

Civil service transformation: Addressing your workforce capacity and capability needs

Georgia Fiscal Management Conference

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working world

Examples of our work with the State of Georgia



- Employee Value Proposition
- COVID-19 and Strategic Communications
- COVID-19 Workforce Development
- Strategic Workforce Planning

Employee value proposition for a Georgia State Agency

“We need to redefine our employee value proposition.”

1

Following the COVID-19 pandemic, candidates associated this organization exclusively with the crisis.

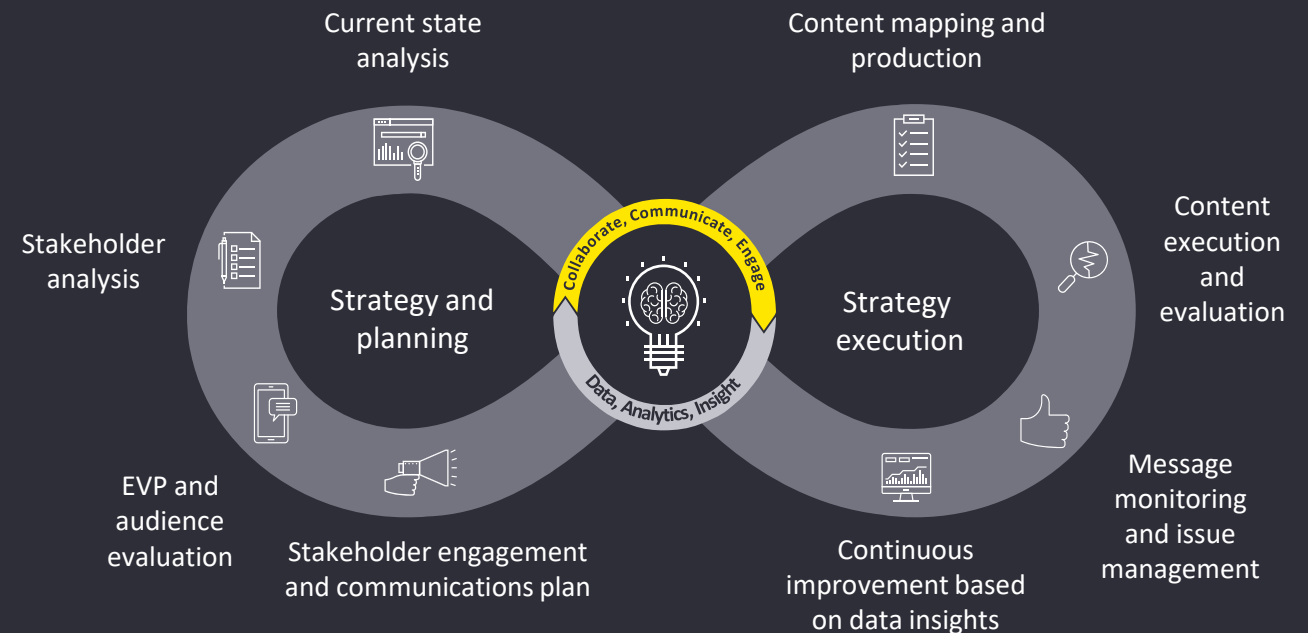
2

Candidates did not understand the breadth of roles available within the organization.

3

The organization wanted support in redefining a strong employee value proposition and sharing it with potential candidates.

CivicSync



Strategic workforce planning for a Georgia State Agency

“We need to optimize our workforce.”

