

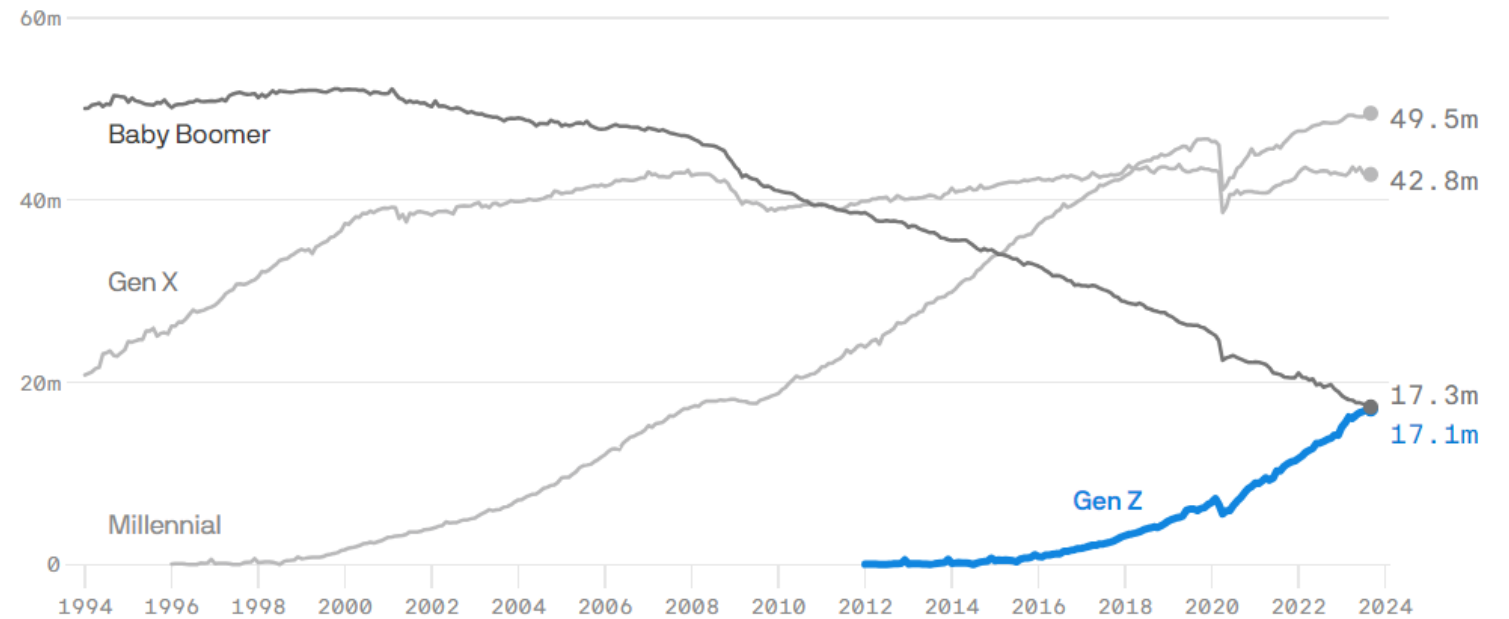


Transforming Virginia's Work Paradigm to Improve
Organizational Culture and Performance Outcomes

