkins, Manager, Talent
- Time Tracking → Agency Representative & SAO Technical
- Absence Management → Agency Representative & SAO Technical
- Payroll → Agency Payroll Lead



Data Cleansing Activities



Data Cleanup Team sent first wave of items to address in late November:

- Unapproved Time for July 2023 and before
- More specific cleanup items will be identified and may be assigned to affected agencies

General cleanup items to watch for:

- Open job requisitions
- Unfunded vacant positions
- Departments not being used
- Unapproved time
- Time off balances

Stay in the know!

- Send questions to NextGen inbox NextGen@sao.ga.gov
- Questions may inform FAQs
- Connect with your POCs
- Review our website <https://sao.georgia.gov/nextgen>
- Subscribe and read our monthly NextGen Newsletter
- Attend HR Community Meetings





NEXTGEN

Questions about NextGen

sao.ga.gov/NextGen

NextGen@sao.ga.gov

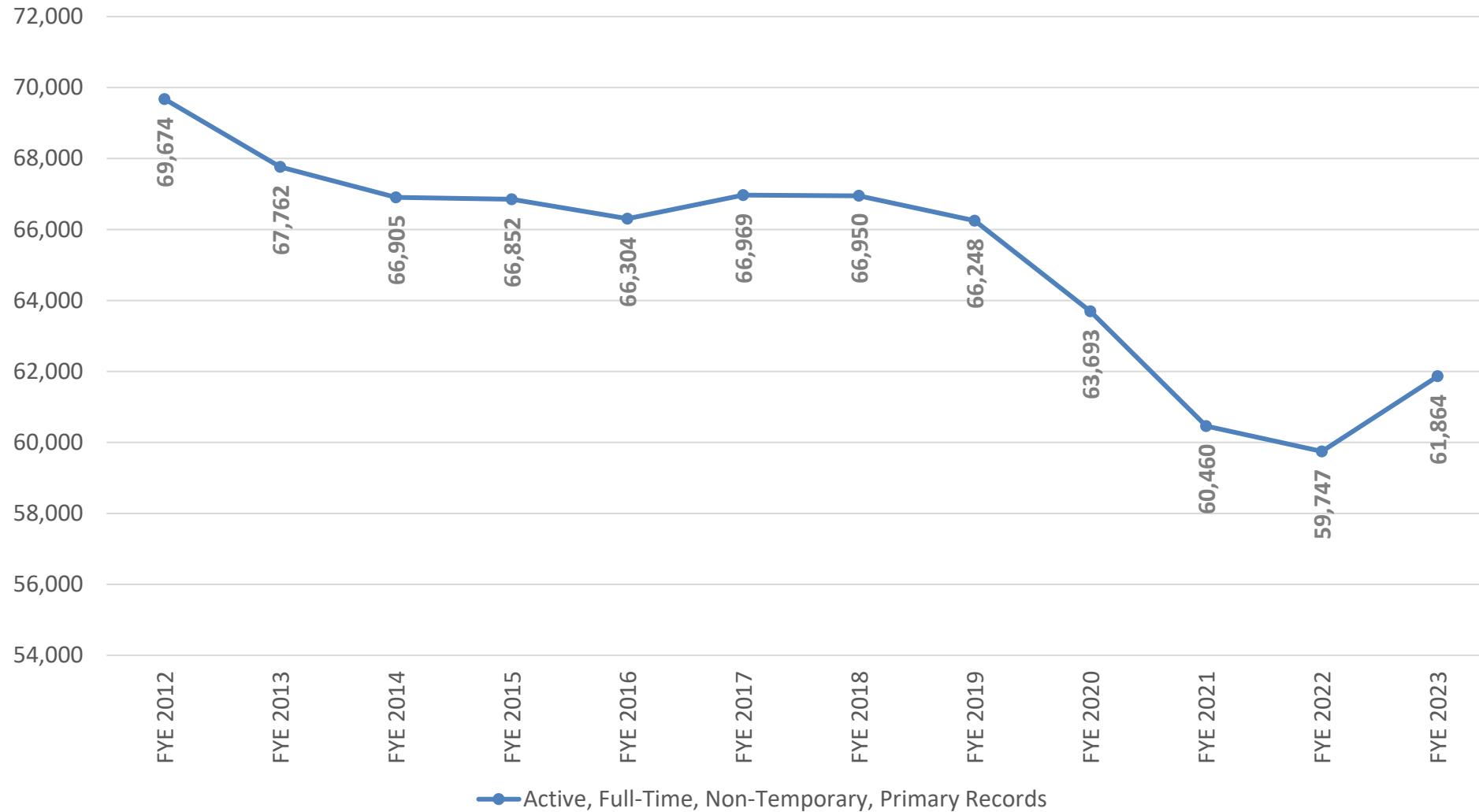
FY 23 Workforce Report

Al Howell
Deputy Commissioner
Human Resources Administration
Department of Administrative Services

