

South Carolina Workforce Plan 2014

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Background & History

With the looming retirement of Baby Boomers and the anticipated increase in turnover resulting from improvements in the economy the State Human Resources Division (SHRD) urges agencies to pay particular attention to Workforce Planning efforts. In support of these efforts, SHRD has expanded the resources available to agencies and continues to look for new ways to support Workforce Planning efforts. As part of this support, each year SHRD will publish a Workforce Plan summarizing important information from the previous year and support available in the future.

Historical and Current Trends

The number of state employees has changed slightly over the last three years from 59,471 employees in 2011 to 58,241 employees in 2012 and 58,310 employees in 2013. This time period also saw a decrease in overall employee turnover (those leaving state employment) from 13.5% for fiscal year 2011-12 to 12.12% for fiscal year 2012-13.

Of particular interest is the average age of employees in the state. As of December 31, 2013, the average age of state employees was 46.17 years. A more detailed look reveals that the distribution of employees by age band creates a bell curve centered around the 50-54 age range. In fact, 43.4% of state employees are between the ages of 45 and 59.

The number of employees taking part in the TERI program and who have retired and returned to state employment continues to be an area of concern for agencies since these employees may be nearing the end of their career with the state. In December 2013, for agencies active on the SCEIS system, 2.61% of their workforce is made up of rehired retirees. An additional 5.14% are current participants in the TERI program. For Institutions of Higher Education, rehired retirees make up 1.39% of their workforce and 4.71% are current TERI program participants.

Workforce Planning Data

The SHRD website provides historical and current workforce planning data agencies can use as benchmarks when examining their own data. This information can be found at: [http://www.ohr.sc.gov/OHR/wfplan/OHR-wfp-main-dm.phtm#Workforce Planning Data](http://www.ohr.sc.gov/OHR/wfplan/OHR-wfp-main-dm.phtm#Workforce%20Planning%20Data). The following is included in the Workforce Planning Data Reports:

- Employee Averages
- Number of State Employees
- Employee Break Down by Pay Band
- Turnover Data
- TERI and Retiree Statistics
- Demographic Data

Workforce Planning Data can be found at: [http://www.ohr.sc.gov/OHR/wfplan/OHR-wfp-main-dm.phtm#Workforce Planning Data](http://www.ohr.sc.gov/OHR/wfplan/OHR-wfp-main-dm.phtm#Workforce%20Planning%20Data).

Recent SHRD Initiatives

Since 2010 SHRD has implemented a number of initiatives to support state agencies with their workforce planning efforts. These initiatives include:

- Implementation of the HR Advisory Webpage
- Addition of the Statewide Compensation Report to the SHRD website
- Changes to the Fiscal Services, Human Resources, Legal and Nurse Practitioner Classification series
- Updated Workforce Planning website: <http://www.ohr.sc.gov/OHR/wfplan/OHR-wfp-main.phtm>
- E-recruitment Updates

In addition, the implementation of the SCEIS system has provided increased reporting capabilities and improved the accuracy of the data available.



Updated Workforce Planning website:
<http://www.ohr.sc.gov/OHR/wfplan/OHR-wfp-main.phtm>

Ongoing SHRD Support

SHRD provides agencies with support to assist them in the development, implementation, and execution of their workforce planning efforts. This support includes:

- Developmental and Training Programs
- Assistance with E-recruitment
- Providing state level workforce planning data and helping agencies gather their agency-specific data
- Providing updates concerning workforce planning
- Inclusion of workforce planning topics in HR Advisory Meetings
- Consulting services

Upcoming HR Initiatives

SHRD continues to look for ways to support agencies in their workforce planning efforts. To that end, SHRD will continue to provide updated and expanded workforce planning data for agencies. To determine the current state of workforce planning activities in agencies a survey was sent to agency Human Resources contacts on January 16, 2014, requesting information about their workforce planning activities, barriers to implementing a workforce planning process, and support needed from SHRD. The results of this survey will be shared during a future HR Advisory Meeting

Summary

In the coming years state agencies will undoubtedly be faced with the challenges created by a changing workforce. HRD strives to provide the support and resources needed by agencies to meet these challenges. If SHRD can assist in any way, agency Human Resources Departments are encouraged to contact their Human Resources Consultant and the State Human Resources Division for assistance.



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