The Generational Shift is Now

U.S. full-time workforce, by generation

Seasonally adjusted; Monthly, January 1994 to September 2023

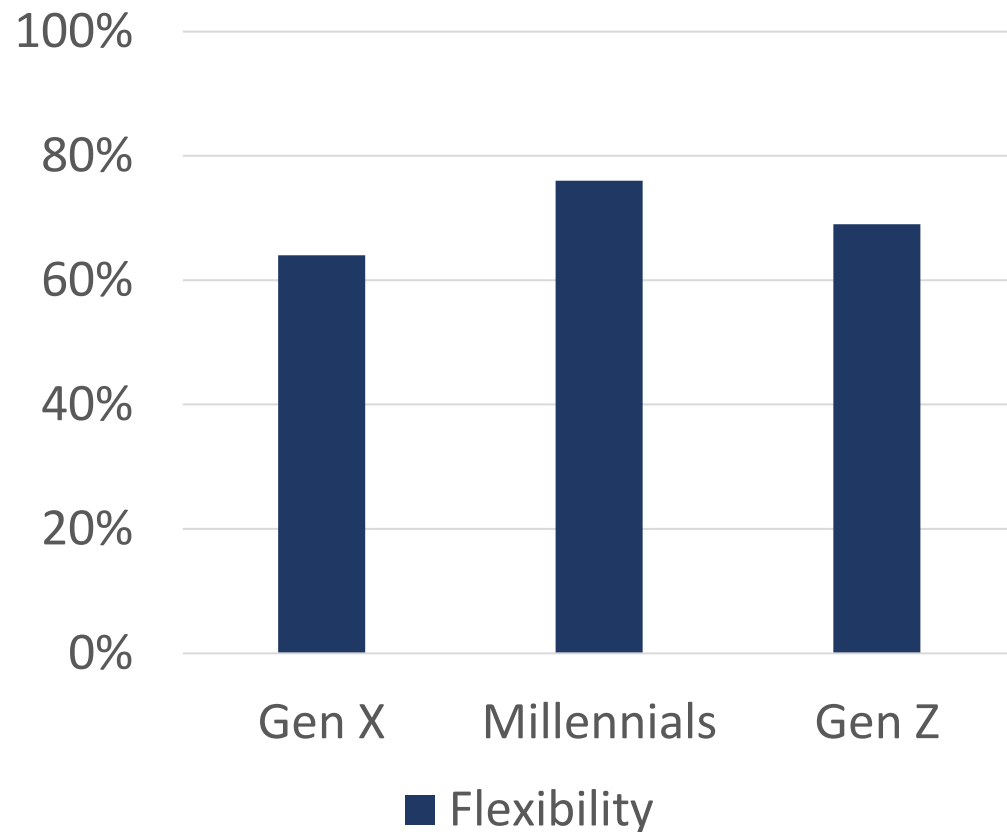


Gen Zers are expected to overtake Baby Boomers by early 2024

Data: Glassdoor analysis of Census Bureau data; Chart: Simran Parwani/Axios



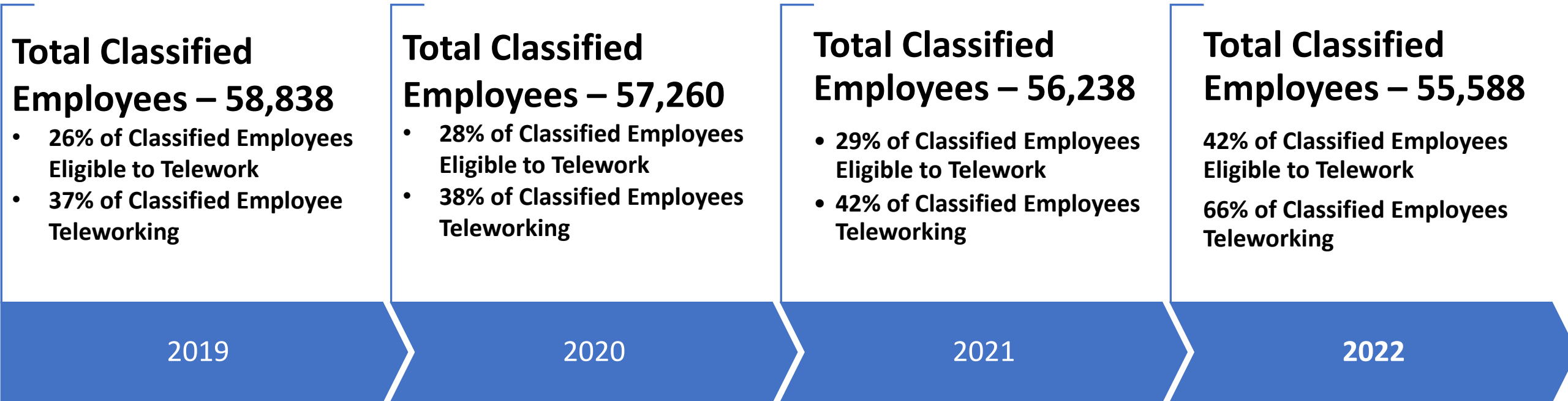
Generations Expect Flexibility



Flexible work is about providing people with greater choice and control over when, where and how they work



