

Department of Administrative Services

Lead. Empower. Collaborate.

Quarterly HR Community Meeting

Human Resources Administration

May 9, 2023



Welcome

Al Howell

Deputy Commissioner, HRA

DOAS

**Quarterly
HR Community Meeting
AGENDA
May 9, 2023, 10:00am – 12:00pm
Via MS TEAMS**

AGENDA

HRCM Agenda for May 9, 2023

10:00 AM – 10:05 AM	Welcome Al Howell, DOAS
10:05 AM – 10:45 AM	State of Georgia Labor and Talent Trends Wesley Ross, GDOL Mark Watson, GDOL
10:45 AM – 11:00 AM	Employee Final Wages Latatia West, DOAS Fe'loy Gibbs, SAO Jacqueline Sargeant, SAO
11:00 AM – 11:25 AM	Senate Bill 3 Tina Bufford, DOAS
11:25 AM – 11:35 AM	Flexible Benefits Updates Carla Gracen, DOAS
11:35 AM – 11:45 AM	HRA Retention Study Al Howell, DOAS
11:45 AM – 12 PM	Wrap Up Al Howell, DOAS

State of Georgia Labor and Talent Trends

Wesley Ross

Manager of Special Projects / External Affairs

GDOL

Mark Watson

LMI Data Department Director

GDOL

DOAS
HR Community Meeting
Georgia Department of Labor

Wesley Ross – External Affairs, GDOL
Mark Watson – Director, Workforce
Statistics

