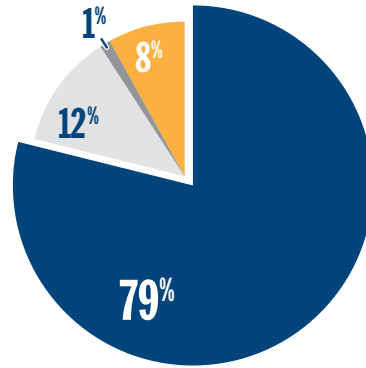


SUCCESSION PLANNING

continues to be a top workforce issue identified by state and local government human resource officials.

To understand more about the current usage of formal succession planning by states and localities for workforce management, between the 9th and 23rd of September 2016, The Center for State and Local Government Excellence (slge.org) surveyed the members of the International Public Management Association for Human Resources (ipma-hr.org) online. This infographic information reflects input received from 295 respondents.



SECTOR OF SURVEY RESPONDENTS

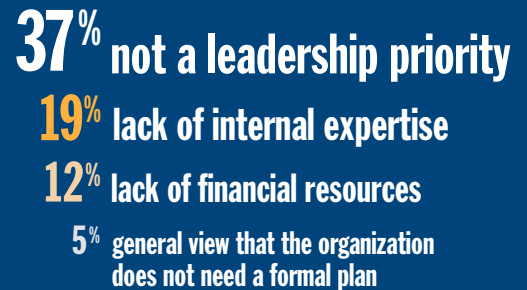
- Local Government
- State Government
- Federal Government
- Another Sector

SURVEY RESPONDENTS' ORGANIZATIONS...



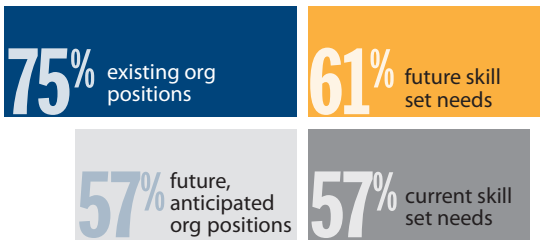
BARRIERS:

Main reason why formal succession plans have and/or will not be developed...



STRUCTURES

If a formal succession plan has been or is being developed, it is structured around...

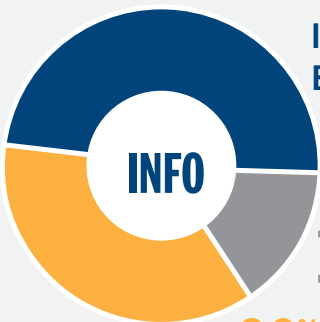


STAKEHOLDERS

Who is involved in formal succession planning development?



IF A FORMAL SUCCESSION PLAN HAS BEEN OR IS BEING DEVELOPED...



48% Some, but not all, needed workforce info is available to develop a comprehensive, actionable plan

15% No needed workforce and skill set data is available to develop a comprehensive, actionable plan

36% Enough info is available to develop a comprehensive, actionable process

52% of organizations have an informal or formal **KNOWLEDGE MANAGEMENT** program. Of those that do...

