Department of Administrative Services

Workforce Development

Berri Leslie, DAS Director and Chief Operating Officer
Jessica Knieling, Chief Human Resources Officer

April 23, 2025

Agenda

STATE OF OREGON
THE UNION
1859

Workforce By the Numbers

Workforce by the Numbers

Total Employees: 44,743

Demographic Summary						
Gender	%	Race	%	Age	%	EEO Job Categories	%
Female	56.10%	White	71.4%	Traditionalist	< 1%	Administrative Support	14.4%
Male	43.90%	People of Color	25.1%	Baby Boomers	13.6%	Officials and Administrators	8.8%
		Unreported	3.5%	Gen X	41.9%	Paraprofessionals	9.4%
				Millenials	38.0%	Professionals	45.9%
				Gen Z	6.3%	Protective Service Workers	8.1%
						Service	4.5%
						Skilled Craft	3.0%
						Technicians	5.8%

Vacancy Rate (budgeted positions): 11.6%
Turnover Rate (average last four quarters): 2.2%

Workforce Audit

SOS Audit Recommendations

1. Develop a current statewide strategic workforce plan

2. Implement a process to capture and incorporate workforce competency data in the strategic workforce planning process.

3. Implement a recurring integrated process to ensure ongoing cycles of workforce planning both statewide and within agencies.

4. Implement an oversight process to monitor agency workforce strategic planning progress

5. Document workforce planning processes and identify steps to integrate with statewide budget and equity processes.

DAS Action Plan

DAS
Agreed with all recommendations
Developed implementation plan

Progress
On track for target completion dates

Wins and Future Opportunities

Workforce Wins

Workforce Development

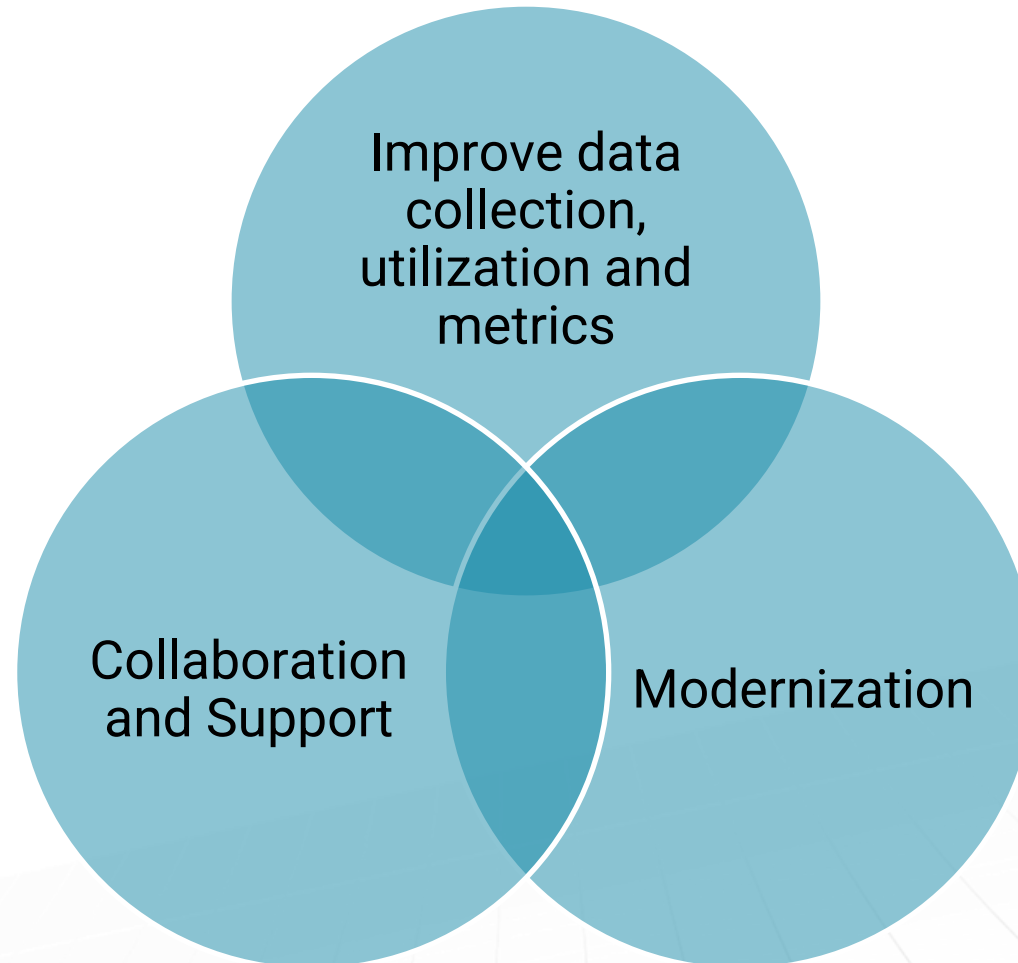**Formal and OTJ Training**

Performance & Feedback Development Plans

Succession & Workforce Planning

Hiring and Pay Practices

Employee Satisfaction Action Planning

Culture and DEIB

Future Opportunities

Thank you

Berri Leslie, DAS Director and Chief Operating Officer
berri.l.leslie@das.oregon.gov

Jessica Knieling, Chief Human Resources Officer
jessica.knieling@das.oregon.gov

Meliah Masiba, DAS Legislative Director
meliah.masiba@das.oregon.gov

Chief Human Resources Office