

The background features a gradient from light green at the top to dark blue at the bottom. It is overlaid with several semi-transparent circular elements: a large scale on the left with numbers from 140 to 260, and several smaller circles with arrows indicating clockwise or counter-clockwise rotation. The overall aesthetic is technical and futuristic.

CONTINUED UPDATES FROM WORKFORCE STRATEGIES

WITH ROBIN VAZQUEZ



TOPICS FOR TODAY

- Statewide Business Resource Groups
 - Accommodations Support
 - DEI Calendar of Events
- Veteran Placement Programs
- Remote Work Update



BUSINESS RESOURCE GROUPS REMINDERS

“ ...To ensure effective and efficient operations of all BRGs and to provide the best possible work environment, agencies will inform new employees about BRGs, and shall discuss work expectations and reasonable access for those who are interested in participating. Participation in BRGs is work-related and agencies should support reasonable requests from employees to participate. Agencies are encouraged to be proactively inclusive by planning, approving and providing reasonable accommodations for their employees with disabilities to participate in BRGs.”

Executive Order 21-01, Affirming Washington State Business Resource Groups

Agencies should ensure that employees know the process to request an accommodation to attend a multi-agency or external meeting. If they need an interpreter or CART services, make sure they know who can assist them.

Unclear processes can lead employees to not ask for a necessary accommodation. This reduces their ability to actively participate in BRG meetings. And we need them there. The more representation we have from a diverse swath of employees – including those with disabilities – the more successful our BRGs will be.

July 2021

Mon	Tue	Wed	Thu	Fri	
28	29	30	1	2	
			RAIN BRG - Best Practices Subcommittee Meeting 07/01/2021 3:00 pm to 5:00 pm Zoom meeting		
5	6	7	8	9	
Win General Meeting 07/21 07/06/2021 12:00 pm Zoom	DEI Council 07/21 07/07/2021 9:00 am Zoom	DIN Monthly Meeting 07/21 07/08/2021 9:00 am Zoom			
12	13	14	15	16	
Talent Management Council 07/21 07/13/2021 10:00 am Zoom	LLN General Membership Meeting 07/13/2021 3:00 pm Zoom	BUILD Meeting 07/15/2021 9:00 am Zoom	RAIN General Membership Meeting 7/21 07/15/2021 2:00 pm Zoom		
19	20	21	22	23	
Interagency			VERG Monthly		

DEI CALENDAR – A RESOURCE FOR EVERYONE!

- The DEI Calendar contains the dates and details for BRG meetings, DEI Council meetings, and other DEI events. Workforce Strategies maintains this calendar as a resource for employees so they can find out when BRG meetings or other meetings are scheduled and attend if they are interested.
- Please share this calendar as a resource with your employees, especially new employees who may not know yet how to connect with the BRGs.

Link: <https://ofm.wa.gov/state-human-resources/workforce-diversity-equity-and-inclusion/statewide-workforce-dei-events-calendar>

VETERAN PLACEMENT PROGRAMS

The background features a vertical gradient from light green at the top to dark blue at the bottom. It is decorated with faint, semi-transparent technical diagrams, including circular gauges with numerical scales (e.g., 80, 90, 100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200) and dashed lines. A field of small, light-colored stars is scattered across the entire background, giving it a cosmic or digital feel.

“ Each executive cabinet agency shall develop annual plans to increase the employment representation of veterans and military spouses respectively. At a minimum, plans will include: (...) (2) creating bridge employment opportunities such as temporary, seasonal, internship, and job shadow assignments. ”

Executive Order 19-01, Veteran and Military Family Transition and Readiness Support.

19-01 directs agencies to offer bridge employment opportunities. The Veteran Placement Program, or programs, are bridge employment opportunities.

The WFSE GG CBA also allows agencies to convert non-perm appointments to permanent appointments without a competitive process if the non-perm was appointed through a Veteran Placement Program. (Art. 4.5 A (3)). *OTHER CBAs do not contain this option.*

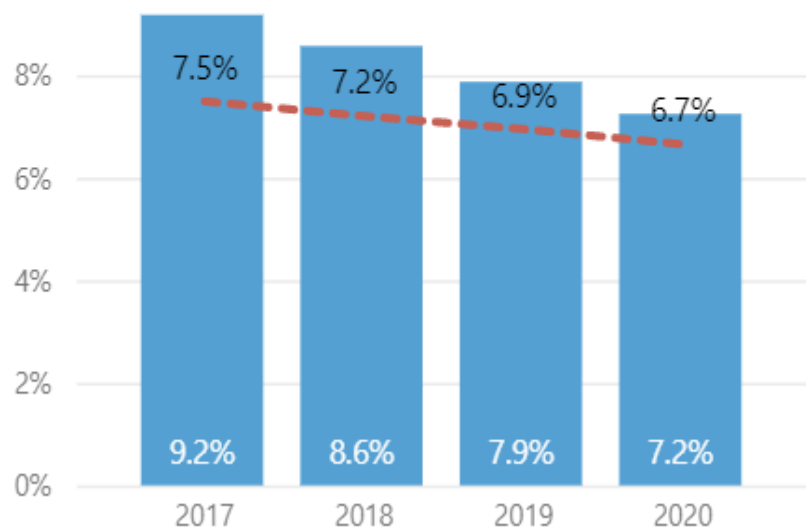
WHAT IS A VETERAN PLACEMENT PROGRAM?