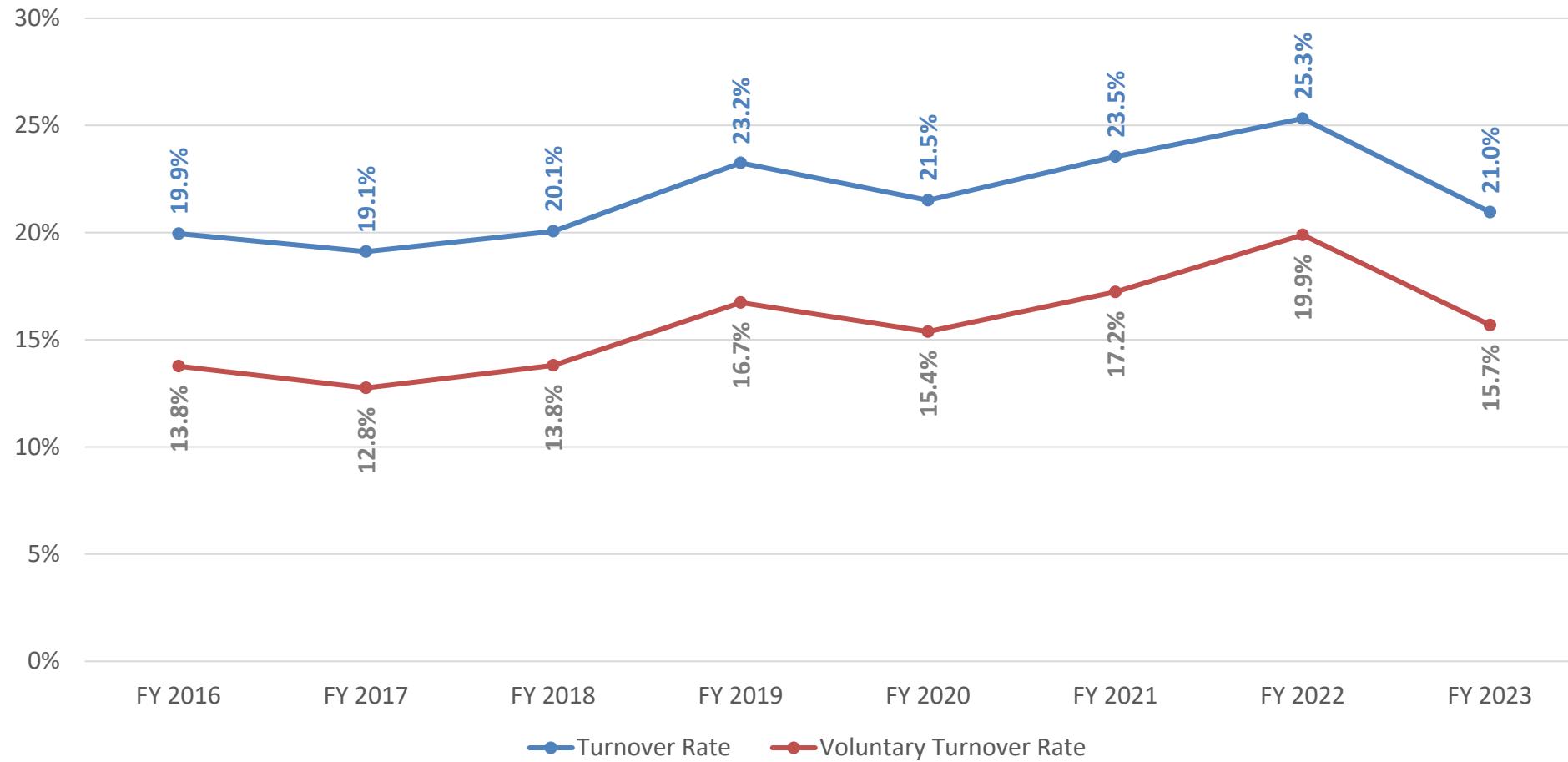
Key Insights from the FY2023 Workforce Report

- System-wide average annual compensation increased 7.7% compared to FY 2022.
- System-wide median annual compensation increased 5.5% compared to FY 2022.

