

BPH Professional Development Forum

Developing and Supporting a Competent, Empowered Workforce

BPH Workforce Workgroup, June 2014, BP 10-11

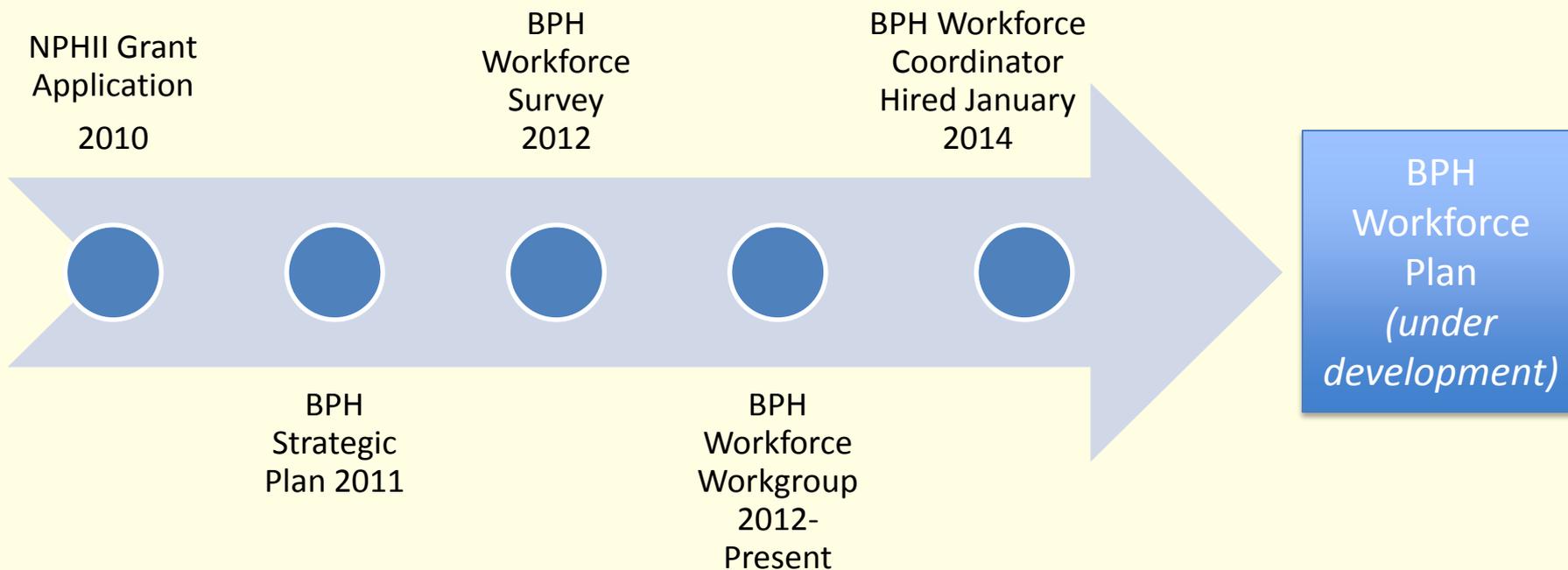


Why are we here today?

OBJECTIVES

1. Describe the scope of the Workforce Workgroup
2. Explain the steps of succession planning (*Ladder*)
3. Describe workgroup activities completed in 2013 and how BPH employees can get involved (*Handout*)
4. Identify best practices and gaps in Bureau onboarding processes (*Group Discussion*)
5. Describe next steps for BPH workforce efforts

BPH Workforce Development Timeline



Rung #1: Recruitment



Objective 2: Explain succession planning

BPH Workforce Ladder

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Recruitment

- As of May 28th, 2014 \approx 162/700 (23%) of BPH positions were vacant with action being taken on \approx 45 of these positions #

Where did we come from?