May 9, 2023



Economic Trends in Georgia

Initial Claims

Civilian Labor Force Estimates

Unemployment Rate

**Non-agricultural Employment (Job
Numbers)**

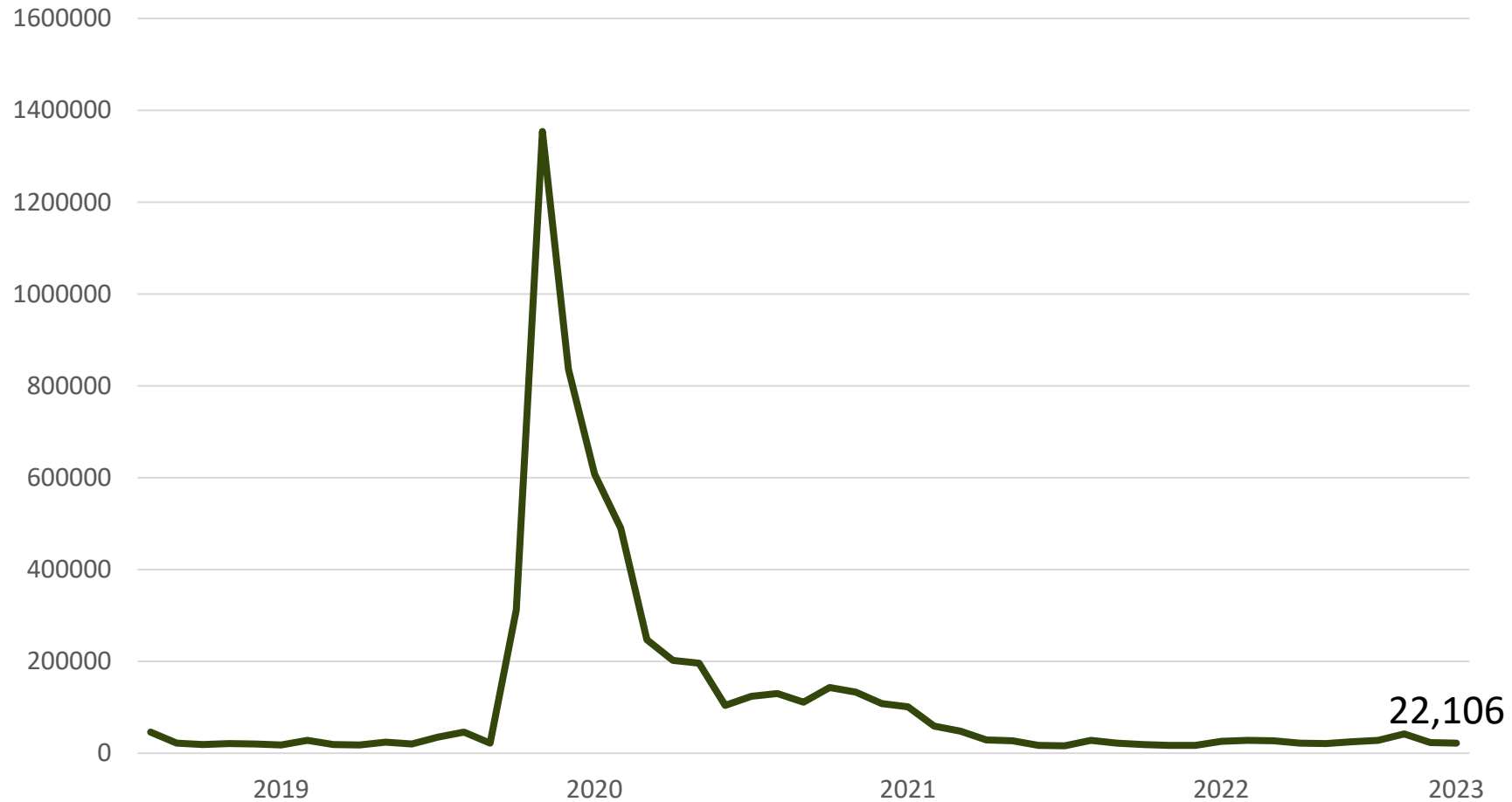
Short-Term Industry Projections

Hot Careers

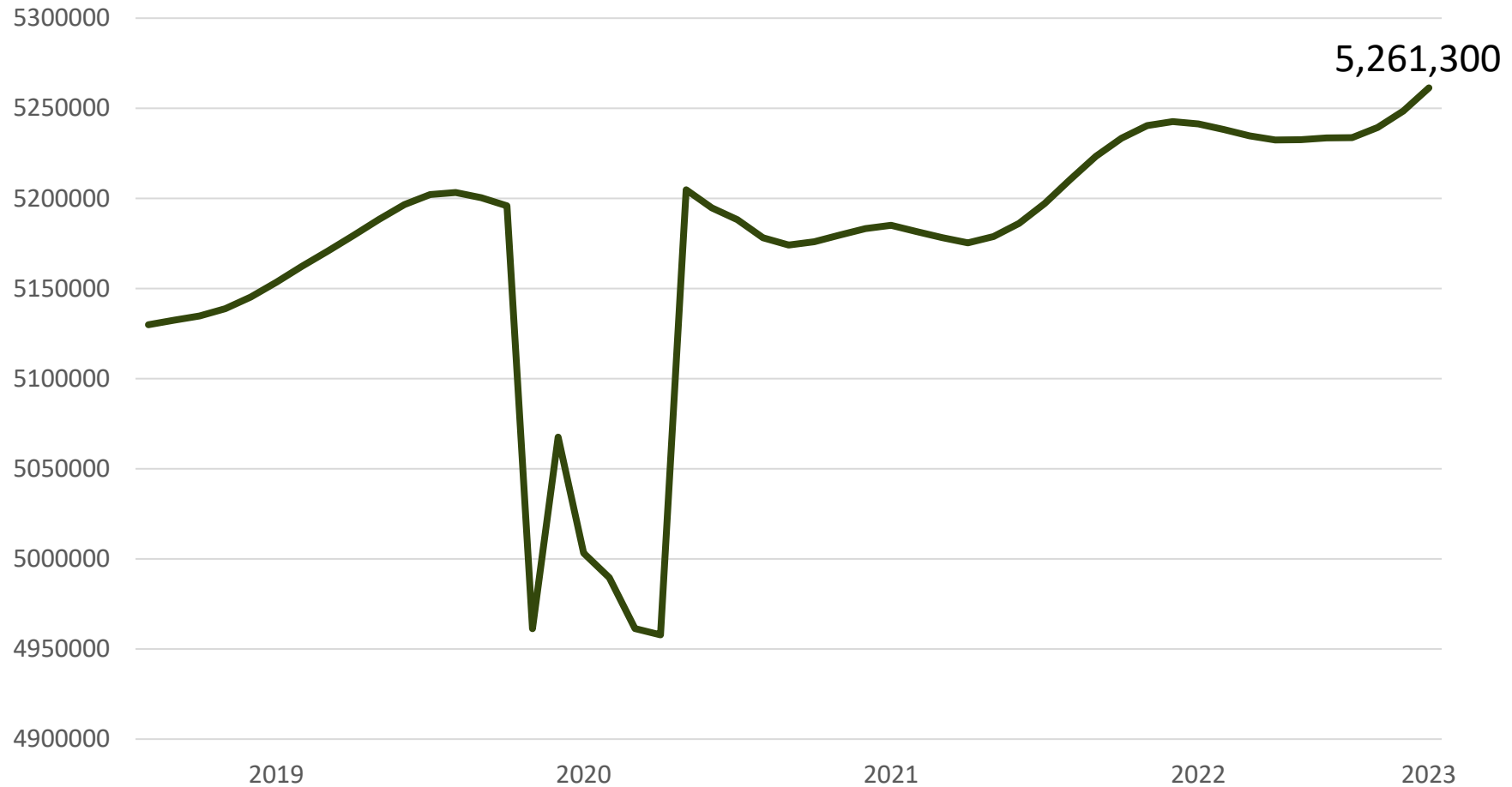
Employ Georgia (Job Postings)

