2025 NASPEs AWARD

Eugene H. Rooney, Jr. Award Nomination
Innovative State Human Resource Management Program

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.

PROGRAM INFORMATION

Program Title: State Workforce at a Glance (SWAG)   State: LA

Contact Person: Lindsay Ruiz de Chavez

Contact's Title: Public Information Director

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NOMINATOR INFORMATION

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

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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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Please attach a one-page summary of the program. Provide a narrative answer for each of the questions. You are limited to four pages (based on regular 8 1/2 x 11-inch paper double-spaced in 12-point font). The four-page limit does not include the one-page summary.

1. Please provide a brief description of this program.
Link: SWAG - Login
ID and Password will be made available at the time of review

State Workforce at a Glance (SWAG) compiles demographic information on the State's workforce from different data sources into one, easy-to-use format for internal State Civil Service (SCS) staff. SCS collects data from those state agencies from both the LaGov HCM system and from those non-LaGov HCM agencies (PeopleSoft, Workday & Banner) via a data transfer process. We combine this information together to make a complete, statewide data picture. SWAG allows the user to look "at a glance" as well as the ability to drill down to a specific job title at a specific agency. There is also the availability for 5 and 10-year trending information. Charts and graphs can then be copied and inserted into reports or presentations. The data is updated one a week based on new headcount data.

2. How long has this program been operational (month and year)?
The program has been up and running for eight months, having launched on July 1, 2024.

3. Why was this program created? (What problem[s] or issues does it address?)
Before SWAG, there was no way for State Civil Service to easily track/trend statewide employee demographics since there are multiple data sources for this information. A majority of state agencies report information to SCS via the LaGov HCM system while non-LaGov HCM agencies, mainly Higher Education, maintain employee information and payroll in several different HRISs (PeopleSoft, Workday & Banner) and submit information to SCS via a data transfer

process. To answer any demographic questions, custom queries were built to retrieve the

information for that requestor.

4. **Why is this program a new and creative method?**
   SWAG takes both sources of state employee data, combines the information and presents

the user with a graphical interface that is easy-to-use. The ability to look at surface level statistics

or do a deeper dive by agency or job title and present the information in a professional chart or

graph is new for SCS. The layout is identical no matter which demographic item search is utilized.

In addition, rank-and-file staff never had access to any of these data items previously (unless a

specific data request was made).

5. **What was the program's startup costs? (Provide detailed information about specific purchases for this program, staffing needs and other expenditures, as well as existing materials, technology, and staff already in place.)**
   No additional purchases were made by SCS and existing programming and HR staff

built/maintain the system.

6. **What are the program's operational costs?**
   Program uses existing programming and HR staff to build/update/maintain and free chart

software (Chart.js). No additional cost to SCS for this program.

7. **How is this program funded?**
   Program uses existing agency funding for programming and HR positions. No additional cost

to SCS for this program.

8. **Did this program originate in your state?**   Yes ☒   ☐

9. **Are you aware of similar programs in other states?**   Yes ☒   ☐
   If yes, how does this program differ?

We are aware that several other states have a "dashboard" for statistics but the combination of employee information from 4 different HRISs (LaGov HCM/SAP, PeopleSoft, Workday & Banner) as well as the ability to do a by agency/by title search is a granular function.

10. How do you measure the success of this program?

Both SCS executive-level and SCS staff-level employees have access to this information. SCS users can quickly and easily utilize the demographic information in SWAG for their daily work or special projects. Graphs and charts can be copied and pasted into reports and presentations. The ability for instant 5 and 10-year analysis of the information in an easy-to-digest format is a first for this agency.

11. How has the program grown and/or changed since its inception?

SWAG is a constantly evolving data center. Currently, the most commonly requested employee demographic items are displayed. However, the data items evolve to include additional information as a need arises for the information. For example, we recently added FLSA status as a category based on an agency need to quickly identify Non-Exempt and Exempt employees. We also are working on a similar interface for transactional data (Transactions at a Glance or TAG) which will utilize multiple data sources and present personnel transactions in an easy-to-use manner for the user to research or trend. In addition, plans are in the works to allow external HR Directors at the various agencies to have the ability to run information for their particular agency via SWAG.

2025 NASPE Nomination Form Cover Page – State Workforce at a Glance (SWAG)

The State Workforce at a Glance (SWAG) application compiles demographic information on the state of Louisiana's workforce from different data sources into one, easy-to-use format for internal State Civil Service (SCS) staff. SCS collects data from those state agencies from both the LaGov HCM system and from those non-LaGov HCM agencies (PeopleSoft, Workday & Banner) via a data transfer process. We combine this information on a weekly basis to make a complete, statewide data "headcount" picture. However, some data items are specific to LaGov HCM agencies due to HRIS limitations in the non-LaGov HCM systems or are specific to the State's classified workforce due to SCS authority for data requirements.

SWAG allows the user to look "at a glance" as well as the ability to drill down to a specific job title at a specific agency. There is also pre-rendered 5 and 10-year trending information, with analysis, to assist the user to quickly disseminate the information. The resulting visual aids can then be simply copied and inserted into user-specific reports or presentations.

Current SWAG Categories and subcategories include:
- Age: Actual Age / Average Age / Generational Groups
- Appointment Type: Classified and Unclassified
- Education (Classified only): Highest Level Achieved / Degree or Certificate Obtained / Field of Study
- Gender
- Location (LaGov HCM only): Work Location / Residence Location
- Race
- Salary: Actual Salary / Average Salary / Annual Salary Thresholds
- Veteran Information (LaGov HCM only): Veteran Status / Veteran Count by Personnel Area
- Workforce Classification: FLSA Status / Workforce Classification
- Years of Service

The ability to view these demographics not only at a widescale level, with a myriad of grouping selection options, but also with the capability to narrow the search down to the job title within one agency is a huge step forward for state employee reporting. The ability to provide prerendered trending information as well, with fiscal year or calendar year timeline options, further provides detailed information for the user without any manual calculations.

This application was built entirely by existing SCS staff in the Applications & Data Management Division and uses free software to create the visuals. No additional cost to SCS was incurred.