

Information Technology Classification Redesign



Modernizing IT Classifications for Oregon's Enterprise Workforce

Agenda

1. Overview
2. Scope of study
3. IT workforce survey rollout
4. Advisory Group
5. HR's role
6. Phases & timeline

It's Time

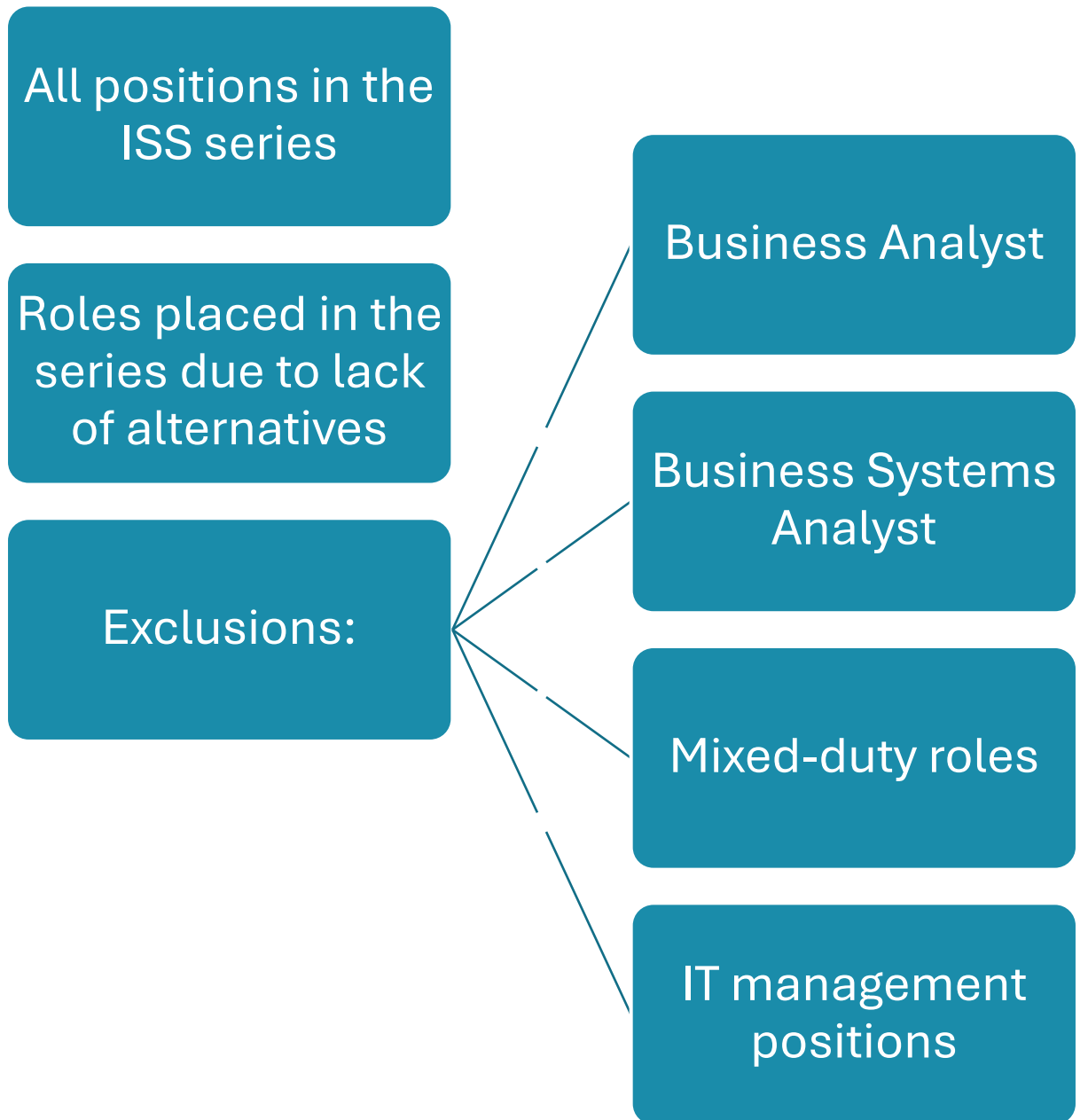
- Dial up tones
- Fear Y2K
- Palm pilots were cutting edge
- Floppy disks = high capacity



