

2025 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: Louisiana State Civil Service Hiring Framework

State: LA

Contact Person: Lindsay Ruiz de Chavez

Contact's Title: Public Information Director

Agency: State Civil Service

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NOMINATOR INFORMATION

Nominator: Byron P. Decoteau, Jr.

Title: Director of State Civil Service

State: LA

Agency: State Civil Service

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ALL SUBMISSIONS MUST:

- Meet all eligibility requirements • Meet deadline requirements
- Include a complete nomination packet • Conform to all copyright laws

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DETAILS

Feel free to include links to websites as part of your nomination. Link: [Louisiana Department of State Civil Service](#)

1. Please provide a brief description of this program.

The Louisiana [State Civil Service \(SCS\) Hiring Framework](#) is a modern, skills-first approach designed to streamline talent acquisition and enhance workforce quality by emphasizing an individuals' competencies and capabilities over traditional credentials alone. By clearly defining and prioritizing relevant skills, this framework empowers HR professionals and hiring managers to accurately assess candidate potential, simplifies the application process for job seekers—including those skilled through nontraditional and alternative routes.

[How to Use the SCS Hiring Framework Generator – Quick Reference Guide](#)



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SCS Hiring Framework

6 steps to Modernize State Hiring Practices

Define the Job and the Roles



1 Develop a Competency Map

- Review the job description and the provided core competency map. Select the core and preferred competencies that best align with your position

Source and Attract Talent



2 Select Work Tasks

- Select examples of work from the job specification and/or the position description to showcase competencies

Screen Applicants



3 Select Supplemental Questions

- Select supplemental questions to assist in the screening of candidates

Systematically Assess Candidates



4 Select Interview Questions

- Select behavior-based interview questions from the SCS banks

5 Select Interview Activities

- Select interview activities from the SCS competency-based bank

Make Data-Driven Hiring Decisions



6 Download structured interview templates and candidate comparison chart

- Create structured interviews by choosing from a bank of interview templates
- Easily compare candidate scores to help inform the decision-making process



STATECIVILSERVICE

2. How long has this program or effort been operational?

The SCS Hiring Framework became a part of the hiring process on January 1, 2024.

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3. Why was this program/effort created?

The Louisiana SCS Hiring Framework was created to address challenges with traditional hiring methods, specifically the over-reliance on pre-employment test scores that limited the applicant pool and overlooked qualified candidates. By removing barriers such as rigid educational requirements and standardized testing, the framework aims to:

- Expand talent pools by emphasizing skills and competencies needed for state jobs.
- Enhance diversity of applicants by recognizing competencies gained through alternative routes (paid or unpaid experiences).
- Simplify and improve hiring efficiency, making it easier for HR professionals to identify suitable candidates based on relevant capabilities.
- Empower applicants to clearly demonstrate their strengths, creating equitable access to employment opportunities across the state.

4. What are the costs of this program/effort?

All aspects of this program were developed internally by the SCS team, leveraging internal staffing to design the competency model, develop the SCS Hiring Framework, and create custom applications and the data interface hosted on the SCS website. Additionally, external technologies—including Articulate Rise, YouTube, and SuccessFactors LMS—were utilized to produce and distribute comprehensive training materials and program resources.

5. How is this program/effort funded?

The program is funded through intra-agency transfer fees paid to State Civil Service.

6. How do you measure the success of this program/effort?

Since this program is relatively new, SCS is focused on gathering substantial evidence to achieve statistical significance over time. Currently, success is being measured through several key metrics, including:

- Increase in the number of applicants
- Agency compliance with SCS hiring framework requirements
- Course completion rates
- Course feedback surveys
- Traffic to the SCS Hiring Framework website
- YouTube engagements
- Social media interactions
- HR community quantitative survey feedback
- Qualitative insights from HR community focus groups

By the end of 2025, additional measures will evaluate agency internalization of the framework, retention rates of employees hired through the SCS Hiring Framework, and the overall quality of hires.

7. How has the program/effort changed since its inception?

Based on user feedback, SCS has iteratively refined the competency model and structured interview templates and has developed an instructor-led training course specifically for HR professionals. Currently, the use of the SCS Hiring Framework is mandatory for 248 job titles, with plans to expand this approach in additional job titles in the near future. Additionally, there are also plans to increase recruiting and outreach via our Recruiting and Outreach Center to help individuals showcase transferable skills using the SCS competency model.

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