BPH Strategic Plan
2011

Post-Strategic
Plan Task List
2012

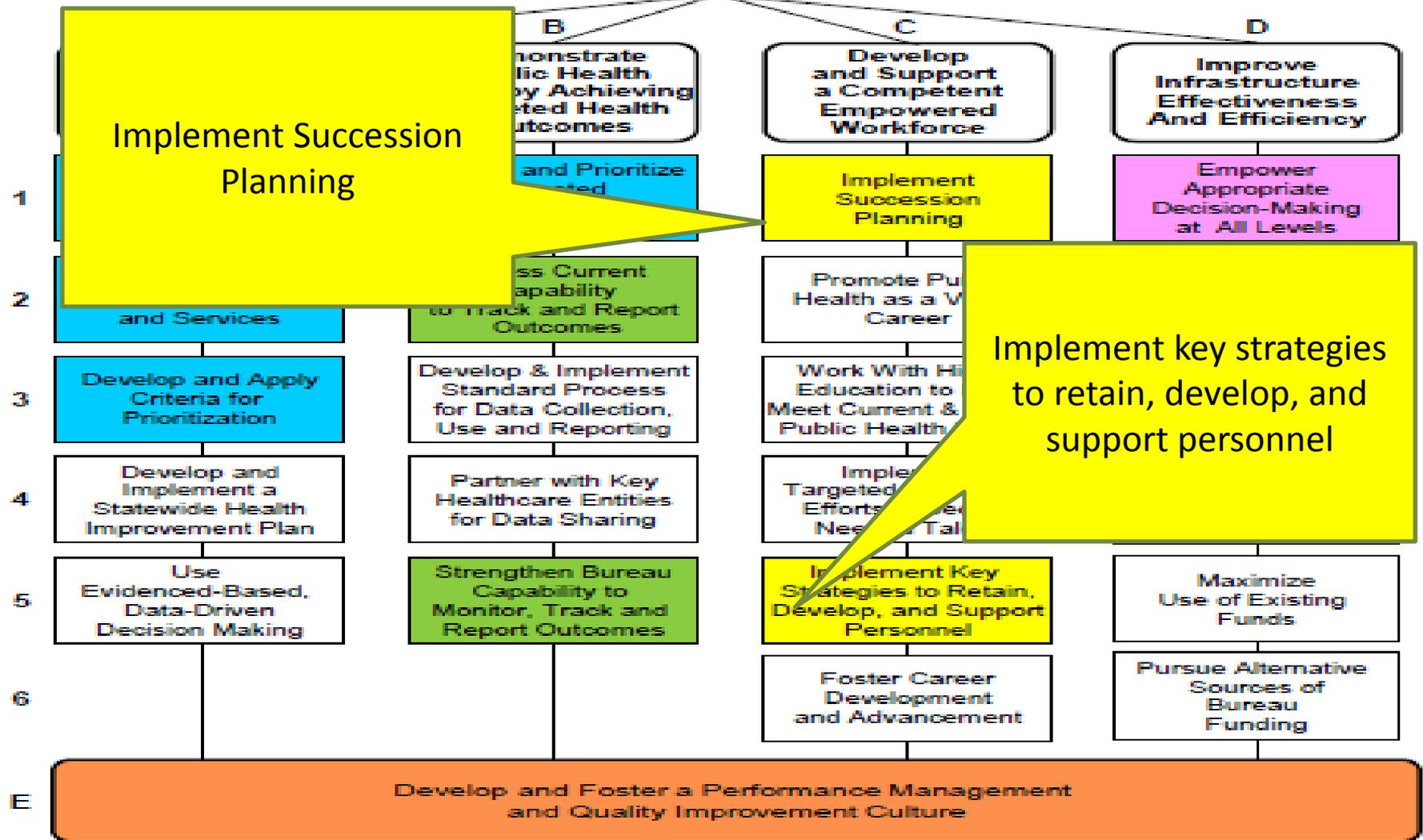
Workgroup
Development and
Subcommittees
2013

Objective 1: Scope of Yellow Team

West Virginia Bureau for Public Health Strategic Map: 2011-2014

Draft
11/15/11

Meet Critical Public Health Needs
and Improve Health Outcomes
in a Changing Environment



Who we are



Rung #2: Onboarding



Objective 2: Explain succession planning

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Onboarding

- In 2012, 55% of BPH respondents had worked in their position for < 5 years*

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WHAT IS ONBOARDING?

“The mechanism through which new employees acquire the necessary knowledge, skills, and behaviors to become effective organizational members and insiders.”

Not just your job...

But why it matters...

And how it fits in the broader organization...

