

Program Evaluation Proposal—2023 Program Year

Submitted by Chair Miles

DANE COUNTY WORKFORCE DEMOGRAPHICS, WORK CLIMATE, AND EQUITY EVALUATION

MATERIALS TO REVIEW AS A POINT OF DEPARTURE:

- Revisit the RESJ Equity Assessment of Recruitment and Hiring in Dane County
<https://board.countyofdane.com/documents/pdf/reports/Equity-Assessment-Recruitment-and-Hiring.pdf>
- Other resources for consultant to review at start of project: supporting documents for the RESJ report above and the 2015 GARE Racial Equity Analysis of Dane County Government.
- Data from Employee Relations and OEI
- Assumption is that the consultant will gather additional data from interviews with department staff.

SCOPE OF EVALUATION:

- Dane County department-wide qualitative and quantitative assessment of employment demographics, equity in employment and promotion, and work environment/ work climate

Departments involved:

- o Will generate a list of key contacts including: Exec, Board Chair, Department and Division directors.
- o Include constitutional offices in scope?

AREAS TO ASSESS:

- Equity in demographic representation, salary, promotional opportunities, etc.
- Percent of county employees, across classifications and age groups, anticipated to retire in the next 5-10 years and what are the trends in terms of anticipated vacancies in positions and departments (i.e., where are the biggest vacancies expected?)
- What are the skills needed to fill these positions in an equitable manner and are those opportunities currently available in Dane County?
- Pathways for diversifying the county workforce, in general and for promotions, particularly as retirements accelerate.
- What training, skill building, and preparation needs to be done to set the stage for a next generation of diverse employees? Identify any additional opportunities for investment, resources, and outreach to achieve equity and diversity in hiring and advancement.
- Appropriate roles (per state and other relevant laws) for policy makers, administration, and employee groups and communication processes around conflict resolution
- What resources and opportunities (training, etc.) are currently available to management, staff, and employee groups for building interpersonal and conflict resolution skills? Are these resources being utilized? Are there other resources or processes that could be provided that currently are not?
- Gather and analyze Dane County employee direct feedback on work climate (e.g., via a general anonymous workplace climate survey, interviews and/or focus groups, etc.)

GOALS AND DELIVERABLES:

- Information gathering/demographics update (Data updating could be partially achieved by UW Capstone project)
- Compare and contrast where we were at the point of the equity assessment vs. where we are now on these issues. Progress made? Challenges that still exist? Key themes?
- Report with findings, data, graphics, and recommendations regarding areas identified above to inform development of strategic policy and practice for diversification of county workforce, advancing workforce equity, and positive workplace climates in Dane County government
- Positioning the county for the 2024 budget to meet needs around workforce development and implement report recommendations