



## **News for Immediate Release**

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### **Pennsylvania Earns National Recognition for Innovative State HR Program**

Emerging Leader Program Receives Award from National Association of State Personnel Executives

**Harrisburg** – The Office of Administration has received a national award for an innovative and cost effective employee development program to help state agencies address workforce and succession planning challenges.

The National Association of State Personnel Executives (NASPE) has awarded the commonwealth's Emerging Leader Program (ELP) with the 2013 Eugene H. Rooney, Jr. Award for Innovative State Human Resources Management Program.

"Like any organization, state government needs employees who can effectively manage programs and people," Secretary of Administration Kelly Powell Logan said. "The Emerging Leader Program was created to help develop the next generation of government leaders."

"About 15 percent of current state employees are eligible to retire, which represents a potentially significant loss of leadership and institutional knowledge," Logan said. "This program is an efficient, centralized solution to help address the commonwealth's workforce planning and succession challenges."

ELP is a 10-month program that focuses on the development of character, communication skills, ethics, critical thinking, strategic planning and collaboration. Participants are nominated by their agencies, and their supervisors play an active role in the program. Commonwealth employees also serve as program instructors.

To date, approximately 140 employees have completed the program, which is open to all state agencies under the governor's jurisdiction.

The Rooney program was established in memory of Eugene H. Rooney Jr., who served as NASPE president at a time of great growth for the organization. This awards program recognizes innovative state human resource management practices that ensure access and equity while enhancing productivity and service delivery.

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