

» Step 2

WORKSHEET

Gather Data: Environmental Assessment



Assign team members the responsibility of locating and gathering the relevant information that will inform your responses to the questions. The information may be found in multiple sources. Download the Step 2 worksheet and record and save the information and your responses. You are encouraged to consider the questions as individuals, and then come together as a team to compare and contrast your responses. Reflecting upon the answers provides you and your team members with critical information about your agency’s strengths, weaknesses, opportunities and threats, and internal and external factors impacting the workforce.

- Community members participating on the Workforce Development Team are key partners in identifying and gathering data and completing the SWOT analysis during this step.
- Demographic information about the workforce is more fully explored in Step 3: Analyze Supply and Demand
- As you gather data, take time to assess whether you are utilizing culturally responsive/appropriate research/evaluation practices in data gathering.
- Be sure to consistently gather data on the experiences of people and communities served through client satisfaction surveys or other collection tools and methods.
- It is important to examine disaggregated data to reveal what different groups (e.g., gender, race, job, position, department, etc.) within the organization are experiencing. Generalized data may exclude the voices and experiences of diverse racial populations.

STOP ⚡ Download, save, and work in your saved worksheet!

Locate and check off the information as it is assembled. Download and save this worksheet, along with the information that your team collects.

Reports or survey results regarding agency culture and climate

Job satisfaction survey results

HR exit interviews

Current funding and anticipated increases or decreases in reimbursable funding

Budget trends and patterns, budget philosophy or goals

Legislative changes and departmental/agency initiatives

Legal and statutory changes (consider upcoming elections and potential impact)

Changes in policy, rules, or other mandates as a result of **consent decrees or litigation** 

State/county/community demographic forecast (consider characteristics such as age, race, ethnicity, gender, immigration and retirement patterns, etc.)

Where can your team find demographic information? Places to look:

Your state or agency's human resources data and reports

Your state's Department of Labor and Employment

National Labor Force Statistics—Demographics 

Bureau of Labor Statistics: Occupational Handbook 

U.S. Census Bureau 

Consider the Following Questions:

1. Are there specific social trends and changes or issues impacting your community, such as health, mental health, or substance use concerns? What socio-cultural (e.g., values and attitudes) changes are impacting the community and your agency? In addition to trends, what racial, health, and/or economic inequities create challenges for the agency and community?

2. What economic and education conditions impact the labor pool of a qualified workforce and/or impact your agency and community? Which communities are disproportionately impacted and where are they located in your jurisdictions? How are these communities faring on the social determinants of health and well-being?

3. Are there technological or industry changes or generational shifts that facilitate or create challenges for your agency in the community?

Summing It Up

What does the information that your team has assembled and reviewed tell you about your agency and the internal and external factors impacting the workforce? Dig deeper to consider the questions below and summarize your responses in a few paragraphs.

1. What information is most useful to you?
2. What does it tell you about your agency?
3. What else do you need to know? For example, what are the critical gaps in information? What information is not available or missing? How will you obtain missing information, and how you will best move forward in the interim?

Now, consider your responses. On a scale of 1 = less important/significant to 5 = more important/significant, how important or significant is this information for your own agency's workforce planning?

Importance/Significance of Step 2 Information:

(less important/
significant)

(more important/
significant)

1

2

3

4

5

Keep In Mind:

Before you develop your Action Plan, your team will return to this information and your rating and consider how they influence the selection of strategies and development of your Action Plan.