



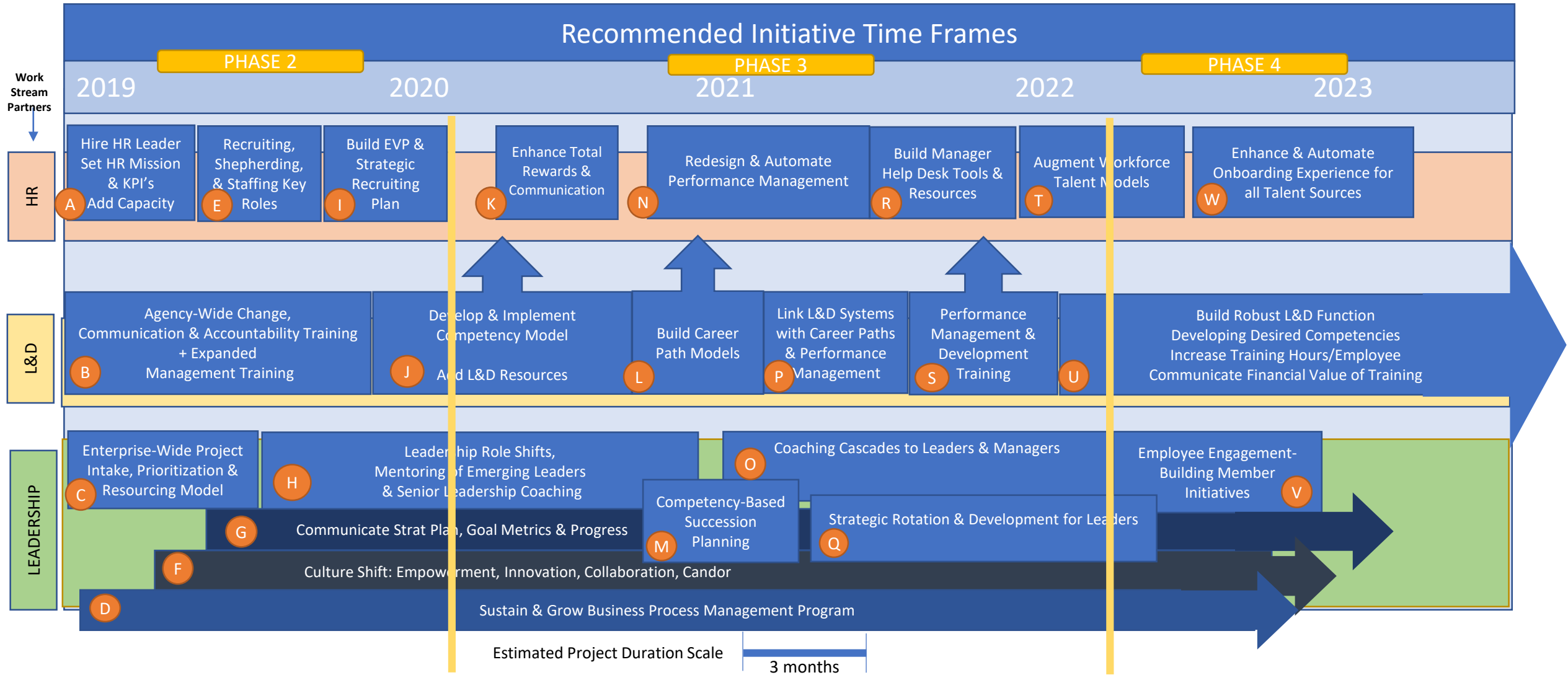
Enterprise
Current State

Wisconsin Department of Employee Trust Funds
Strategic Workforce Planning Road Map

Enterprise
Future State

ETF PROJECT MANAGER

Recommended Initiative Time Frames



J DEVELOP & IMPLEMENT COMPETENCY MODEL (end of 2021 thru mid-2021)

1. Map roles with required qualifications & defined competencies (must have versus nice to have)
2. Develop and validate updated position descriptions for organization
3. Build consensus across ETF of possible career pathways based on refined competencies
4. Develop performance appraisal cadence and updated process
5. Accelerate L&D strategies based on competencies required
6. Build the succession planning framework

N REDESIGN & AUTOMATE PERFORMANCE MANAGEMENT SYSTEM (mid 2021 thru early 2022)

1. Create project team to establish purpose, focus, frequency and format of performance appraisal system; align with new culture
2. Engage workforce in identifying high-value performance measures
3. Partner with HCM vendor to implement Performance Management module using best practices and ETF goals
4. Design forms, communication and development plans, getting input from key stakeholders
5. Train all users & evaluate outcomes