

2017 NASPE AWARD

Eva N. Santos Communication Awards

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

Additionally, please provide the project initiative in one of the following formats:

- Web link
- Snapshot
- PDF

NOMINATION INFORMATION

Title of Nomination: CPTP Competency Model for Louisiana State Employees Video
State: LA

Contact Person: Lindsay Ruiz de Chavez

Contact's Title: Public Information Director

Agency: Louisiana State Civil Service

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ALL SUBMISSIONS MUST:

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

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NOMINATOR INFORMATION

Nominator: Byron P. Decoteau, Jr. Title: State Civil Service Director

State: LA Agency: Louisiana State Civil Service

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E-mail: Byron.Decoteau@la.gov

DETAILS

1. Please provide a brief description of the submission.

Our submission is an in-house video entitled CPTP Competency Model for Louisiana State Employees (<https://www.youtube.com/watch?v=hciWyAjjsGI>). It is hosted on the Comprehensive Public Training Program of Louisiana YouTube Channel

(https://www.youtube.com/channel/UCsYQ4_9w4ksDnPoFxChjrIA). The video uses animation to illustrate the development of the competency model, how it has been utilized, and the next stages in the project. The video was written, recorded, and animated in house by State Civil Service staff.

2. How long has the submission been in existence?

The video was released December 29, 2016. Production of the video began in October of 2016.

3. Why was this submission created?

The Training and Workforce Development Division of SCS has invested significant resources in researching and building a statewide competency model to assist in workforce development and talent management. Additionally, the division offers these services to agencies for positions, divisions, or sections where selection and retention of competent employees have proven difficult. The video was created to help SCS market the availability of these services by providing features and benefits of the program, including some examples of deliverables available to agencies who took part in the program.

4. How does this submission support the goals and objectives of your agenda/department?

One of our agency goals is to increase our involvement as strategic partners for our state agencies. The video supports that goal by serving as an educational piece for our agency clients, so that they are aware of competency modelling, how it may benefit them to use it, and that the TWD division of SCS provides these services. The video also supports the goal by stimulating

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strategic conversations between SCS and its client agencies, so that SCS may choose among a portfolio of talent management solutions to apply to various situations as needed.

5. Have you been able to measure the effectiveness of this submission? If so, how?

Several agencies have contacted TWD to discuss and/or arrange for competency modelling for career progression groups, specific job titles and entire organizations. Each of these agencies has mentioned the video prompted them to make the contact.

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