

# Illustration of the plan

| Action Item   | Description/How To   | Date Needed/Timeframe | Assigned To: | Status |
|---|--|-----------------------|--------------|--------|
| 1. Meet with managers and leadership of administrative services employees and functions | Agency management and leadership will be an integral part of communicating the changes, identifying the new roles and aiding with the transition.<br><br>If necessary or appropriate for your agency, ask managers to help identify future roles and timing of employees identified on the tracking tool.  | By April 1, 1999      |              |        |
| 2. Develop Agency's Workforce Transition Strategy document                              | Develop an outline for a strategy that addresses your agency's specific needs. A sample outline is included. An outline will help keep the strategy focused and brief. The document should include policies, procedures, definitions and transition philosophy for the agency.                             | By July 1, 1999       |              |        |
| 3. Define workforce transition categories and strategy                                  | Using the different categories of workforce transition defined in Module 2.0 slide # 10, determine the different definitions that will apply to your agency. Tailor definitions as necessary.  | By July 1, 1999       |              |        |
| 4. Identify employees who will Need to use MARS by July 1, 1999                         | Develop strategy for identifying employees and document<br><br>Using the agencies as-is administrative services data, identify employees who will need to use MARS by July 1, 1999. Use the tracking tool to log this information.   | By March 29, 1999     |              |        |
| 4.1 Complete roles worksheet for these employees  | Using the Excel file [AgencyNumber]_ [DeptName].xls and the AsIs_ToBe maps, identify the appropriate roles and enter them into the To-Be Roles Worksheet for the employees identified as needing to use MARS by July 1 1999. As appropriate work with your agency's administrative managers and leadership | By April 15, 1999     |              |        |

# Sample Agency Workforce Transition Plan And Guide

**M Mark**



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