

## WORKFORCE PLANNING

Initiative	In Place	Developing
GWAT	X	
Onboarding Overhaul		X
New-hire Interviews		X
Exit Interviews	X	
PH Workforce Needs Assessment	X	
Networking (conferences, etc.)	X	
Career Fairs	X	
Recruitment (web, brochure, video)		X
Social Networking		X
Civil Service Jobs Website Redesign		X
EEO	X	
Recognition Program	X	
Employee Recognition	X	
Internship Program	X	
Cultural Improvement Initiatives Roadmap		X
Diversity	X	X
MI 360	X	
BICE	X	
EVS Tier II	X	
Strategic Plan	X	X
Flex/Compressed Time	X	
Ride Share/Carpooling	X	
Telecommute	X	
Knowledge Transfer		X
Melanie Workgroup (IHWCC*)	X	
Idea/Suggestion Venues (various)	X	
Changes to Job Specs (HCS*)	X	
Selection Process		X
Executive Level meetings (shared data, complete worksheets, identified gaps)	X	
Deputy meetings (organizational issues/concerns)	X	
Meet the Director – Brown Bags	X	

\*Interagency Healthcare Workforce Coordinating Council

\*Health Care Surveyors