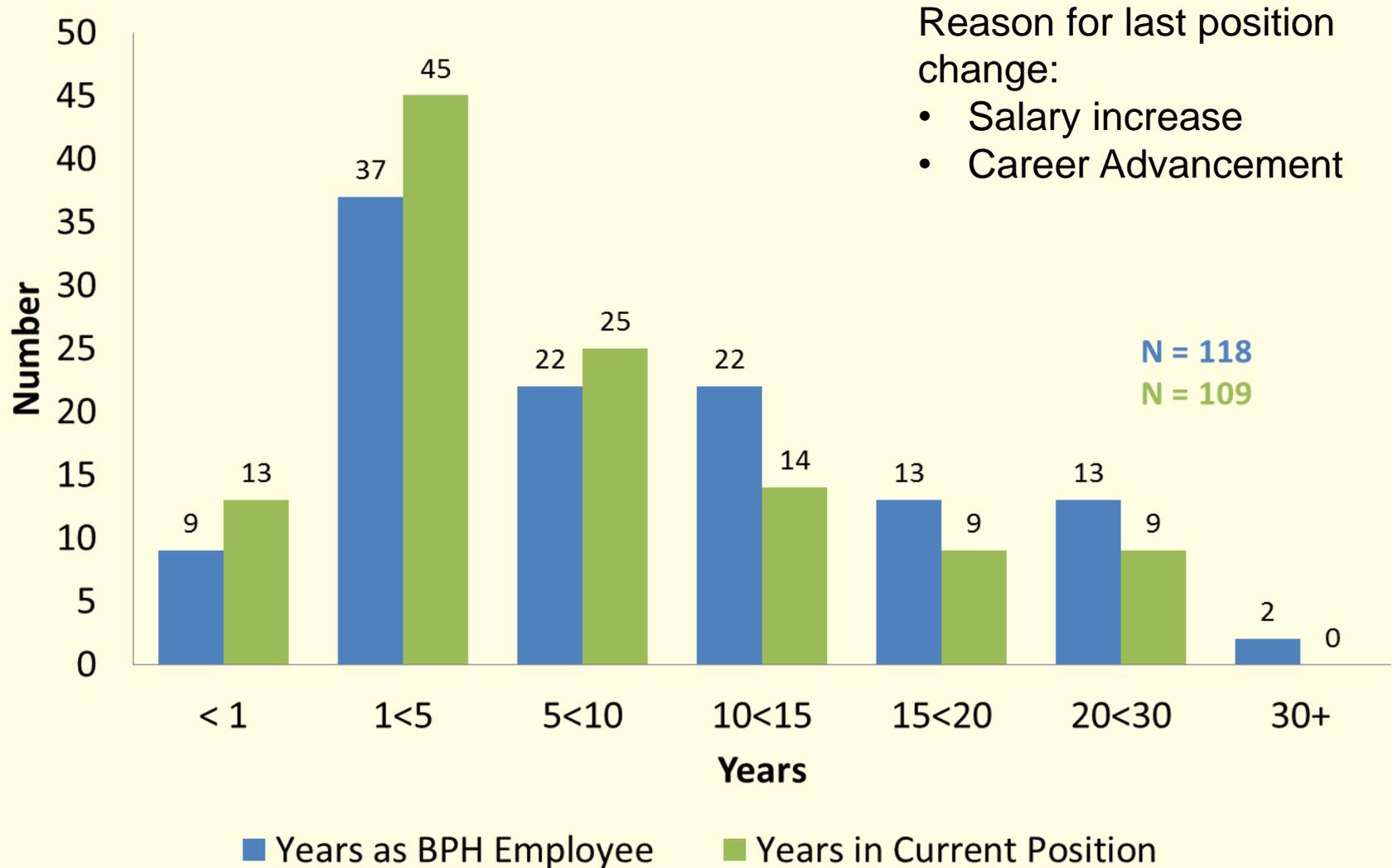
Number of positions held

No. of Positions	%	No. of Respondents
1	45.3%	53
2	20.5%	24
3	16.2%	19
4	8.5%	10
5	3.4%	4
6	3.4%	4
7	1.7%	2
20	0.9%	1

On average, respondents had held 2.4 positions within BPH (median 2)...