A veteran placement program is a way to align the military experience, skills and leadership capabilities of veterans and transitioning service members with state government bridge employment opportunities.

The percentage of Veterans in the workforce continues to decline.

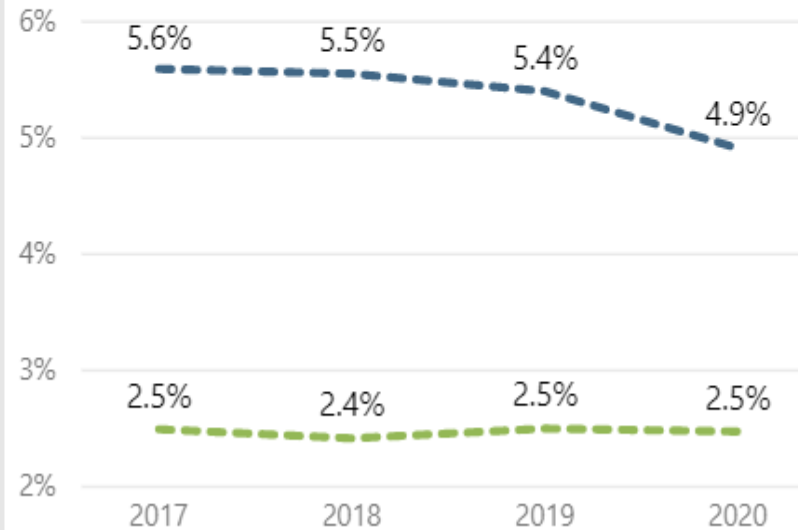
Workforce Compared to Labor Force

● Workforce — Labor Force*



Veterans retire at twice the rate of Non-Veterans.

— Veteran — Non-Veteran



A Veteran Placement Program should include:

1. Skill Assessment
2. Resume Review
3. Sector/Position Matching
4. Real-world Work Experience or Certification
5. Mentorship or Career Counseling

WHAT DO I DO DURING A VETERAN PLACEMENT?

The host agency has the responsibility to provide the following resources for the veterans participating in the placement program.

An appointed supervisor;

Information, tools, and equipment necessary to conduct the tasks assigned;

An established schedule;

Performance feedback; and

Connection with future state employment opportunities, which may include sharing posted vacancies and allowing for time to attend interviews.



Examples of recognized veteran placement programs

For more information, email us at SHRPlanning@ofm.wa.gov, or check the Veteran Placement Program Guide that will be posted on the HR Portal soon!

UPDATE ON REMOTE WORK

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WE'VE COVERED A LOT OF GROUND ... MOSTLY WHILE SITTING STILL. IN OUR HOUSES. *THAT'S* TELEWORK!

Since fall 2020, we have:

- Convened and reconstituted the Workplace Strategies Council
- Pulled together numerous workgroups under the State Telework Advisory Team (STAT) umbrella
- Researched, drafted and reviewed many pieces of guidance, recommendations and tools for agencies and institutions to use

Current status:

- Website created here: [Remote Work Resources](#)
- Guidance and tools related to Ergonomics, Operational Interruptions, Equipment Delivery Best Practices and Recruitment and Retention Best Practices published to the website
- Drafts undergoing final review include Change Management Guide, Remote work and Dependent Care, Remote Work Footprints and Space Use, a State HR Updated Eligibility Guide, and a template Telework Agreement Form
- On a separate track: Out of State Telework

OUT OF STATE TELEWORK

Three main things happening

- Decision memo provided to the Governor's Policy Team asking the executive team to provide long-term guidance on when we say YES to requests to work outside the state. For now, December State HR checklist continues to apply.
- DES has published an RFI and hopes to use it to establish a list of vendors that can assist agencies in navigating the intricacies of out-of-state telework
- Our Out of State Telework Guidance is under review by the Workplace Strategy Council. It addresses a host of implementation details and issues related to OOST.



COMING IN THE FUTURE:

MyPortal My MWE Tile and Workflow

- OFM State HR and OFM Technology Services are currently partnering to develop a MyPortal tile called My Modern Work Environment. The timeline for that project is currently uncertain
- This will allow employees and supervisors to update modern work data via MyPortal, removing a huge body of tedious work from HR staff to manage remote work data
- First part of this project will be updating data drop-down options in Infotype 9106, which will happen July 28th

Questions?

Feel free to email us at SHRPlanning@OFM.wa.gov or message me directly at Robin.Vazquez@ofm.wa.gov | Cell - 360-485-5132