Georgia

Monthly Unemployment Insurance Initial Claims 2019 – March 2023

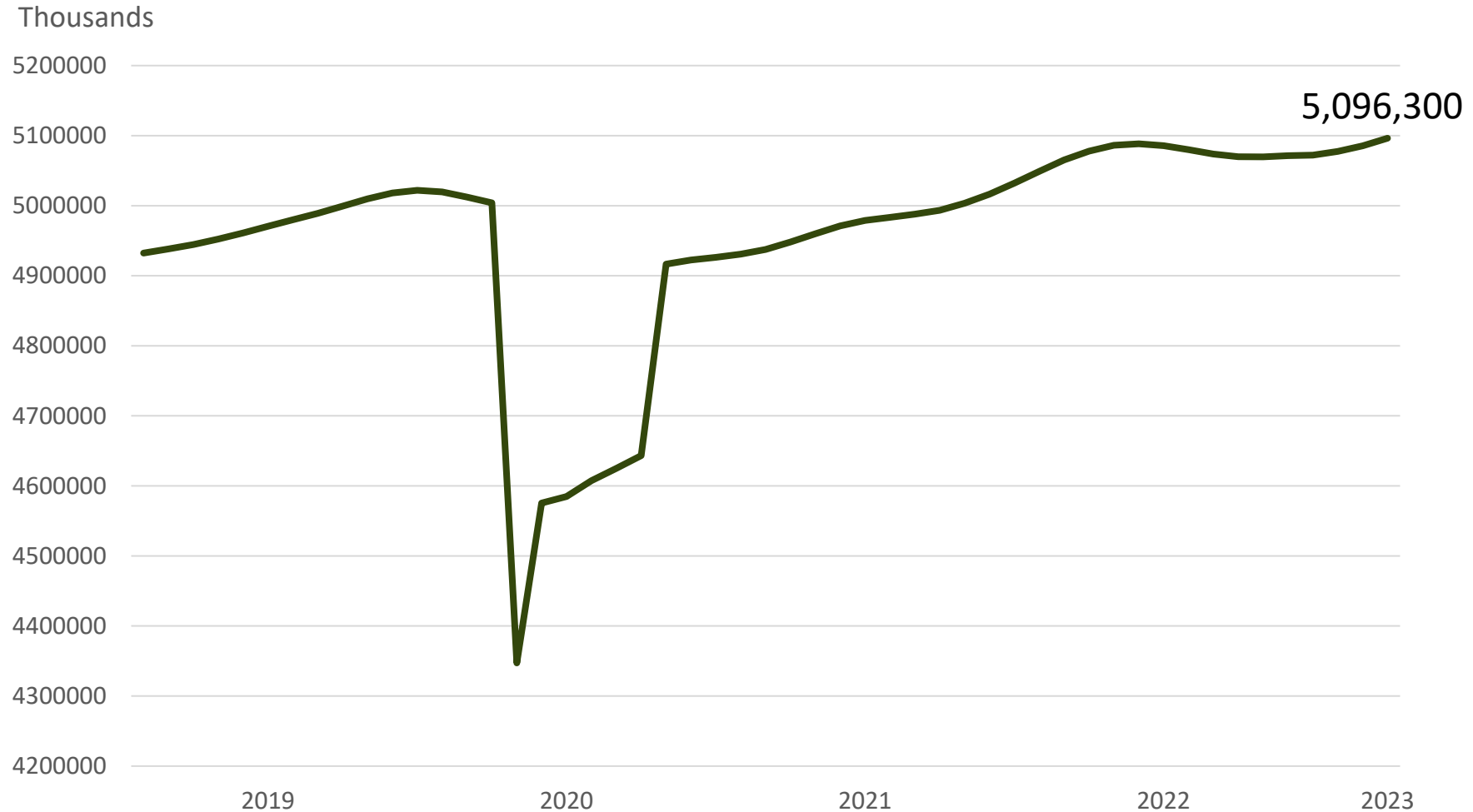


Georgia Monthly Labor Force 2019 - March 2023

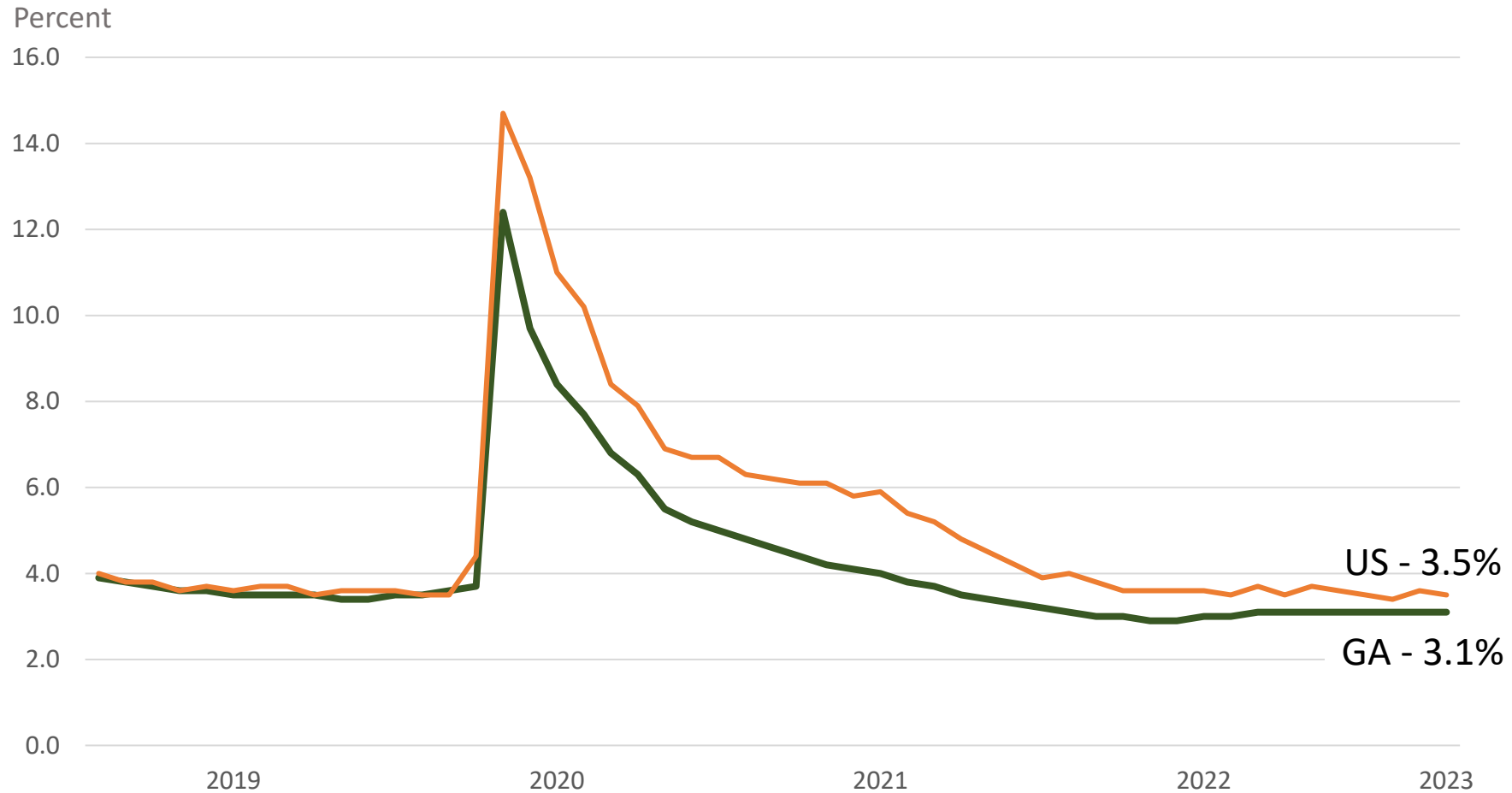


Georgia

Monthly Number of Employed 2019 – March 2023



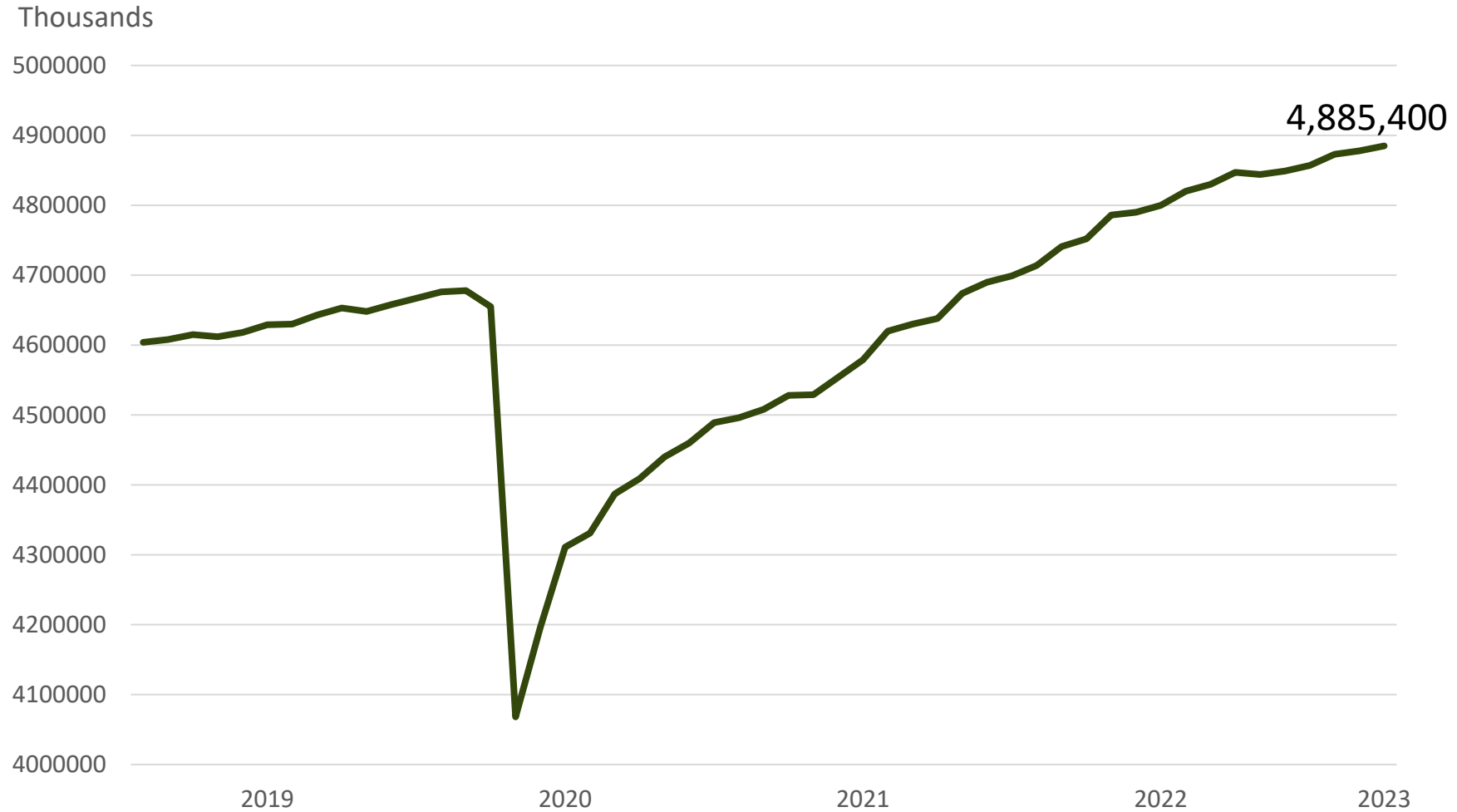
Georgia compared to U.S. Monthly Unemployment Rate 2019 – March 2023