56% of respondents reported none of their positions included a formal onboarding process

Years employed vs. years in position



Rung #3: Professional Development



Objective 2: Explain succession planning

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Professional Development

- In 2012, 29% of BPH respondents had < 5 years public health experience*
- In 2012, 48% of BPH respondents were interested in public health coursework*
- From 7-2013 to 3-2014, 43 (≈ 6%) of BPH employees were promoted#

Onboarding

- In 2012, 55% of BPH respondents had worked in their position for < 5 years*

Recruitment

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Facilitated Discussion

- **TIME: 15 MINUTES**

- **RULES**

- No such thing as a stupid question
- Stay positive, open-minded and actionable
- Allow people to finish speaking

- **ROLES**

- Note-taker
- Facilitator
- Report-out

Group Discussion Questions

1. What are two (2) things that made your work challenging when you started at BPH that could be improved using an onboarding process?
2. What are two (2) things that were helpful when you started at BPH?
3. What are three (3) things the Bureau could do to reduce employee stress?
4. What are three (3) ways the Bureau could promote employee recognition?

REFER TO HANDOUT

Rung #4: Employee Engagement



Objective 2: Explain succession planning

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Employee Engagement

- In 2012, 20% of BPH respondents listed **lack of recognition** as a reason they would leave public health practice*
- In 2012, 27% of BPH respondents listed **stress** as a reason they would leave public health practice; 70% listed **salary***

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REFER TO HANDOUT

Objective 3: Describe activities completed

Rung #5: Knowledge Transfer and Employee Exit



Objective 2: Explain succession planning

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Knowledge Transfer/Exit

- More than 60 ($\approx 9\%$) BPH employees are currently eligible to retire with an additional 100 eligible in the next 5 years[#]
- From 7-2013 to 3-2014, 18 ($\approx 3\%$) BPH employees retired and 66 ($\approx 9\%$) BPH employees resigned or transferred to another state agency[#]

Employee Engagement

- In 2012, 20% of BPH respondents listed **lack of recognition** as a reason they would leave public health practice^{*}
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Onboarding

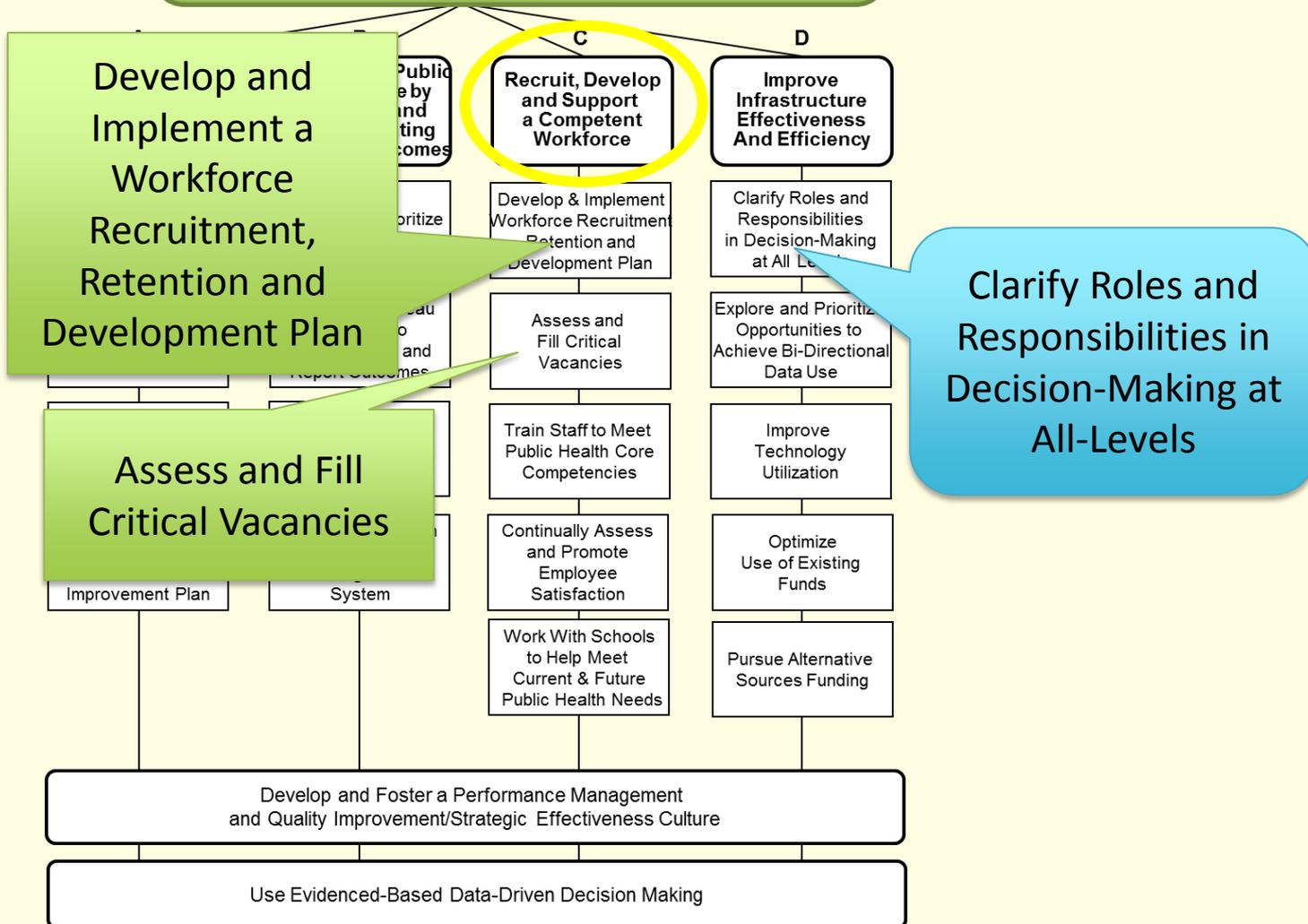
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Next Steps

