

SWOT – Human Resources

Strengths

- New Building – everyone under one roof – better communication – easier to determine needs - not operating in different silos
- Leadership – when it's good, productivity increases, morale increases – it's good
- Knowledge – there are employees that are very knowledgeable about the District and have a lot of experience

Weaknesses

- Documentation:
 - Policies – need to be updated and organized, easy to find and train employees
 - Job Descriptions need to be updated
- Talent Planning – with potentially 25% of staff retiring in the next 5 years, need to plan for replacing – analyze existing talent – do we have the right distribution of duties? Do we have the right technology?
- Performance Evaluations are frustrating for both Managers/Supervisors and employees

Opportunities

- Core Values – use to tie to Performance Evaluations
- What will the next round of employees look like: more diverse? More women? Can we provide a work environment to attract this talent, maybe more flexible schedules? Will more training be needed for generational divides?
- Certification Program – both an opportunity and a frustration – can this be better utilized to benefit both the District and employee?

Threats

- Staff that has been here 20-30 years will soon be leaving without a plan to capture their knowledge
- There is an attitude of entitlement and seems to rub off on new employees – an attitude of “us versus them” instead of all being on the same team
- Training Program for Supervisors – can lead to costly mistakes if promoted employee not ready for management position and/or new management isn't trained