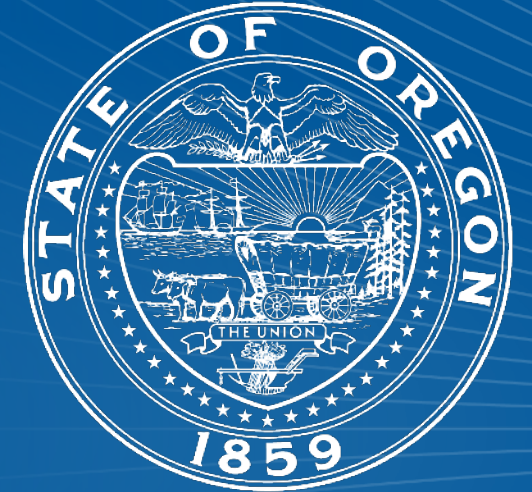


Department of Administrative Services



Strategic Workforce Planning (Report 2024-07) Update

March 3, 2025

2024 Secretary of State Recommendation



Ongoing Workforce Crises and Disruption Demand
Strategic Workforce Planning
February 2024 Report 2024-07

[Department of Administrative Services Ongoing Workforce Crises and
Disruption Demand Strategic Workforce Planning \(oregon.gov\)](#)

Recommendation 1: Strategic Workforce Plan



Develop a current statewide strategic workforce plan

- The plan should align to the Governor's agency expectations and addresses workforce gaps that cut across agencies;
- Oversight and enforcement mechanisms should be elements of the plan; and,
- Workforce planning should be included as a key component of DAS service-level agreements with agencies for whom it is contracted as HR provider.

Progress:

- DAS finalized the 2024-27 Workforce Development Operational Plan in December 2024.
- DAS Workforce Development worked closely with agency leadership to align with the agency strategic plan and statewide initiatives and enterprise accountability programs.
- Each strategic objective contains goals, key activities, and success measures to promote oversight.

Recommendation 2: Competency Data



Implement a process to capture and incorporate workforce competency data in the strategic workforce planning process.

Progress:

- The Workforce Development team is currently reviewing all existing trainings and resources.
- Next steps include creating a development plan including tools to review and update all existing trainings that will align with workforce competencies.
- Data collection and analysis will be included with the development plan implementation.

Recommendation 3: Integrated Process



Implement a recurring integrated process to ensure ongoing cycles of workforce planning both statewide and within agencies.

- a) The integrated process should direct agencies to have documented strategic plans for current and future workforce needs.

Progress:

- The Workforce Development team is engaging in listening sessions to assess the needs of the workforce and will develop plans to update and add trainings and resources to meet those needs in 2025.
- The Workforce Development team is creating a development plan including tools to review and update all existing trainings.
- The development plan for the updated trainings and resources will include ongoing assessment of programs quality and inform cycles of review and revision.

Recommendation 4: Oversight and Monitoring Progress



Implement an oversight process to monitor agency workforce strategic planning progress

Progress:

- In 2025 agencies will be required to provide an annual assessment of their overall workforce through their agency Workforce and Succession Plans due December 31st.
- The team will begin assessing and analyzing data in 2026.

Recommendation 5: Documentation



Document current CHRO workforce planning processes and identify steps to integrate that process with statewide budget and equity processes.

Progress:

- The Workforce Development team recommended and was approved to add workforce reporting with the 2025 Workforce and Succession Plans due December 31 annually.
- DAS will implement this recommendation following agency submission of agency succession and workforce plans in December 2025 to support budget development for the 2027-2029 biennium.

Thank You

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Online: [DAS - IT Strategic Plan](#)