

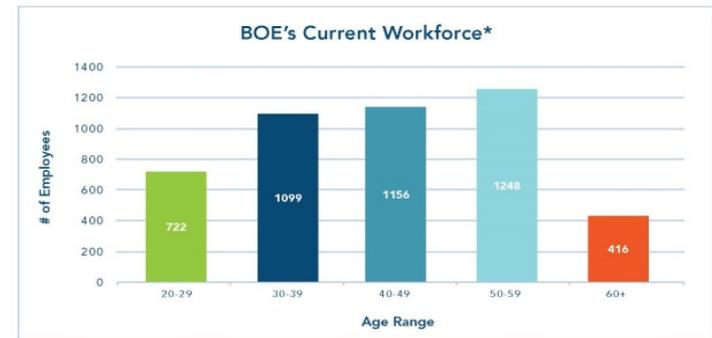
**Workforce and
Succession Plan
Fiscal Year 2015-2016**

Workforce Profile

Ages 20-29:	722
Ages 30-39:	1099
Ages 40-49:	1156
Ages 50-59:	1248
Age 60+:	416

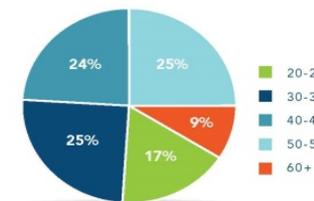


Current Workforce Profile

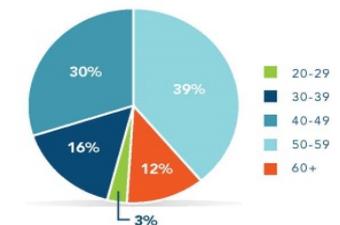


* 4641 total employees (Data report as of May 2014)

Rank and File By Age Group



Managers/Supervisors By Age Group



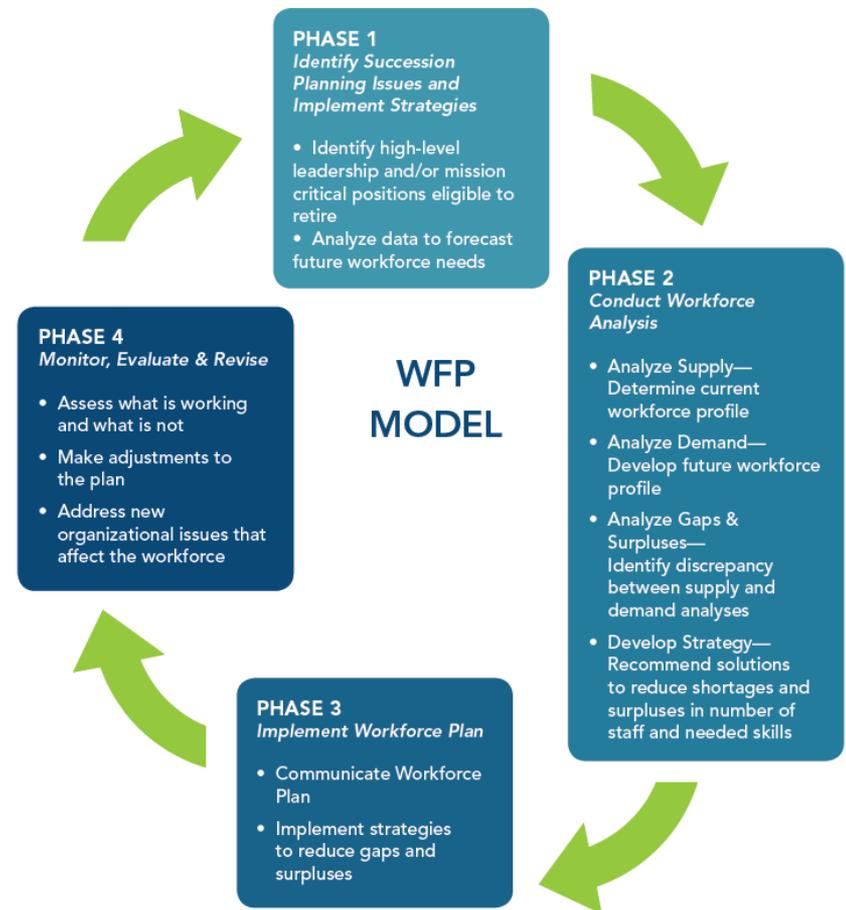
BOE's WFP Phases

Phase 1- Identify succession planning issues and implement strategies

Phase 2- Conduct workforce analysis

Phase 3- Implement workforce plan

Phase 4- Monitor Evaluate Revise



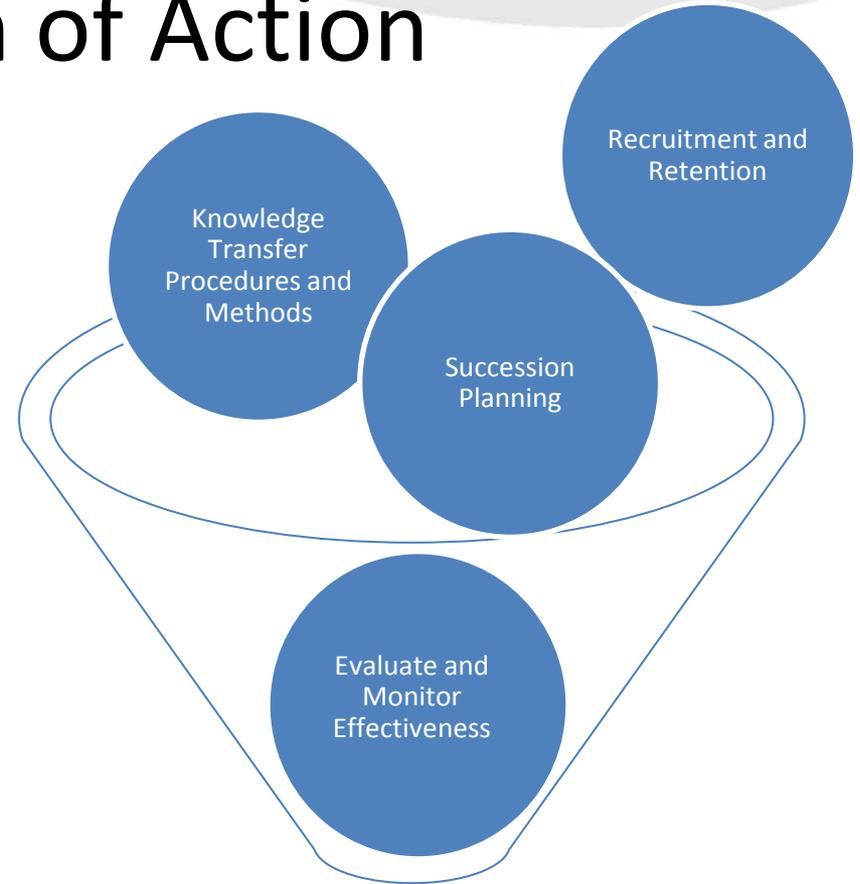
BOE's Strategic Plan of Action

Strategy 1- Focused
recruitment and retention

Strategy 2- Formalized
knowledge transfer
procedures and methods

Phase 3- Succession plan for
mission critical/high-level
positions

Phase 4-Evaluate and
monitor effectiveness



BOE's Strategic Plan of Action



Thank You