Georgia

Monthly Non-farm Employment (Jobs)

2019 – March 2023



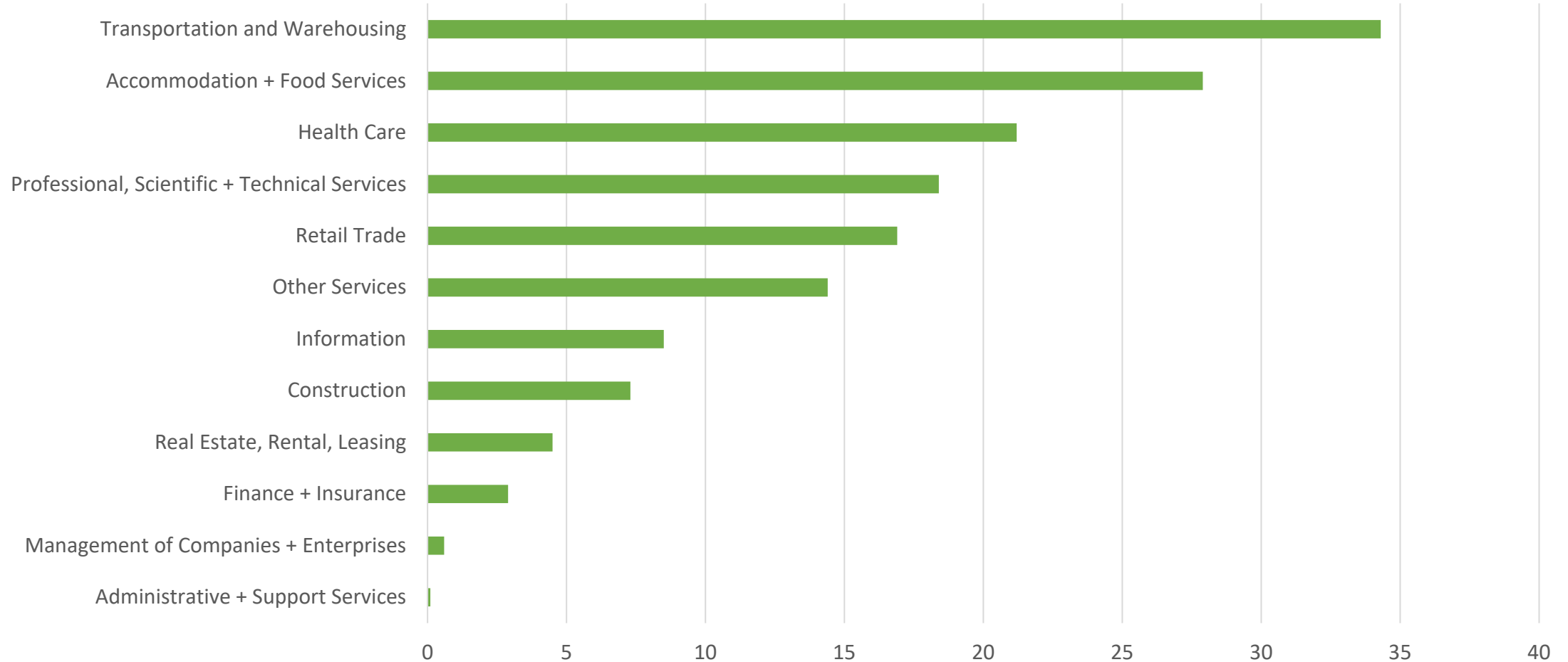
Georgia

Short-Term Industry Projections

Total Change in Employment

2022-2024

(in thousands)
Industry



Georgia's Hot Careers

Jobs with faster than state annual job growth, above average annual wages, 400 or more annual openings