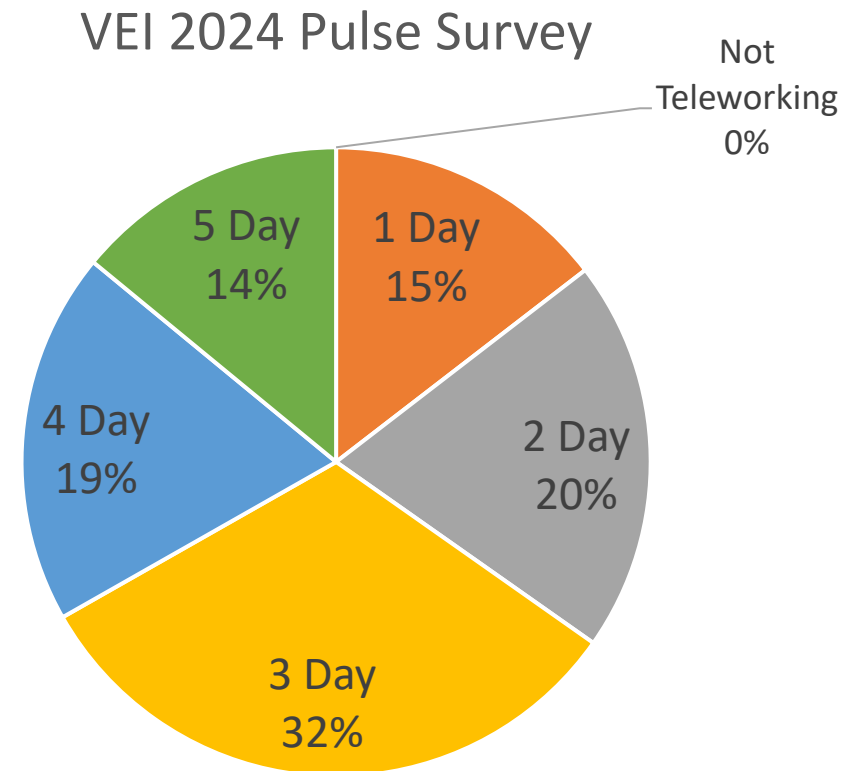
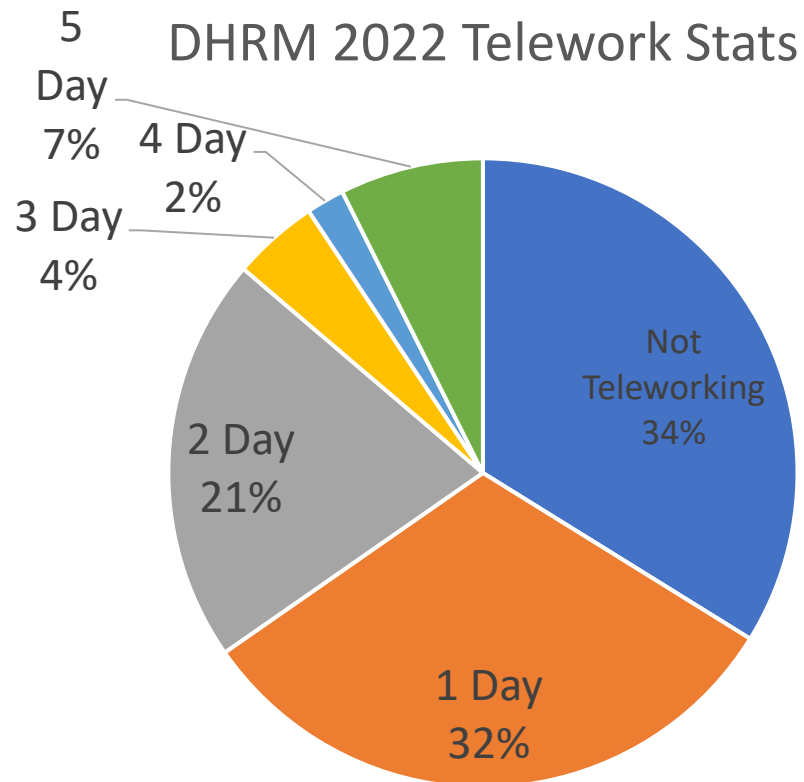
Telework Current State – Virginia State Agencies



