



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/9/2014)

Board Clerk Use Only

Meeting Date: 3/3/15
Agenda Item #: B.1
Est. Start Time: 10:00 am
Date Submitted: 2/20/15

Agenda Title: **Board Briefing on FY2015 Budget Note: Workforce Development and Succession Planning Update**

Note: Title should not be more than 2 lines but be sufficient to describe the action requested.

Requested: March 3, 2015 **Time Needed:** 45 minutes
Department: County Management **Division:** Central HR
Contact(s): Travis Graves
Phone: 503- 988-6134 **Ext.** 86134 **I/O Address:** 503/3/300
Presenter Name(s) & Title(s): Travis Graves (Director), Wayne Scott (Manager, Organizational Development and Learning, Anna Plumb (Research Analyst, Budget Office)

General Information

1. What action are you requesting from the Board?

In response to a budget note from FY 14, this is an overview of workforce development and succession planning. It will include an overview of the current state of the Multnomah County workforce and anticipated retirements in the next few years, as well as programming offered by Central HR to support departments to fill the gaps created by these retirements. There will be an opportunity for discussion and questions from the Board.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

As the Baby Boomer generation enters retirement age, organizations across the country are experiencing an unprecedented wave of retirements, which contribute to loss of institutional knowledge and vacancies in key leadership and mission-critical positions. Smart organizations promote active, intentional workforce development and succession planning, to increase internal capacity and "bench strength" to mitigate the worst effects of this generational shift. While the presentation will focus on existing programming, Program offer 72017B would expand Central HR's efforts in the important area.

3. Explain the fiscal impact (current year and ongoing).

There is no fiscal impact.

4. Explain any legal and/or policy issues involved.

There are no legal or policy issues involved.

5. Explain any citizen and/or other government participation that has or will take place.

This is not applicable to this Board update.

