

Charter
Washington State
HR Governance: Workforce Planning Committee

Co-Chairs

Heather Normoyle (LNI)
TBD

Members

Jennifer Connely (MIL)
Cherie Willhide (DSHS)
Jasmine Malan (ATG)
Jimmie Wimberly (COM)
Travis Matheson (WSP)
Melanie Garrison (DOC)
Kari Karch (HCA)
Stephanie Sanderson (ESD)

Support Staff

Ann Reiter (OFM)
Don Chavez (OFM)
Brandy Wilson (OFM)
Cheryl Sullivan-Colglazier (DES)

Schedule

1st Tuesday of every month
1-3pm

The committee serves as the state's workforce planning advisory and coordinating group. The committee works collaboratively with OFM State HR, DES Workforce Support and Development, agency deputies, and agency/institution HR offices to support strategic workforce planning efforts across state government.

Definition:

Workforce planning the continual process of aligning workforce strategies to desired business outcomes.

- Analyze the current workforce
- Identify the future workforce needs
- Establish gaps between present and future workforces
- Build and implement strategies addressing gaps

Purpose

The committee provides statewide HR leadership on the topic of workforce planning. It will provide feedback and input, develop recommendations, and make decisions on workforce planning strategies.

Goals

- Provide information, tools, and other resources to assist state agencies and higher education institutions to align workforce strategies to desired business outcomes
- Provide agency HR staff with the competencies necessary to consult with managers regarding workforce planning

2017 focus

- Identify the committee's workforce planning leadership succession planning deliverables
 - Determine which area within leadership succession planning to address
 - Identify best practices within specified area
- Create communication strategies providing and/or "asking" the HR community for feedback and/or updates
- Recommend enterprise workforce planning priorities, and strategies

Role of members:

- Engage in discussions on enterprise workforce planning issues to represent full enterprise perspective, and champion solutions that benefit the enterprise
- Relay information to the HR Community and internal agency stakeholders and gather information/feedback from those stakeholders as needed
- Actively attend, and participate in meetings
- Provide specific expertise, including identifying emerging workforce planning issues
- Collaborate with and leverage other committees and groups working on related workforce planning efforts