MyPURPOSE for SLC
07/16/2019
WHO WE ARE

• Commonwealth of Kentucky
  • 120 counties
  • 4.46M population and growing
  • Almost 8M barrels of bourbon aging!

• Kentucky Personnel Cabinet
  • Centralized HR for KY State Government
  • 45,000+ employees in all 3 branches of government
  • 24 local government agencies
  • 250,000+ benefit members and dependents
Our Problem...
Talent Management in KY

Our Problem

Unemployment

Compliance Focused

Disparate Systems / Paper

Analytics

Mobility
Talent Management

- Aligns with the organization's mission, vision, and values
- Creates an attractive organizational culture and community
- Enhances the ability to attract, develop, and retain talent
- Helps organizations make the best use of their employees
- It is an employee expectation today & it’s an investment
What employees expect today!

**Culture**
- Meaning & Purpose
- Flexibility
- Work/life balance
- Collaboration
- Belonging

**Growth**
- Development
- Feedback
- Leadership opportunities
- Ability to contribute

**Technology**
- Cutting edge
- Communications
- Constant connections
- Remote accessibility
- Social
My Purpose
State employment is public service and public service isn’t just about getting a paycheck, it’s about being a part of something bigger than one’s self.

I see MyPURPOSE as a benefit on par with our health insurance and retirement programs...

— Thomas B. Stephens, Cabinet Secretary, Kentucky Personnel Cabinet
Public Service Recognition Week
May 5 - 11, 2019

We are proud to celebrate the Commonwealth’s great employees during Public Service Recognition Week, May 5-11, 2019. Thousands of men and women across the state have dedicated their careers to delivering the state’s programs, safeguarding our citizens, and addressing Kentucky. We thank you for your service.

As part of our appreciation, you’re seeing new updates in HYPURPOSE. Having a productive, meaningful employee portal like HYPURPOSE is an investment in the future of our employees. We hope you take a look around. Don’t forget to check out your badge of appreciation from Personnel Cabinet Secretary Thomas B. Spathers, a new video, and updated HYPURPOSE welcome page.

Check out what the State Library of Kentucky can do for you. From searching a worldwide online library catalog to informational databases, our helpful website gives you the information you need. State Library Training Events Calendar: https://ky.lib.ks愆.org/ky/Events/TrainingEventsCalendar.aspx

Kentucky Personnel Cabinet

Download the Personnel Cabinet App. Info at your fingertips! Download the app to access e-mails, jobs, your pay stub, benefits, HYPURPOSE, employee news, and more. Available on the App Store and on Google Play.

WIC: Growing Healthy Families

Are you or someone you know eligible for WIC (Women, Infants, and Children)?

If you are pregnant, newly had a baby or have a child younger than 5 years of age, the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) could help you.

What is WIC?

WIC is a federal program designed to influence dietary nutrition and health behaviors by providing nutrition counseling and education, nutritious foods, breastfeeding promotion and support, and healthcare referrals. WIC is funded by the United States Department of Agriculture.

How do I know if I am eligible?

To be eligible for the WIC program, applicants must be a resident of Kentucky and meet certain income and eligibility requirements. To learn more visit: https://wicfuw.ky.gov/wicpagepro/BenefitToolsAndInfo or contact the WIC Program or Local Health Department serving your area.

If you have any questions please contact our State WIC Contact at (502) 894-3827.

NEW DRIVER'S LICENSES AVAILABLE STATEWIDE SUMMER 2019

Find more information of drive.by.gov/confidantky.

Neil Popplewell has created the discussion: 1. Introduce the conversation. Explain what you’re going to talk about
1. Introduce the conversation. Explain what you’re going to talk about and why. 2. Empathize. Say, “This is difficult for me to say and it may be awkward for you to hear.” 3. Describe the observed behavior. Good feedback starts with the words, “I’ve noticed...” 4. Share the impact or result of the behavior. 5. Have some dialogue. Ask, the feedback recipient, for their perception of the situation. 6. Make a suggestion or request for what you’d like them to do next time. 7. Build an agreement on next steps (if any). 8. Say thank you. “I know this conversation was difficult. Thank you for having it with me.”
5/2/2019 11:30 AM

Giving Feedback - 3 Funny Examples of Giving Feedback
http://cansidculture.com
Giving feedback doesn’t have to be hard. Here are three example...
Talent Management in KY - My PURPOSE

User Adoption

Robbie Perkins has received a badge from Thomas Stephens - 2019 Appreciation Award

Thomas Stephens Thank you for your dedication and service to the Commonwealth! We are proud of the great work you do and glad to celebrate you for Public Service Recognition Week.

~Secretary Thomas B. Stephens, Personnel Cabinet

about 10 hours ago ~ Everyone

Share comment with: Everyone...
Hi Katherine! What would you like to learn today?

Your Subjects
Health & Wellness, Leadership & Management, Management/Leadership, Personal Development...

Transcript
0 PAST DUE
0 DUE SOON
0 ASSIGNED / NO DUE DATE

Continue Learning

- KHRIS Employee Self-Service (ESS) Time
- Driving Defensively
- ODET Anti-Harassment
- Foodology - Healthy Dieting Tips

All done!
All assigned training has been completed. Learn something new or complete what you
Attracting Talent
Come for a job. Stay for a career. Make a difference for a lifetime.

Commonwealth of Kentucky Featured Jobs

Already a State Employee? Click Here

ALL JOBS  VETERANS & SPOUSES  CORRECTIONS, PROBATION & PAROLE  NURSING
Connect people to purpose.

Find your purpose...

With hundreds of unique and interesting positions in Kentucky state government, find your purpose.
Legislative Research Commission

Legislator Support Services

The Legislative Research Commission is currently accepting applications for the position of Legislative Assistant. This position is nonpartisan in nature and requires the ability to work with neutrality in a politically charged environment.

The job duties and minimum requirements are as follows:

**Job Duties:** Include, but are not limited to, the following:

- Prepare/compose letters and other documents.
- Assist members in carrying out their legislative duties without regard to political affiliation or philosophy.
- Interact with constituents, other legislators, lobbyists, and other state agencies.
- Make travel arrangements for members and assist in the preparation and submission of post-travel documentation for expense reimbursement.
- Request and produce certificates of recognition.
Our biggest transformation, our talent brand...
Talent Management in KY
Talent Branding

• How do we sell public service?

CONNECTING PEOPLE TO PURPOSE

• Come for a job. Stay for a career. Make a difference for a lifetime.
• Grow with us. Learn with us. Lead with us. Serve with us.
• Be the best version of yourself.

MyPURPOSE
Talent Management in KY - MyPURPOSE

Inclusion of Other Organizations

• Commonwealth recruitment, retention, professional development & growth, with COST SAVINGS for state agencies

• Extend technology and talent services to other public sector organizations, building on talent brand
  • Project completed with NO additional budget appropriation
  • Current cost is $35/per user annually
  • Ultimately saving hundreds of thousands of dollars to agency budgets
Thank You!