Hot Careers
General + Operations Managers
Registered Nurses
Accountants + Auditors
Market Research Analysts
Human Resources Specialists
Management Analysts
Financial Managers
Food Services Managers
Paralegals – Legal Assistants
Industrial Machinery Mechanics
Lawyers
Training and Development Specialists

Employ Georgia Job Postings by Employers 295,000 Over Last 60 Days

Top Employers
Wellstar Health System
Piedmont Healthcare
Amazon
Walmart
University of Georgia
Emory University
Northside Hospital
Emory Healthcare
Marriott International Incorporated
Encompass Health

Employ Georgia Job Postings by Industry Over Last 60 Days

Top Industries
Hospitals
Food Services and Drinking Places
Professional, Scientific, and Technical Services
Educational Services
Ambulatory Health Care Services
Insurance Carriers and Related Activities
Administrative and Support Services
Accommodation
Truck Transportation
General Merchandise Stores

Employ Georgia Job Postings by Occupation Over Last 60 Days

Top Occupations
Health Care including Nursing
Sales
Hospitality, Food, Tourism
Business Management and Operations
Information Technology
Maintenance, Repair, and Installation
Transportation
Finance
Education and Training
Clerical and Administrative

Employ Georgia Job Postings by Skill Clusters Over Last 60 Days

Top Skill Clusters
Customer and Client Support: Basic Customer Service
Information Technology: Microsoft Office and Productivity Tools
Administration: Scheduling and Clerical Tasks
Sales: General Sales
Health Care: Basic Patient Care
Health Care: Emergency and Intensive Care
Business: Business Process and Analysis
Administration: General Administration and Clerical Tasks
Finance: Budget Management
Business: Project Management

Georgia Labor Market Explorer: OnLine Resources

<https://explorer.dol.state.ga.us/vosnet/Default.aspx>



Georgia LaborMarket Explorer

Your Source for Informed Decisions

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Labor Market Analysis

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Information

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Other

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2016 EDITION
GEORGIA WAGE SURVEY
Occupational Wages for Georgia Statewide, Metropolitan Statistical Areas (MSAs), and Workforce Investment Areas (WIAs)
[Click here for more...](#)

« « Play » » »

Customer Favorites

- [Find A New Job Now!](#)
- [Local Industry Mix](#)
- [Civilian Labor Force](#)
- [Search Local Employers](#)
- [Georgia's Hot Careers](#)
- [Georgia's STEM Careers](#)
- [Top Employers](#)
- [Size Class](#)
- [Industry Analysis](#)
- [Dimensions: Measuring Georgia's Workforce](#)

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- [Census Tract Civilian Labor Force Estimates](#)
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- [Bureau of Labor Statistics \(BLS\)](#)
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What's New

Unemployment Rate (Statewide): Georgia's unemployment rate decreased to 5.1 percent in June from 5.3 percent in May 2016. The rate was 5.8 percent in June a year ago. [More](#)

Jobs: In June 2016, Georgia added 11,400 jobs over the month and employment is up 123,200 over the year. [More](#)

Claims: In June 2016, Georgians filed 27,295 initial claims for unemployment benefits; down 3,030 over the month and down 5,324 over the year. [More](#)

Unemployment Rate (Areas): June 2016 unemployment rates for areas in Georgia. [More](#)

Employ Georgia: Create an account or sign-in, build or upload a résumé, view job postings, save your job searches to receive notifications of new job postings. [More](#)

Occupational Outlook Handbook (new version): find career information on duties, education and training, pay, and outlook for hundreds of occupations. [More](#)

Workforce Statistics & Economic Research

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Georgia Department of Labor Workforce Statistics Division

phone: 404-232-3875

e-mail: Workforce_Info



Employee Final Wages

Latatia West
Policy Manager, HRA
DOAS

Fe'loy Gibbs
HCM BA Manager
SAO

Jacqueline Sargeant
HCM Business Analyst (Financial Systems)
SAO

Employee final wages: Meaning and Project

- O.C.G.A 34-7-4 indicates that:

“Upon the death of any person who was employed by any political subdivision of the state or by any railroad company or other corporation, individual, or partnership doing business in this state, if the deceased employee had wages or other moneys due from such employer, it shall be lawful for such employer to pay all of such sums.”

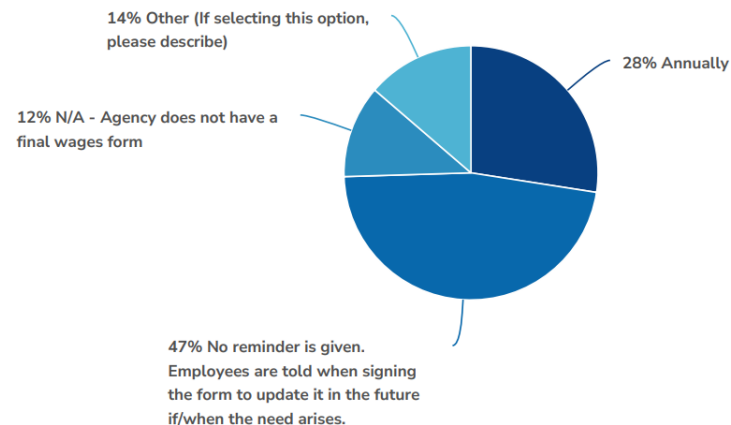
- Current project: partnership between HRA Policy and SAO



