NASPE announces its top 5 issues for 2015

NASPE members identified the top 5 issues for the year at its recent Mid-Year Meeting in Washington, DC. Programming for the year, including issue briefs, webinars and the Annual Meeting will feature these topics.

1. **Workforce of the Future**
   What are the future workforce trends and how will jobs change? Which occupational areas will change most and how do you prepare for that? As an example, in Information Technology, will states be looking for more contract managers than application developers? If states move to more cloud-based or compute-on-demand structures, what will the new workforce look like? What skill sets will be most important to employers, particularly in the public sector, over the next 10 years?

2. **Implementing progressive HR policies in a unionized environment**
   How do you go about implementing non-traditional HR programs (i.e., pay for performance, promotion based on merit, quality circle, employee development, etc.) in a unionized environment which relies on seniority as the predominant factor in selection, promotion and advancement?

3. **Flexible compensation**
   How can a public employer put more flexibility into compensation offerings to attract and retain the workforce? Items include flexibility in paid time off, cafeteria-style benefit programs, providing extra compensation for employees who decline health care benefits, telework, alternative work schedules, tuition reimbursement and others. A challenge for public-sector employers is the potential negative perception on the part of the taxpayer if state employees are granted some of these flexibilities as well as being able to work within constraints of state policies and laws.

4. **Performance Management**
   How do you properly roll out a performance management program to get buy in from employees and supervisors to implement an effective performance management program? In addition, what tools (primarily technology) are the most effective to utilize?

5. **Defining Strategic HR**
   How do you define strategic HR and move professionals from operational to strategic roles? It's important to define and understand the difference between and HR operational role and a strategic role and then get staff HR professionals to think more strategically than operationally.

For more information, contact Leslie Scott at lscott@csg.org.