2022 NASPE AWARDs
Advancing the HR Profession Award

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.

NOMINATION INFORMATION

Title of Nomination: OneHR Conference   State: PA

Contact Person: Kelly Hitz

Contact's Title: HR Communications Specialist

Agency: Governor's Office of Administration

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NOMINATOR INFORMATION

Nominator: V. Reid Walsh   Title: Deputy Secretary for Human Resources and Management

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DETAILS

Feel free to include links to websites as part of your nomination.

1. Please provide a brief description of this program.
The OneHR Conference is an annual event that brings together a growing number of public and private sector human resources professionals to network with colleagues and learn from industry leaders about the latest trends, topics, best practices, resources and tools in the profession. With office closures during the pandemic, followed by the implementation of a telework program for commonwealth employees, opportunities to come together and foster a sense of community are more important than ever. The one-day conference, organized in partnership with Harrisburg University, features experts from the commonwealth's HR team and private industry presenting on a broad range of topics relevant to the HR profession. The event has featured leading companies including Deloitte, NEOGOV, LinkedIn, SAS, Microsoft, Kronos, Accenture, SAP, KPMG, SuccessFactors, ServiceNow, and SalesForce. The conference keynotes and sessions are designed with all HR professionals in mind, from entry level to senior leadership, and continuing education credits are available for attending. Commonwealth staff collaborate with Harrisburg University to identify topics of value to our employees, based on the type of work they perform and current workplace issues. The conference also provides the opportunity to collaborate with other states and municipalities. The 2021 and 2022 events included panels on both "Post-Pandemic Opportunities to Reimagine the Workplace: Workplace Culture & How Various State Leaders are Responding" and "The Journey to Strategic HR," featuring government panelists from Tennessee, Missouri, Washington, North Dakota, Nebraska and Alaska. The first OneHR Conference was held in 2019 and attracted nearly 700

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commonwealth and non-commonwealth participants, drastically exceeded expectations and

post-event metrics show the event was exceedingly well-received by attendees. Since then, the

OneHR Conference has seen year over year growth in attendance.   View the full conference

website, including the most recent speaking agenda and past event information.

2.   How long has this program or effort been operational?
The first OneHR Conference was held in 2019 at Harrisburg University of Science and

Technology in Harrisburg, Pennsylvania and has been held annually since.

3.   Why was this program/effort created?
Prior to June 2017, most state agencies staffed and funded their own human resources offices

to support their operations. With the adoption of a shared services delivery model, employees

have adjusted to working in a consolidated structure to support multiple agencies.

While effective, this model can leave little opportunity for employees to come together in one

place to hear from leadership and to connect with colleagues from other parts of the state. In

addition to the professional development objectives of the conference, the conference also

presents an opportunity to create a feeling of cohesion among previously siloed employees.

Additionally, holding our own conference is an investment in the professional development of

our employees and is more cost effective than sending employees to outside sources for

training and development.

4.   What are the costs of this program/effort?
The cost of the event has remained at $29 per commonwealth attendee since 2019, inclusive of

planning and food. Speakers are not compensated for their participation. Based on annual

attendance, the cost for each year's event has been:

-2019 - $19,227

-2020 - $22,504

-2021 - $21,402

-2022 – $23,490

5.   How is this program/effort funded?
Costs are funded by operational funds earmarked for training. Sponsorships from companies

such as LinkedIn, Pennsylvania State Employees Credit Union, SAP, AIA and UKG also help to

offset costs.

6.   How do you measure the success of this program/effort?
The success of the OneHR Conference can be measured through attendance figures and a post-

event surveys.

Since the first year of the event, attendance has been:

-2019 – 743 (663 of which were commonwealth employees)

-2020 – 776 (776 of which were commonwealth employees)

-2021 – 849 (738 of which were commonwealth employees)

-2022 – 905 (810 of which were commonwealth employees)

Attendees receive a survey after the conference to gather feedback on what worked well and

what could be improved. Comments from the 2022 conference include:

- "This is the best conference I've attended in years. The speakers were interesting and

provided valuable information. Fantastic conference!"

- "The event is great for getting to interact and network with others in your field, especially people working remotely or in satellite offices in different parts of the state."

- "I really enjoyed this year's conference. It was to connect with colleagues in-person and learn about the latest HR trends, etc. Everything was organized well and I appreciated the relevant session topics. The food was also good. Overall, everything was nice!"

- "Thank you for holding the conference. I have found it to be insightful, and thought-provoking. I wish there were more opportunities such as this throughout the year."

-"WELL DONE! CONGRATULATIONS to those who put the conference together. Very professional. Thank you for the opportunity to take the day and really re-set. THANK YOU!"

Additionally, the conference has expanded to attract attendees both from other states and from the private sector. For the 2022 event, attendees hailed from Colorado, Illinois, Michigan, Minnesota, North Carolina, New Jersey, South Carolina, Texas, and Virginia.

7.   How has the program/effort changed since its inception?
The 2020 and 2021 conferences were held virtually due to the pandemic. The OneHR

Conference returned to an in-person format in 2022.

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