

# Human Resources Inventory Contents

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*(I) indicates intervention*

# Leadership and Organizational Development

 **Outputs**

Program/Intervention Name		Description/Additional Information	
<a href="#">Leadership and Organizational Development</a> <input checked="" type="checkbox"/> <b>Program</b> <input type="checkbox"/> <b>Intervention within Program:</b>		The Leadership and Organizational Development program supports Tennessee state agencies by optimizing people, culture, structure, and processes. It does this through surveys, learning and training opportunities, brainstorming sessions, and strategic planning. The goal is to ensure that each employee has the opportunity to develop to be their personal best.	
Delivery Setting		Target Population	
Organization/Business/Local Government		Adults	

Logic Model	Outputs	Outcome(s)
If we support Tennessee state agencies by optimizing people, culture, structure, and processes, including through surveys, learning and training opportunities, brainstorming sessions, and strategic planning, then we will ensure that each employee has the opportunity to develop to be at their personal best and, in doing so, strengthen the ability of state agencies to achieve their missions and serve the people of Tennessee.	1. Number of state employees participating in mandatory learning	
	2. Percentage of employees that rate their engagement at 4 out of 5 via survey data	
	3. Number of state employees engaging in self-directed learning	
	4. Percentage of employees who participate in conferences where content or competency is relevant to their roles and responsibilities	
	5. Percentage of employees who participate in Commissioner Leadership Academies where content or competency is relevant to their roles and responsibilities	

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# Recruitment for Career Opportunities for Tennessee State Government

 **Outcomes**

Program/Intervention Name	Description/Additional Information
<a href="#">Recruitment for Career Opportunities for Tennessee State Government</a> <input checked="" type="checkbox"/> <b>Program</b> <input type="checkbox"/> <b>Intervention within Program:</b>	Recruitment for career opportunities for Tennessee State Government helps ensure that state government has the workforce necessary to meet the needs of agencies in serving the people of Tennessee. The recruitment work includes developing strategic recruiting plans (including for veterans, second-chance employees, rural residents, and students), coordinating recruiting events, and building diverse talent pipelines. Internal agency partners can access resources like job boards such as LinkedIn and Indeed. Job applicants have access to support such as resume review and interview preparation. Virtual job fairs bring together agencies and job seekers to benefit both.
Delivery Setting	Target Population
Organization/Business/Local Government, School	Adolescents/Young Adults, Adults, Persons with Disability, Veterans, Justice-involved, Rural Focus

Logic Model	Outputs	Outcome(s)
If we recruit for career opportunities for Tennessee State Government, including through the development of strategic recruiting plans, coordinating recruiting events, and building diverse talent pipelines, then agencies will find the employees they need to achieve their missions for the citizens of Tennessee, and job seekers who are interested in public service careers will find successful job matches and become employed.	1. Number of unique job applicants	1. Percent of job postings resulting in new hires
	2. Number of diverse job applicants	2. Percent of job postings resulting in promotions
	3. Number of state job postings	
	4. Number of recruiting events	
	5. Time to fill positions	

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