Survey Results

- Dates of survey
- What did the results show us?
 - Need for consistent statewide process
 - Need for employee reminders to update beneficiary info

6. If your agency currently has a final wages form, how often are employees reminded to update the form?



Final Wages Tools

- Final wages process document
- Sample final wages letter
- Final wages form

Senate Bill 3

Tina Bufford

Classification and Compensation Program Manager

DOAS

Georgia Senate Bill 3

Reducing Barriers to State Employment Act of 2023 Article 1 of Chapter 20 of Title 45 – Code 45-20-22

The Department of Administrative Services shall:

- (1) Regularly assess the educational, experiential, and training requirements necessary for each job within each department, agency, board, bureau, office, commission, public corporation, or authority;
- (2) Identify jobs for which the educational, experiential, and training requirements could be reduced from their present level; and
- (3) Insofar as practicable, reduce the number of jobs for which a four-year college degree is required as a condition of employment.

Who Else?

Pennsylvania (Executive Order 2023-03), the State of Pennsylvania, 92% of all commonwealth jobs, approximately 65,000 jobs, will now be open to Pennsylvanians regardless of whether they hold a college degree. He is also ordering a review of the 8% of jobs still requiring a degree. [Pennsylvania Executive Order 2023-03](#)

Maryland (Executive Order) thousands of positions in the Maryland state government would no longer require a four-year degree, instead military, community college, prior job experience, apprenticeships, or other educational programs. [Maryland State to Drop Bachelors Degree Requirements](#)

Ohio - Ohio does not require degrees for most classifications. Degrees are required only when dictated by statute or regulation. Ohio Administrative Code 123:1-7-04 sets forth these guidelines. [Ohio Administrative Code 123:1-7-04](#)

Wisconsin (Adjudicated Decision) the State of Wisconsin does not require higher education degrees except as required for a professional license to perform the work.

North Dakota – revised minimum qualifications significantly regarding education or experience requirements. We have been putting more emphasis on knowledge, skills, and abilities. Substitution of demonstrated knowledge, skills, and abilities is frequently allowed in lieu of a degree. A degree may still be required if it is a bona fide occupational requirement, such as for licensing.

New York – in process

Utah - Utah Gov. Spencer Cox announced the state's efforts to eliminate the requirement for bachelor's degrees in employee recruitment and emphasized similar support by local governments and the private sector. 98% now do not require a four-year degree. [Utah Governor News Release Utah Governor Skills First Hiring Initiative - State Government](#)

Colorado (Executive Order D 2022-015) Executive Order on skills-based hiring goals and requirements for the State workforce. [Colorado Executive Order D 2022-015](#)

Who Else?

North Carolina [North Carolina Executive Order 278](#)

Alaska (Administrative Order No. 343) adopted a no-degree-required policy. [Alaska Administrative Order 343](#)

Federal Jobs - removed degree requirements from the majority of federal job listings and moved to a more assessment-based hiring process. [Federal Jobs](#)

Arizona (House Bill 2225) identifies jobs suitable to be filled by applicants who could be "skilled through alternative routes" beside a bachelor's degree. [Arizona House Bill 2225](#)

Wyoming - jobs all have an experience substitution for minimum qualifications with the exception of those requiring a degree by professional licensure.

New Jersey - Executive Order No. 327 to prioritize work experience and skills training over formal education (e.g., bachelor's degree) for some State job opportunities. [New Jersey Executive Order 327](#)

South Dakota - [South Dakota Executive Order 2023-05](#)

North Carolina - [North Carolina House Bill 210](#)

The End GOAL

- Revising minimum qualifications significantly regarding education or experience requirements.
- Emphasizing more on knowledge, skills, training, and abilities.
- Substitution of demonstrated knowledge, skills, and abilities is frequently allowed in place of a degree.
- A degree may still be required if it is a bona fide occupational requirement (licensing) or required under Georgia Code.
- Add language to the job summary and job posting that reflects why a degree is required (license, POST, etc.)
- Increase the applicant and talent pool
- Establish career pathing
- Broader career opportunities
- Expand interest in state employment

Georgia Code

Acupuncture
Cancer & Glaucoma Treatment
Clinical Perfusionists
Dentist
Dental Assistant
Emergency Medical Services
Foresters
Insurance Broker
Lactation Consultant
Marriage Counselor
Mortgage Lender
Occupational Therapist
Pathologist
Pharmacy Benefits Managers
Physicians, Physician Assistants
Public Accountant
Registered Nurse
Social Workers
Veterinary and Veterinary Tech

Audiologist
CDL
Counselors
Dental Hygienist
Dietitians
Family Therapist
Insurance Agent
Insurance Adjuster
Licensed Practical Nurse
Massage Therapy
Mortgage Broker
Orthotics and Prosthetics
Pharmacists
Physical Therapist
Pilot
Real Estate Brokers
Respiratory Techs
Teachers



Questions?

