

# **Workforce Planning Survey**

---

Conducted by DOE: Research & Planning  
(307-473-3807) for the Departments of:

- Employment
- Family Services
- Workforce Services

# **Purpose of the Study**

---

- Facilitate improving the workplace for state employees.
  - Understanding changing human resource needs in state government agencies.
  - Planning for the future.
-

# **Research & Planning's Role**

---

- Collect the survey data
  - Conduct statistical analysis of the data
  - Interpret the findings of the analysis
  - Report the findings to the three agencies in statistical form
  - Complete the report in a timely manner
  - Make the findings of the analysis publicly available
-

# Research & Planning: Who We Are

---

- ❑ A strictly statistical entity
  - ❑ Our sole activity is the production and dissemination of Labor Market Information
  - ❑ We have no dog in the fight
  - ❑ Objective “third party” researchers
  - ❑ Restricted by state and federal statute from releasing individually identifiable information
    - For State statute see  
(<http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title27/T27CH3.htm>)
    - For Federal statute see  
(<http://doe.state.wy.us/lmi/section309.htm>)
-

# **Topics Covered in the Workforce Planning Survey**

---

- Demographic Information
  - Job Satisfaction
  - Salary and Benefits Adequacy
  - Advancement and Training Opportunities
  - Plans for Retirement
-

# What You Can Expect From R&P

---

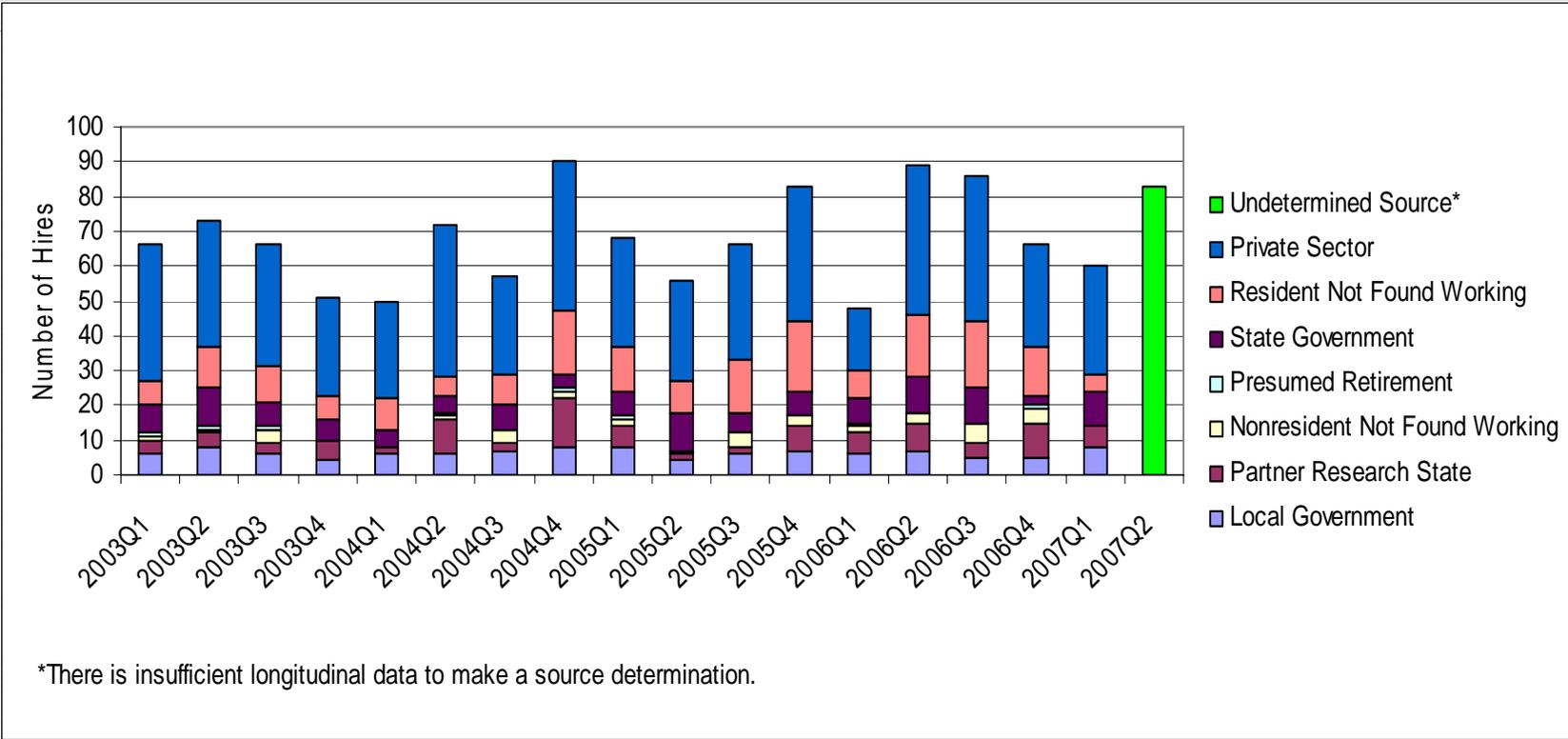
- To contact you by mail at home
  - To provide at least two follow-up reminders by mail or phone call
  - To keep your information confidential
  - To utilize your responses as part of an “aggregation”
  - To provide you with the opportunity to obtain the results of the study when completed
-