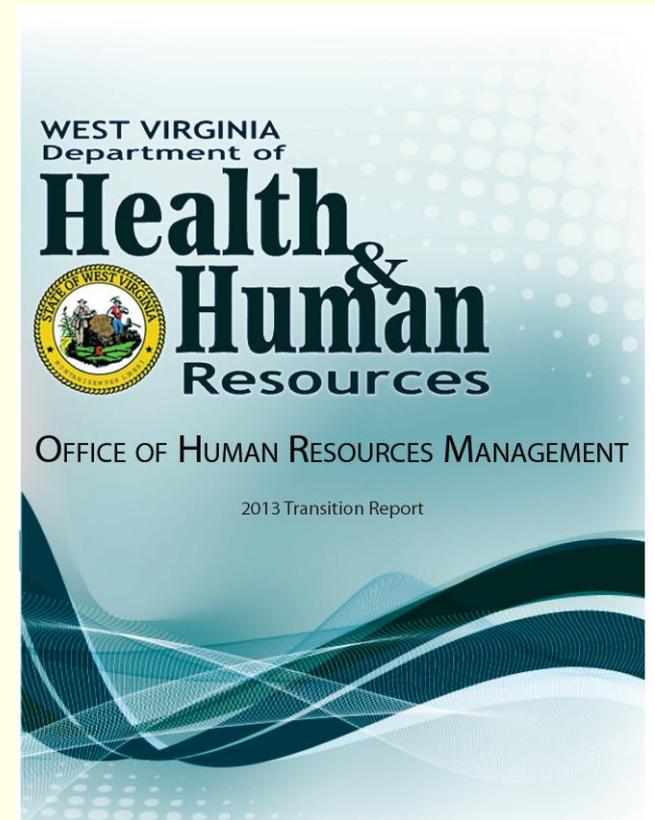
Over the next 9-12 months...



Objective 5: Share next steps in workforce development

Overview of OHRM Structure

- Employee Development
Verena Mullins, Director
- Employment Litigation
Monica Robinson, Director
- Employee Management
Stephanie Burdette, Director
- Employee Recruitment & Retention
Stephanie Burdette, Acting Director
- Employment Services
Regina Dayfield, Director
- Office of Bureau Relations
Jennifer Hicks, Director



OHRM Strategic Plan

•EMPLOYEE DEVELOPMENT

- Annual Leadership Conference
- Management Boot Camps
- Annual HR Conferences

•EMPLOYEE RECRUITMENT AND RETENTION

- Assists with recruitment efforts
- New Exit Survey
- Onboarding website for new employees

And one final thought...

Is it a ladder?



Or a loop?



Your environment doesn't define you. I don't have a lot of money, but I can help train people and I can talk to people. We can all be mentors to the next generation. – *Jackie Joyner-Kersey*

I am only one; but still I am one.

I cannot do everything; but still I can do something.

I will not refuse to do something I can do.

-- *Helen Keller*

**THANK YOU
FOR THE
WORK YOU DO**

Alone, we can do so little;

Together, we can do so much.

-- *Helen Keller*

Email: bphworkforce@wv.gov

BPH Workforce Ladder

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