

**ALASKA STATE LEGISLATURE
HOUSE STATE AFFAIRS STANDING COMMITTEE**

March 20, 2001

8:00 a.m.

COMMITTEE CALENDAR

OVERVIEW: WORKFORCE PLANNING

TAPE

01-25, SIDES A & B

CALL TO ORDER

CHAIRMAN JOHN COGHILL called the House State Affairs Standing Committee meeting to order at 8:00 a.m.

PRESENT

Committee members present were Representatives Coghill, Crawford, James, Hayes, Fate, Stevens, and Wilson.

SUMMARY OF INFORMATION

Steve Goodrich, President, The Center for Workforce Excellence, gave an audio-visual presentation on workforce planning. Copies of the visual material, "Workforce Planning: Meeting New Challenges," was included in Committee members' packets as was the accompanying "State of Alaska Workforce Profile."

Mr. Goodrich said that a wave of retirements, caused by the baby boom generation reaching retirement age, is challenging employers to find qualified replacement personnel. In response, workforce planning can create an integrated and ongoing strategy for ensuring that an organization is prepared with the appropriate personnel to meet current and future needs.

Mr. Goodrich presented and discussed the steps in a workforce planning project:

- Prepare for workforce analysis
- Profile existing workforce
- Determine future workforce requirements
- Identify labor market influences

- Benchmarking
- Develop workforce strategy
- Develop technology tool

He then described good practices related to workforce planning and presented a model for strategic planning.

ANNOUNCEMENTS

There were no announcements.

COMMITTEE ACTION

The committee took no action.

ADJOURNMENT

REPRESENTATIVE COGHILL adjourned the meeting House State Affairs Standing Committee meeting at 9:49 a.m.

NOTE: The meeting was recorded. A copy of the tape(s) may be obtained by contacting the House Records Office at State Capitol, Room 3, Juneau, Alaska 99801, (mailing address), (907) 465-2214, and after adjournment of the second session of the Twenty-Second Alaska State Legislature this information may be obtained by contacting the Legislative Reference Library at (907) 465-3808.