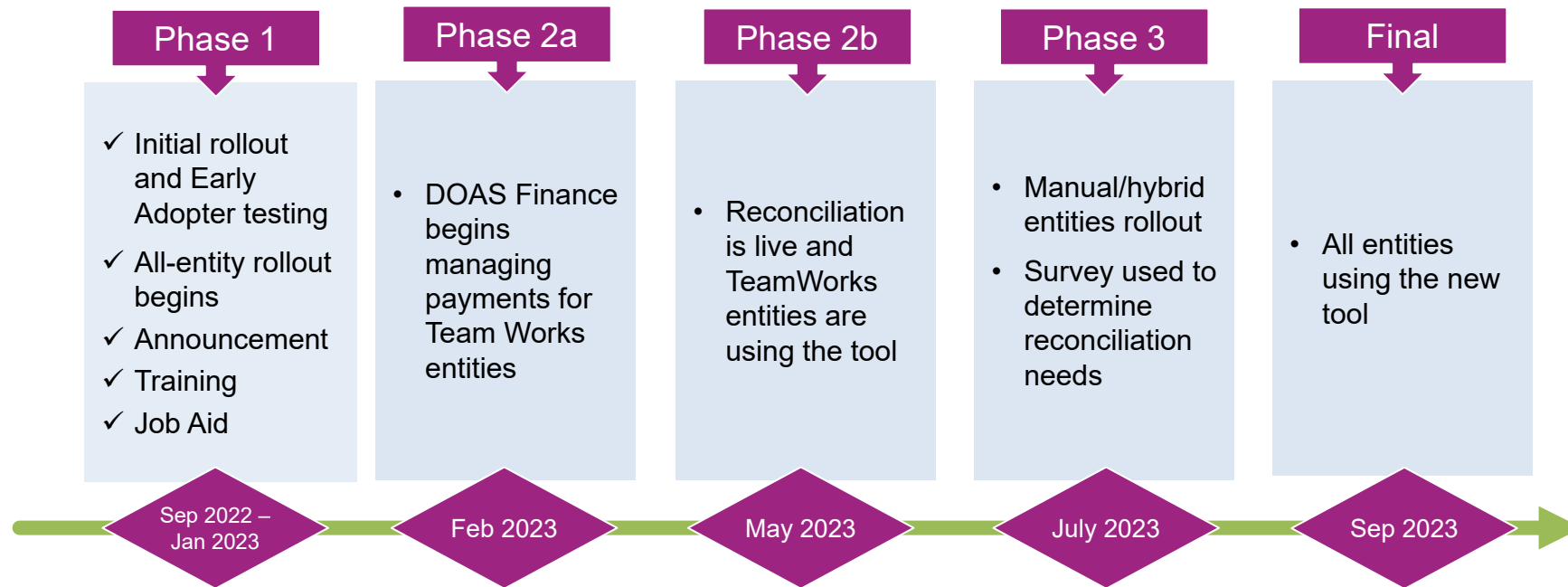


Flexible Benefits Update

Carla Gracen

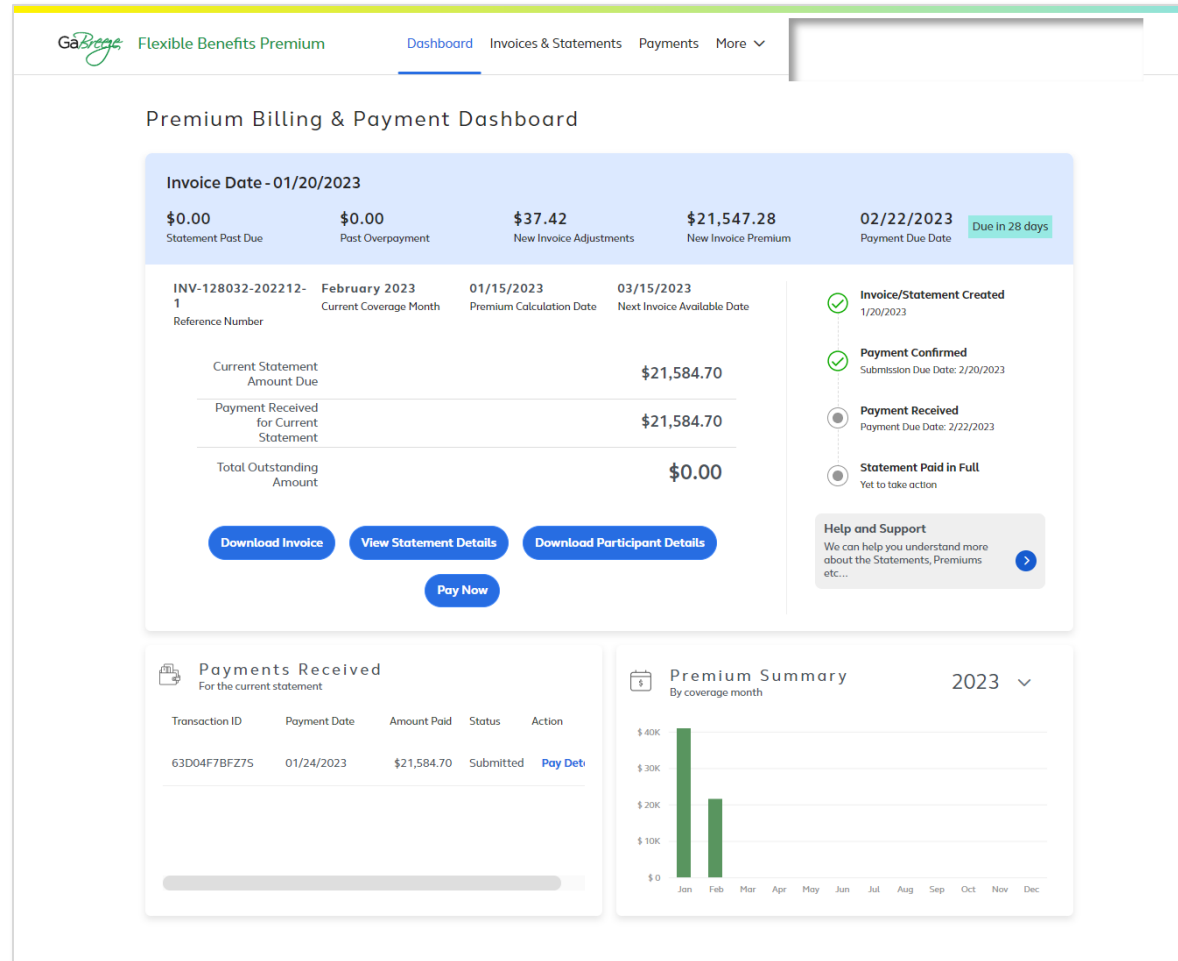
Director of Compensation and Benefits, HRA
DOAS

Flexible Benefits Premium Tool



Implementation Timeline

Flexible Benefits Premium Tool



Three reports, including the new Reconciliation Report will be available for TeamWork's entities.

