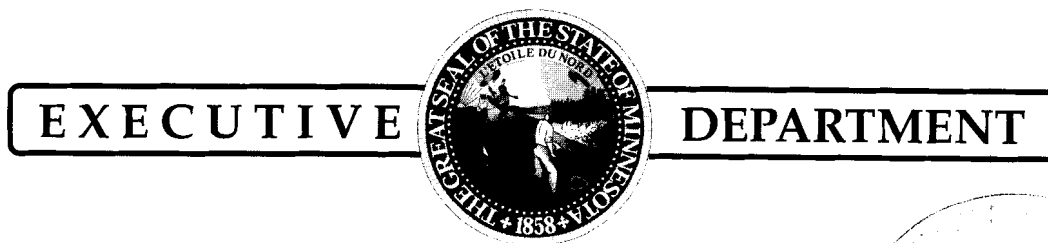
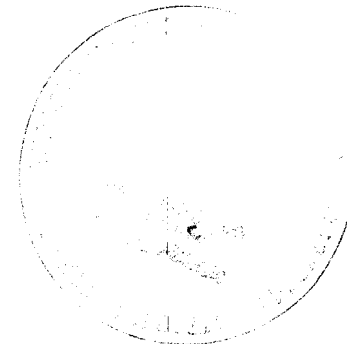


STATE of MINNESOTA



**TIM PAWLENTY
GOVERNOR**



EXECUTIVE ORDER 07-16

PROVIDING FOR WORKFORCE PLANNING IN STATE GOVERNMENT

I, TIM PAWLENTY, GOVERNOR OF THE STATE OF MINNESOTA, by virtue of the authority vested in me by the Constitution and Minnesota laws do hereby issue this Executive Order:

WHEREAS, the number of state employees retiring annually has increased by 32% over the last five years; and

WHEREAS, approximately twenty percent of state workers will reach the average age of retirement, 61, over the next five years; and

WHEREAS, approximately thirty-nine percent of state workers will reach the age of 61 over the next ten years; and

WHEREAS, the availability of skilled workers is projected to decrease in coming years due to multiple factors resulting in increased competition for talent within the labor market; and

WHEREAS, state government must be able to attract and retain qualified workers from a shrinking workforce pool and increase productivity through the analysis of business processes and effective use of technology; and

WHEREAS, state government needs to conduct workforce planning to eliminate key gaps and shortages in human capital and effectively deploy human capital across all state agencies so they possess the capabilities critical for successfully carrying out their missions now and in the future.

NOW, THEREFORE, I hereby order that:

1. The Commissioner of Employee Relations develop, implement and maintain a State Workforce Planning process including:

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- a. A State Policy on Workforce Planning to guide workforce planning activities within state agencies;
 - b. Training and resources to assist agency staff with workforce planning activities; and
 - c. Development and implementation of strategies to address key human capital issues identified through the workforce planning process.
2. Commissioners and the heads of state agencies will implement workforce planning processes within their agencies pursuant to the State Policy on Workforce Planning developed by the Commissioner of Employee Relations.
 3. The Commissioner of Employee Relations will monitor and track agency workforce planning to ensure that critical issues are identified and addressed and that workforce plans are updated on an annual basis.


Pursuant to Minnesota Statutes 2006, Section 4.035, Subdivision 2, this Executive Order will be effective fifteen (15) days after publication in the State Register and filing with the Secretary of State and will remain in effect, in accordance with Minnesota Statutes 2006, section 4.035, subdivision 3.

IN TESTIMONY WHEREOF, I have set my hand this 2nd day of October, 2007.



TIM PAWLENTY
Governor

Filed According to Law:



MARK RITCHIE
Secretary of State