2019-2021 Telework Statistics (as reported in RD495 Department of Human Resource Management Telework Report, September 30, 2022)



Eligible Employees Teleworking



12 Agencies, > 200 Responses



Alternate Work Schedules

Top 3 Work Schedule Preferences

5 Day, 8 Hours w/Flexible start finish times

4 Days, 8 Hour days (32 Hour Work Week)

4 Days, 10 Hours (40 Hour Work Week)





Natural Light and Greenery



Collaboration Spaces



Creativity, Personalized, and Gaming Spaces



Employee Development Options

Program Offering	Employee Interest
Mentoring	65%
Job Partnering	63%
Coaching	58%
Detailing (Inter agency)	52%
Mobility Planning	51%
Positional Learning Paths	49%
Talent Share	49%



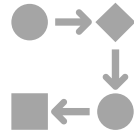
The background features abstract, flowing light trails in shades of blue and purple, creating a sense of motion and data flow. The central text is set against a solid black background.

Business Intelligence

Enhance Use of Data Analytics to Increase Performance Outcomes



Provide project progress or feedback on key indicators of production



Analyze data to identify patterns, bottlenecks, and areas of improvement



Use insights to optimize workflow, provide training and coaching, or reassign tasks based on employees' strengths

Use benchmarks to identify top performers and best practices.

Reward productivity and efficiency



Analyze data to understand employee satisfaction, motivation and engagement levels



Virginia's new permits website boosts government 'transparency,' says governor

Virginia Gov. Glenn Youngkin said the new Virginia Permit Transparency website demonstrates his administration's commitment to transparency.

BY CAROLINE NIHILL • JANUARY 31, 2024

Virginia Permit Transparency (VPT)

[About VPT](#)

[Participating Agencies](#)

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[Home](#)

Commonwealth of Virginia

Permit Tracking System

Welcome to the Virginia Permit Transparency (VPT) tracking system. Use VPT to find real-time information on permit applications. Quickly check the status of applications, view permit applications in a specific locality, and learn about the agencies participating in VPT.

Conclusions

- Establish a cross-agency VA Flex council
- Reinforce flexibility in work scheduling, environment and employee development to create a dynamic workplace
- Implement BI Tools – strategic approach to business intelligence to manage organizational and employee performance
- Resources: [Identify key reference materials](#)



Virginia Flex Checklist

VirginiaFlex Work Model Considerations



This checklist is designed to provide thoughtful questions and recommendations to address when considering modern government workforce needs.

✉ Organizational Considerations

	Question	Recommendation	Solution
<input type="checkbox"/>	Do we understand our current agency workplace challenges that may impact future business efficacy?	While programmatic needs impacting employee performance and satisfaction should be reflected in this scan, identifying operational and human resources impacts is the goal here.	
<input type="checkbox"/>	What are the main sources of organizational stress or dissatisfaction for leaders and employees in our agency?		
<input type="checkbox"/>	Are there existing initiatives or programs in place related to workplace modernization, and how effective have they been?		

VIRGINIA, It's
time to FLEX!



VEI Team 4: Michele, Kathryn, Nancy,
Denise, & Kimberly