Flexible Benefits Dependent Verification

One-Time Verification Process:

- As of May 4th, 113,504 dependents / 60,581 employees subject to verification (at project start)
- 34,799 dependents have verified to date = 32.97%
 - Key Benchmarks: 20-30% by 5/3/23; 50-60% by 6/2/23; 85-95% by 7/2/23
- Alight mailed reminder notices on Thursday, May 4th.
 - Encourage your employees, with enrolled dependents, to provide their documents by the deadline.

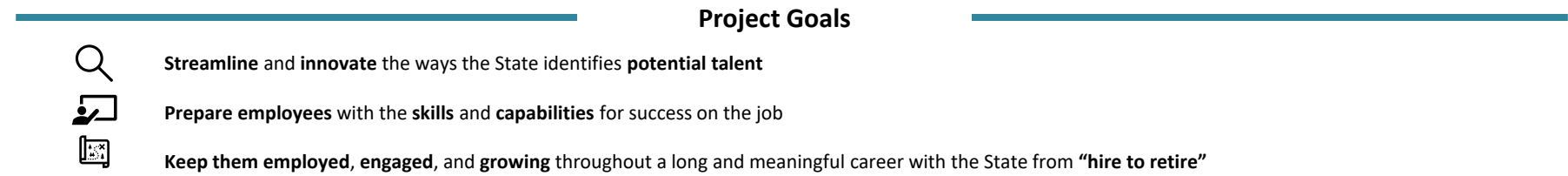
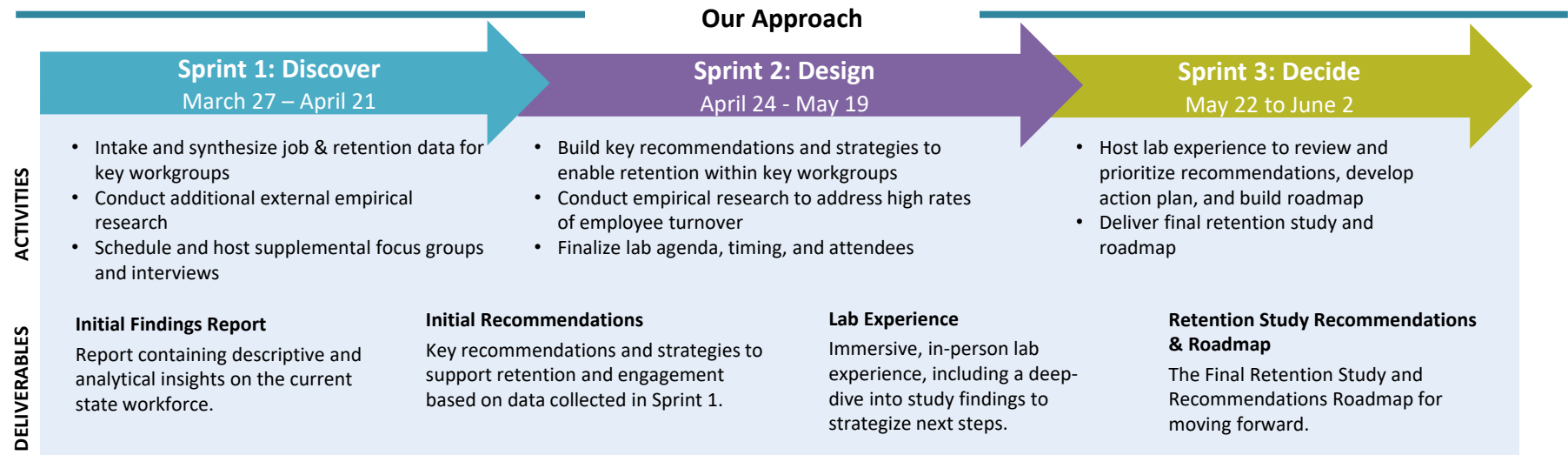
HRA Retention Study

Al Howell

Deputy Commissioner, HRA
DOAS

Project Scope and Approach

This three-sprint effort will assess and produce a Retention Study for HRA in order to better understand and respond to the State of Georgia’s workforce, culture, and drivers of attrition and retention.



Sprint 1: Employee Engagement Survey

An employee survey with up to thirty questions will be distributed and aim to capture sentiment and predictors that inform current and future workforce challenges and employee satisfaction.

The survey will be designed to capture...



Sentiment on Voluntary Separations

Are employees considering leaving their State employment, and if so, why? What are the alternative employment options that are appealing?

- Turnover Intentions
- Thoughts of Quitting
- Search Intentions and Behaviors



Key Drivers of Retention and Attrition Today

How do employees feel about their current workload, team relationships, workplace culture, and burnout levels?

- Organizational Commitment
- Relationship with Supervisor
- Absenteeism
- Job Satisfaction
- Stress



Sentiment on Future Career Trajectory

How positive do employees feel about their future with the State? How can key factors indicate future attrition in the talent pipeline?

- Role Overload
- Promotion Opportunities
- Role Clarity
- Training

Results of the survey will **drive recommendations and inform decisions** on how the State can **improve overall talent experience**.

Meeting Wrap-up

Al Howell

Deputy Commissioner, HRA

DOAS

TeamWorks Termination Coding

- Survey Summary
- TeamWorks Action Reason Code Guide

2023 HR Community Meeting Dates



- Tuesday, August 15, 2023
- Tuesday, November 7, 2023

2023 Employee Benefit Plan Council/State Personnel Board Meeting Dates



- Tuesday, June 20, 2023
- Tuesday, August 8, 2023
- Tuesday, November 14, 2023

Summit for Workforce Strategies



When: June 29, 2023

Time: 9:30 AM – 3:30 PM

Location: Georgia Public Safety Training Center
1000 Indian Springs Drive
Forsyth, Georgia 31029

Statewide Sexual Harassment Prevention Program Key Dates



FY23 SHP Training and Reporting Dates

- **July 1, 2022 – June 30, 2023:** Start and ending dates of the FY 2023 Training Period
- **July 1 - 31, 2023:** FY 2023 Reporting Period

FY24 SHP Training Dates

- **July 1, 2023 – June 30, 2024:** Start and ending dates of the FY 2024 Training Period

Adjournment

Al Howell

Deputy Commissioner, HRA

DOAS