

OCSEA IT COMMITTEE

February 24, 2010

1. Workforce Planning/Education Training

One purpose of the Article 8.05 Committee is to help increase the education and training investments for IT workers. The state is beginning a workforce planning process through the PEW Foundation which can be helpful in identifying current and future gaps in needed skill sets.

The following are ideas/observations made by the Committee:

- Many classes offered are out of date. Often our training needs do not match the new technologies that are available.
- Look at on-line training. Everyone has had an experience with it, however, it is mixed. Training is not linked to when the assignment is made pertaining to the training. Some of the training lacks the personal class room time that is necessary as the generic training often does not match the agency environment.
- Investigate the use of webinars – think of common content areas (i.e. security issues) as a possible topic.
- Bigger vendors like Babbage Simmel often have state employees as their audience – have the state bring the trainers to the work location and involve a wider number of agencies and reduce the cost.
- Identify key persons in each agency who are available to train or mentor.
- Pool employees of the state and work with one or more agencies to identify a trainer and site based on common need.
- Explore use of UET funds in a way that smartly leverages other funds available for training.
- Take a look at the security training statewide, there are real opportunities to get the job done better.
- Revisit the idea of using workforce grants to support training objectives.
- More fully explore practices revolving around knowledge transfer.
 - Contractor is often not a good trainer.
 - No time is made available for the trainer or the employee to be trained.
 - Scope of the training is often too narrow to be meaningful later.
 - State should consider designing knowledge transfer deliverables in future IT contracts.

2. Technology Listing

We handed out the Tentative Technology Listing as of 2/23/10. Please remember that this is a living document to be updated by each agency as they go through transition. Our tentative listing as of 2/23/10 reflected the technologies of ODJFS and some of our SMEs (subject matter experts) who reviewed the listing. The cover of the document defines technology as “A set of knowledge, skills and/or abilities, taking a significant time (e.g., 6 months) to learn, and applicable to the defined classification specification assigned.” It also defined example of tools as “These are examples only for illustration purposes and are not meant to constitute a full and/or comprehensive list.”

We also passed out the Article 8.05 Technology Change Request Form noting that this form must be submitted by management or agency IT committees. Individuals should contact their committee if they have a technology to add when they are going through transition or if a new technology is added to their position after transition. The process includes a review by the subcommittee on technologies with their recommendations going to the Article 8.05 Joint Committee. No technology will be turned down without an alternative to be used. If it is determined that the proposed technology is really a tool, then the committee will indicate in writing to the submitting party what the technology is for that tool.

3. Alternative Dispute Resolution (ADR)

The make-up of the ADR Committee will consist of one member and one management person from the Article 8.05 Committee along with one staff person from OCSEA and DAS in the classification area. The committee will review the DIT (Duty Identification Tool) of the grievant compared to grids of the duties in the classification series the person was allocated to determine the accuracy of the allocation. Once they have reached consensus, they will inform OCB and OCSEA who will in turn talk to management and the grievant about the recommendation of the ADR Committee. If no common ground can be found, the grievance will move onto arbitration.

We stressed once again the importance of the DIT in this process. A grievant can only grieve allocation based on what is in the DIT. Although the importance of accurately filling out the DIT has been stressed in each training, we still have members who are reluctant to fill out the DIT. When this happens, they are undermining their grievance rights for allocation purposes. It was asked that each person at the meeting, when transition came to their agency, that they remind people throughout the process of the importance of properly and accurately filling out the DIT.

4. Tentative Transition Roll-Out

A tentative list of the roll-out of the remaining agencies was shared. Please remember this is a tentative listing and is open to possible changes. As it stands now, the listing is as follows:

Date	Agency	Kickoff	Finished
July, 2009	ODJFS	July 7, 2009	
November, 2009	ODOT	November 5, 2009	
	Public Safety	November 5, 2009	
January, 2010	BWC	January 7, 2010	
	IC	January 7, 2010	
	DAS	January 7, 2010	
February, 2010	EPA	February 5, 2010	
	Aging	February 5, 2010	
	Insurance	February 5, 2010	
	OBM	February 5, 2010	
	OCRC	February 5, 2010	
April, 2010	Health	April 6, 2010	
	PUCO	April 6, 2010	
	Commerce	April 6, 2010	
	DODD	April 6, 2010	
May	Agriculture		
	Education		
	MH		
June	DRC		
July	Treasurer's Office		
August	Lottery		
	OVH		
	DYS		
September	DNR		
	Taxation		
October	Adjutant General		
	RSC		
	DOD		
	ADADAS		
November	Boards & Commissions		

5. Next Meeting

The next meeting was set for April 14th at 5:30 p.m. at OCSEA.