Number of Employees Rose by 3.5%



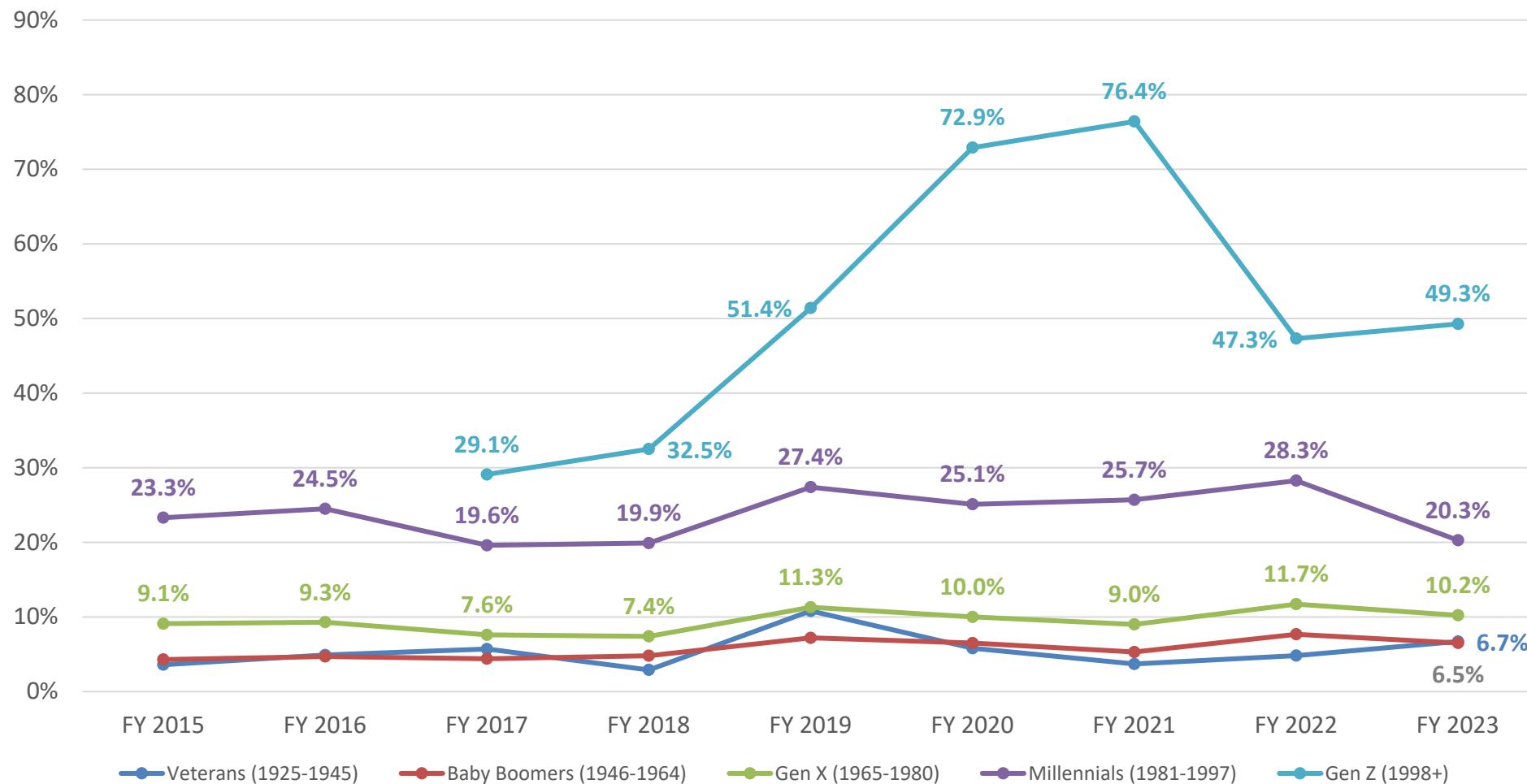
Turnover Is Down Over 4%





Voluntary Turnover By Generation

Executive Branch Full-Time, Non-Temporary, Primary Records



Poll Everywhere Survey

Latatia West
Policy Manager
Human Resources Administration
Department of Administrative Services

Instructions for Using Poll Everywhere

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📠 Text **HRA160** to **22333** once to join

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HRA is committed to offering virtual HR Community meetings. Let us know if you would be interested in expanding the meeting to:

Have hybrid meetings each quarter with an in-person option to attend

0%

Have a hybrid meeting annually with an in-person option to attend

0%

Other:

0%

If your response to the previous question was "Other," please provide more detail to explain your response.

