

Workforce/Succession Plan Update

May 2009

Goal:

The goal of the Workforce/Succession Plan is to reinvest in ourselves to accomplish the Lottery's Mission.

We will accomplish this goal by promoting a culture of value and respect for all employees and by providing services that help every employee develop and attain their highest potential.

Workforce Planning is having the right people with the right skills in the right jobs.

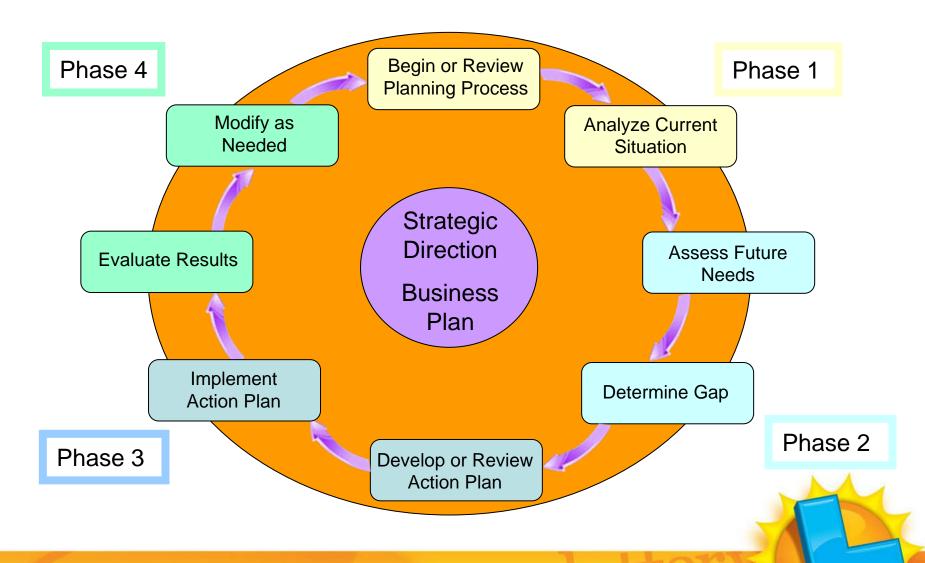
Succession Planning focuses on developing *leaders* within the organization.



CA Lottery Workforce Statistical Information (as of 04/09)

Division	Total Filled Positions	Number of Employees Age 50+	Percent of Employees Age 50+
TOTAL LOTTERY	556	317	57%
Sales & Marketing	283	202	71%
SLED	40	21	53%
Finance	57	29	51%
ITSD	80	37	46%
Operations	44	16	36%
Executive	26	8	31%
Corporate Comm.	9	2	22%
Human Resources	17	2	12%

Workforce/Succession Planning Model



Timeline: Now through June 2009 Phase 1

- Review best practices/Select model
- Review/evaluate past efforts
- Analyze the current situation
- ➤ Identify and implement immediate workforce strategies
 - New Employee Orientation
 - Health and Safety Fair in June 2009
 - Initiate resource needs assessment and exam planning for 2009-10



Timeline: 2009-2010

Phase 2

- ➤ Complete workforce analysis
 - Assess future needs
 - Identify core competencies
 - Determine gaps
- Develop Action Plans
 - Position classification actions
 - Recruitment and retention strategies
 - Organizational interventions
 - Formal training programs
- Continue to implement immediate workforce strategies
 - Annual Evaluation/Individual Development Process
 - Recognition Program

Timeline: 2010-2011

Phase 3

➤ Implement Action Plans

Phase 4

> Evaluate results and modify program as necessary

- Questions?
- Thank you.