1

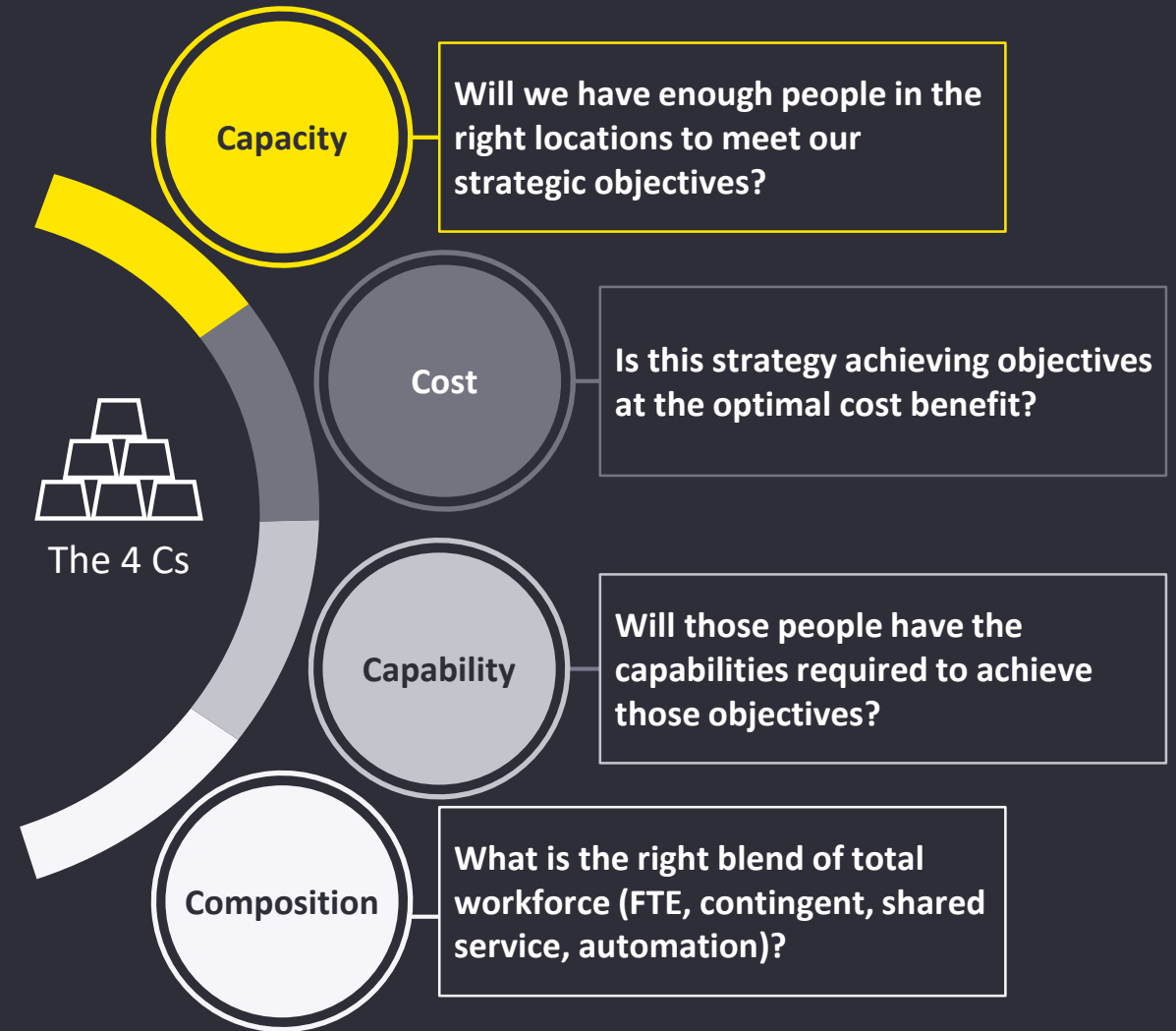
The organization was looking for enhancements to its Strategic Workforce Planning (SWP) efforts.

2

Through this effort, the organization wanted to reimagine its approach to human capital and prepare its people for the future of work.

3

The organization also wanted to enable its human resources and division leaders to conduct continuous SWP activities.



Talent strategy for a New York State Agency

“We can’t fill our key roles.”

1

The organization had numerous job openings for experienced mid- to senior-level IT professionals.

2

The search for this talent is more competitive than ever, with the private sector offering new, more flexible working arrangements and hard-to-beat, differentiated compensation models.

3

The organization sought out support to execute a principal talent sourcing event: an IT job fair for “hard-to-fill” open positions.



Call to action — key questions to guide your workforce ambition

1

How are **workforce challenges** currently being addressed throughout your organization?

2

How is your **talent strategy** designed to target and fill your most critical open roles?

3

How can you evolve current **recruitment processes** to enable a seamless candidate experience?

4

How can you **grow the capability** to build critical skills within your existing workforce?

5

How can you **optimize workload** across the team to better execute on your mission?

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Thank you!



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