

HR Manager Report

Organization and Personnel Committee

Item #8a

March 8, 2010

Deliverables

Deliverable	Due	Completed	Revised	Status
Agree on Workforce Planning/ Talent Management Process	Nov 09	X		
Develop retirement / turnover forecasts	Nov 09	X		
MyLearning learning management system deployed	Dec 09		March	<ul style="list-style-type: none"> • Delayed due to consultant resource availability and extensive testing on issues affecting regulatory compliance
Expanded learning / e-learning curriculum implemented	Dec 09	X		<ul style="list-style-type: none"> • Launched in November • 150+ attendees in Mindleader e-courses
Expanded Internship Program completed and implemented	Jan	X		<ul style="list-style-type: none"> • Publicizing program at career and job fairs • Awaiting staffing requisitions in order to start formal recruiting
Incentive Compensation and Recognition Programs	Feb		3 rd Quarter	<ul style="list-style-type: none"> • Combined with Integrated Total Compensation Plan
Deploy automated recruiting system	Feb		March	<ul style="list-style-type: none"> • Pilot use of system is planned for 1300+ Apprentice applicants in March

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High Performance Workplace strategy	Feb		March	<ul style="list-style-type: none"> • Voices efforts continuing • Exit survey development proceeding
Deploy individual development plans	Feb		April	<ul style="list-style-type: none"> • Awaiting deployment of MyLearning
Tiered Leadership / Management Development Programs	Feb	X		<ul style="list-style-type: none"> • New Manager Orientation launched
Critical jobs gaps defined	March			
Knowledge transfer / team cross-training	March			
Diversity Outreach process	March	X		<ul style="list-style-type: none"> • Posted jobs with Employment Development Department • Attending Veterans, Women and Regional job fairs
Improved screening and testing processes	March		July	
Leadership competencies defined	March		April	
Consensus on Succession Framework	March		April	

End of Presentation