Why this matters

Attract and retain	Attract and retain modern IT workforce
Keep up	Keep up with the growing and emerging technologies
Support	Support employees' career growth and mobility

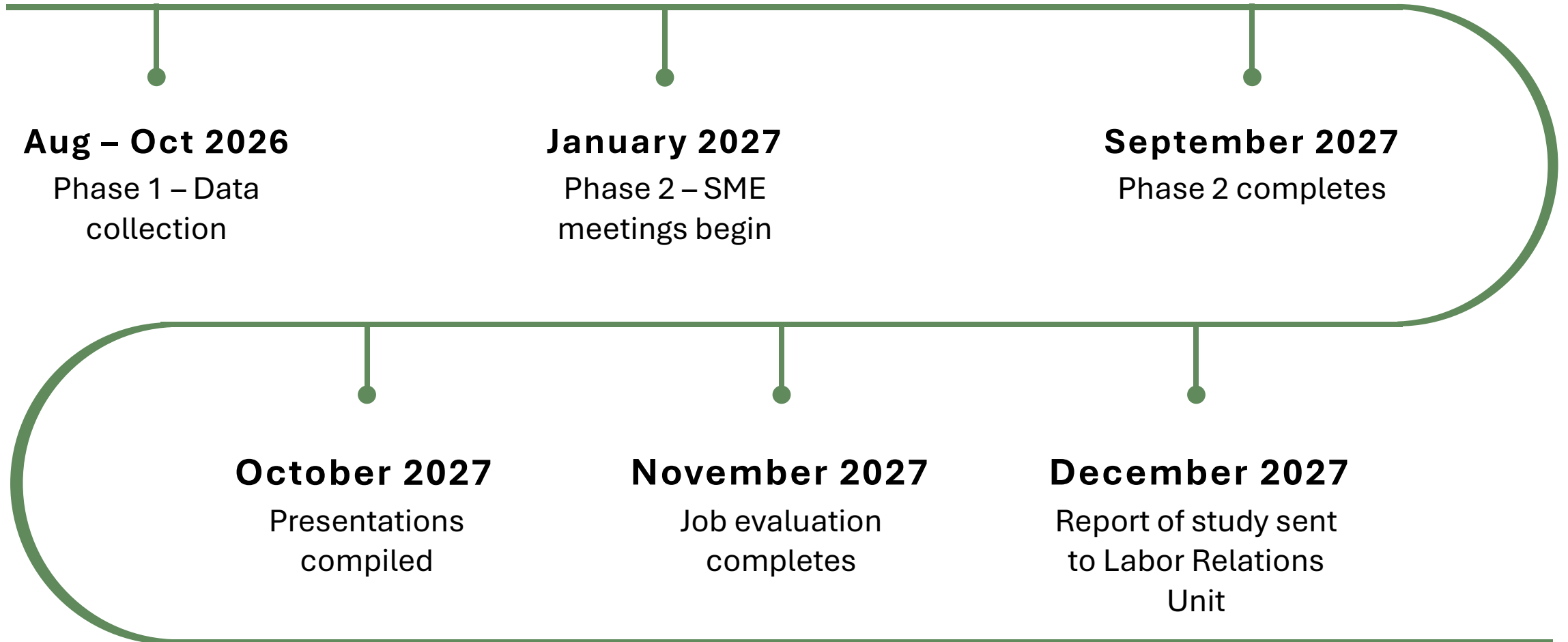
Scope of Study



Three phases



Targeted Timeline



IT Workforce Survey

Captures size and composition

Identifies IT domains (security, applications, infrastructure, etc.)

Documents disciplines and role types

Meets agency needs

Advisory Group



10 to 12 Members



Mixed Agency Representation



Employee and Management



Selection by Nomination

HR's Role



Support workforce survey completion



Support updating PDs and detailed org charts



Partner with IT leadership to nominate SMEs



Respond to questions about process and timelines

Employee Impact & Communication

No layoffs or pay reductions

Class changes not immediate

New titles = modern disciplines and clearer career paths

HR & IT leaders communicate early, consistently, and often

Thank you!



Questions?



Email: CHRO.ClassStudies@das.oregon.gov

IT Classification Redesign Project Website:

<https://www.oregon.gov/das/HR/pages/itredesign.aspx>