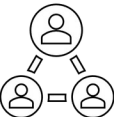


CURRENT CHALLENGES AND STRENGTHS OF WORKFORCE STRATEGIES



1) Key challenges and root causes, including impacting policies, procedures, and processes

Challenges			
Root Causes			



2) Current recruitment strategies, supports, and workplace benefits and flexibilities



WORKFORCE ASSESSMENT PLAN - ACTION STEPS

Data Analysis & Engagement

HR and Workforce Data/Programs:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Leadership and Stakeholder Interviews:

- 1.
- 2.
- 3.
- 4.

Compensation Study (Pay, Incentives, Retirement, Benefits):

- 1.
- 2.
- 3.
- 4.

Environmental Scan

Workforce Engagement and Retention Approaches in up to Five Comparable States:

- 1.
- 2.
- 3.
- 4.
- 5.

Workforce Practices Within the Human Services Space and Literature Reviews

Next Steps:

- 1.
- 2.
- 3.
- 4.

Strategic Initiative Recommendations

What Is the Approach That Will Be Used to Prioritize and Implement Recommendations (i.e., Breakthrough Lab, etc.)?

Action Steps to Determine an Approach:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.



ACTIONS TO RECRUIT STAFF

A Action 	B Action 	C Action 
Timeline (Action Start & Duration): _____ Key Owner: _____	Timeline (Action Start & Duration): _____ Key Owner: _____	Timeline (Action Start & Duration): _____ Key Owner: _____
Implementation Level: _____ State-wide Agency-specific	Implementation Level: _____ State-wide Agency-specific	Implementation Level: _____ State-wide Agency-specific



ACTIONS TO RETAIN STAFF

A Action 	B Action 	C Action 
Timeline (Action Start & Duration): _____	Timeline (Action Start & Duration): _____	Timeline (Action Start & Duration): _____
Key Owner: _____	Key Owner: _____	Key Owner: _____
Implementation Level: _____ State-wide Agency-specific	Implementation Level: _____ State-wide Agency-specific	Implementation Level: _____ State-wide Agency-specific