

OPM Introduces “OUTLOOK OKLAHOMA”

The Office of Personnel Management’s Office of Workforce Planning introduced its comprehensive new Workforce Planning tool, Outlook Oklahoma this month.

With the impending wave of retirements looming over employers, workforce planning is becoming increasingly necessary to ensure the retention of institutional knowledge and productivity in the face of an aging workforce. However, strategic workforce planning is not only crucial to long term issues such as retirement, it is also necessary to help employers transition through unforeseen short term changes. To help address these issues agencies need access to critical data such as turnover rates and projected retirements to successfully plan for these obstacles.

This years Strategic Plan requires agencies to submit a formal Workforce Plan. Outlook Oklahoma provides a comprehensive set of statistics to assist Oklahoma’s state agencies in completing their workforce plan. It provides the following information for each agency for the previous 12 months: Employee Count (beginning of the period), Employee Count (end of the period), Retirements, Retirement Rate, Resignations, Resignation Rate, Total Voluntary Turnovers, Total Voluntary Turnover Rate, Current Average Employee Age, Current Average Employee’s State Service, Current Average Employee’s Years to Retirement, Percent of FTE’s Eligible to Retire in 3 Years, and Percent of FTE’s Eligible to Retire in 5 Years

Outlook Oklahoma consists of a four data screens and a workforce planning contact screen. Each data screen presents the above data at different levels: Agency level, Division level (sub-activity), and job level.

Outlook Oklahoma is located on the Office of Personnel Management’s Workforce Planning website at: <http://www.ok.gov/opm/index.html>. For Password and ID assistance or questions about Outlook Oklahoma, please contact Ross Tripp at wfp@opm.ok.gov.