# **Why We Need Your SSN**

---

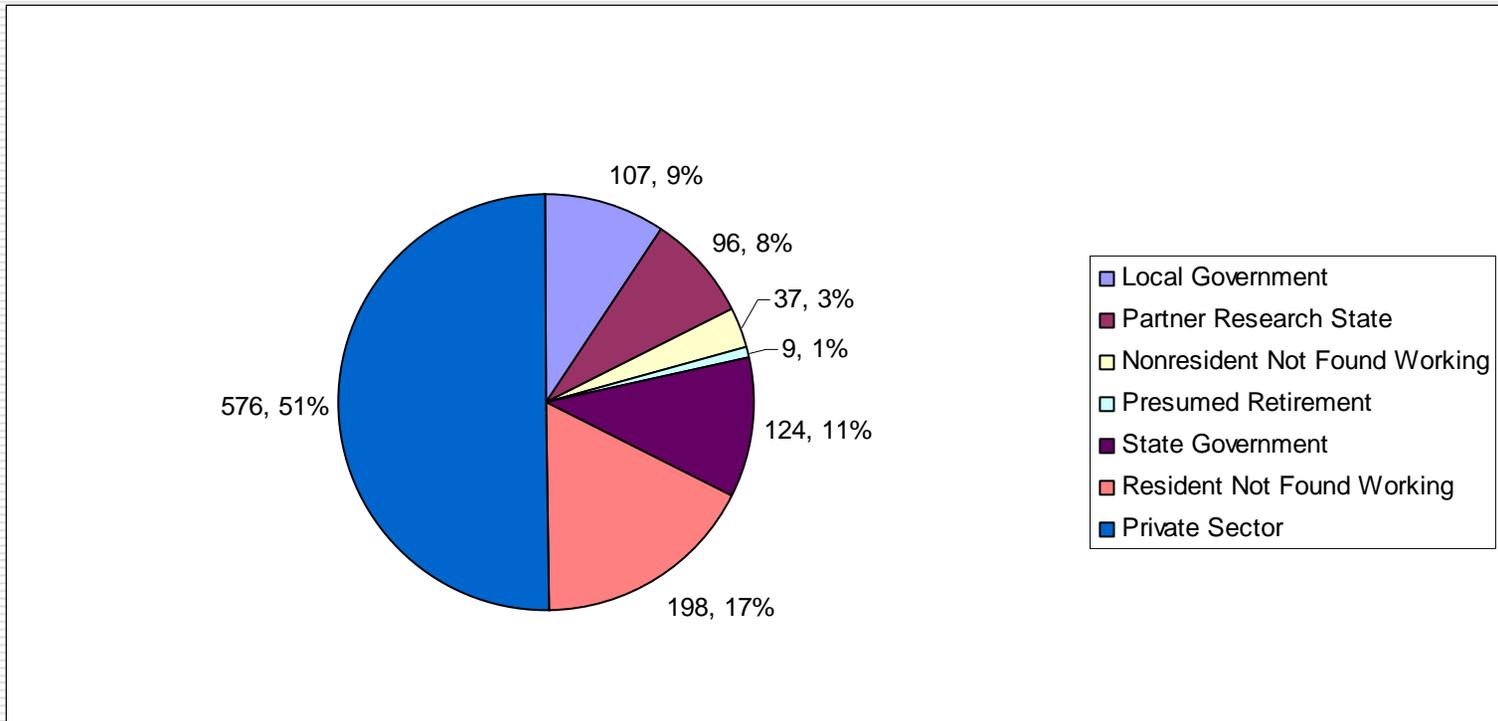
- Allows R&P to combine the your survey responses with Wage Records data.
  - Enhances the usefulness of the survey data.
  - Helps R&P to improve the survey.
-

# Figure: Number and Source of Employee Hires Among State Agencies, 2003Q1-2007Q2



# Figure: Distribution of State Employee Hires by Source, 2003Q1 to 2007Q1

---



# **Why Your Participation is Important**

---

- Developing an adequate summary of employee opinions, attitudes, and desires requires that the vast majority of people participate in the study.
  - It's about the future of you and your peers at work.
  - It just isn't the same without you!
-

# **What's in it for You?**

---

- It's an opportunity for you to have your voice heard and your opinions and perspectives accounted for without fear of retaliation.
  
  - Your responses are weighted equally with all others.
-

# Examples of Prior Workforce Planning Studies

---

- Department of Employment Workforce Planning Study
  - Downloadable electronic copy located at ([http://doe.state.wy.us/lmi/SP\\_Report.pdf](http://doe.state.wy.us/lmi/SP_Report.pdf))
-