Nobody has responded yet.

Hang tight! Responses are coming in.

Meeting Topics

During the meetings held this year, we have provided you with speakers on the following topics:

- Georgia Department of Labor Talents and Trends
- Employee Final Wages
- Recruitment Panel
- EAP Services
- HRA Internship Pipeline
- Workforce Strategies Initiative
- NextGen

As we move into a new year, we want to make sure that we keep our topic list updated. What other topics would you like to hear in the upcoming year?

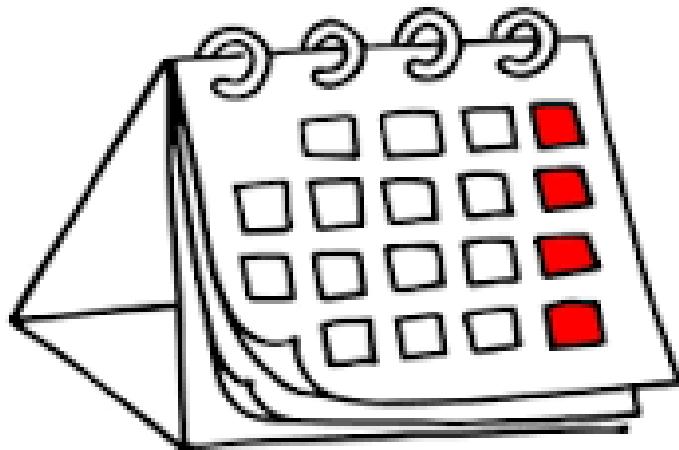
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Meeting Wrap-Up

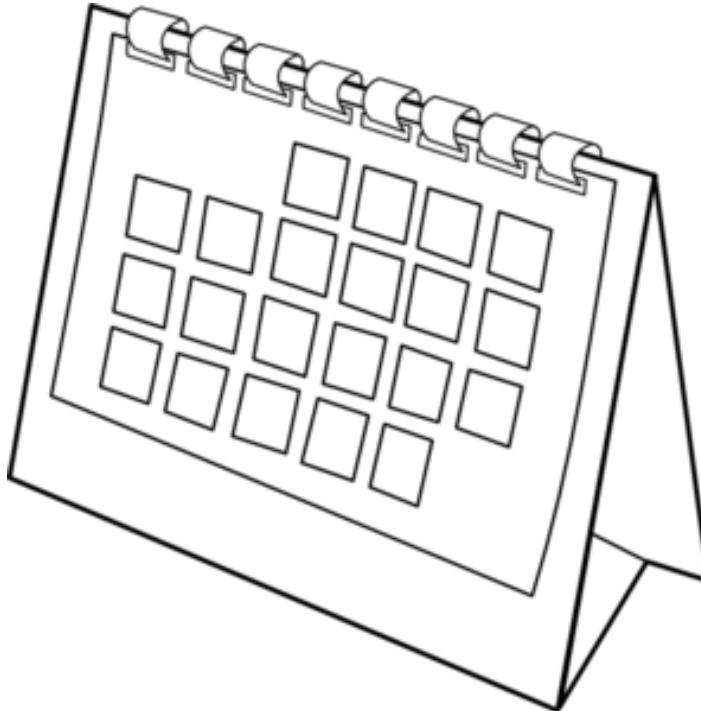
Al Howell
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2024 HR Community Meeting Dates



- Tuesday, February 13, 2024
- Tuesday, May 7, 2024
- Tuesday, August 20, 2024
- Tuesday, December 4, 2024

2024 Employee Benefit Plan Council/ State Personnel Board Meeting Dates

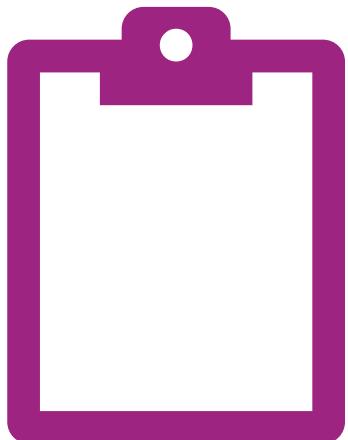


- March 12, 2024
- July 9, 2024
- August 13, 2024
- November 12, 2024

Electronic W-2



Meeting Feedback



Please share your thoughts on today's meeting by completing our survey:

<https://survey.alchemer.com/s3/7647468/HR-Community-Meeting-Feedback-December-2023>



Adjournment

Al Howell
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