



**HR Highlights
March 2023**

Gearing Up for the FY 2023 Employment Opportunities Plans and Workforce Plans

Now is a great time for Agencies to prepare for the upcoming Employment Opportunities and Workforce Plans by assessing the current progress or impacts of their strategic objectives or action items. Workforce planning is at its best when not only aligning data driven insights with workforce strategies, but also when the progress and impact of strategic objectives are assessed often.

The Employment Opportunities and Workforce Plan templates were designed with this philosophy in mind. Agencies who submitted plans last year will NOT have to start over, but rather enter new fiscal year information, easily review elements of the prior year's plan, and provide descriptions of progression and impacts of strategic objectives or modify the agency strategy as needed.

Submitting a fully completed Employment Opportunities Plans on time this year is especially important, as it is the mandated deadline in the Code of Virginia for increasing the representation of individuals with disabilities by 5% in the Commonwealth's workforce. As a reminder, Employment Opportunities Plans are due by June 30th. The FY 2023 Employment Opportunities Plan template (with minimal adjustments) will be available next week.