



TEXAS BOARD OF PROFESSIONAL ENGINEERS 2010 WORKFORCE PLAN

FORWARD

The Texas Board of Professional Engineers (Board) Workforce Plan details Board efforts to regulate engineering services while striving to remain responsive to the licensing community it serves. The Workforce Plan forecasts goals and skills required to ensure that the agency is operating in accordance with its mission while upholding the standards required by the regulated license holders.

OVERVIEW

The agency works efficiently under the Self-Directed Semi-Independent (SDSI) Project Program and most staff members perform multiple job functions. The Board has high standards of performance and customer service that require the agency to maintain a highly skilled staff.

The knowledge, skills, and experience of our employees are vital to meet the goals and objectives of the Board. During the biennium, the Board has undergone a re-evaluation of resources and has made several changes to staff, including reorganizing the Licensing Division to optimize each position.

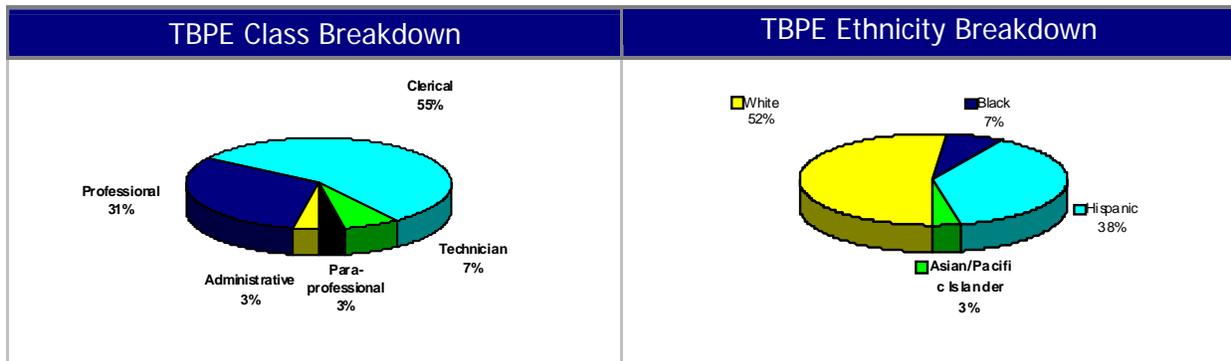
WORKFORCE DEMOGRAPHICS

Gender, Ethnicity, Age

The following charts profile the agency's workforce as of June 2010. The agency's workforce comprises 55% females and 45% males. 62% of the employees are over the age of 40. More than 37% of employees have less than five year's agency service. This percentage warrants training programs to ensure our employees maintain professional growth and development.



The agency has 31 full-time employees and 29 filled positions, including one exempt position. Using EEO definitions, there are currently officials and administrators—1; professionals—9; clerical employees—17; and technicians—2. Five Professional Engineers are on staff to analyze and evaluate technical engineering issues and the technical/professional credentials of applicants. The ethnic distribution of the staff is 51.72% White, 37.94% Hispanic, 6.90% Black, and 3.45% Asian/Pacific Islander.



Employee Turnover

Turnover is an important issue in any organization and the Board is no exception. Average tenure in the agency is just over 6 years. By focusing on employee retention and performance improvement issues, the agency turnover rate has decreased from 22% in 2008 to 3.23% in 2010 with a two year average of 6.45%.

Retirement Eligibility

During the last two years, the Board lost one employee due to retirement. The agency estimates that the agency could lose three employees in the next five years due to retirement.

FUTURE WORKFORCE PROFILE

The ongoing changes in engineering practice, technology, and the economy mean TBPE will have to revise and adapt current processes to meet future challenges. As a result, these are the changes we anticipate in our workforce:

A. Critical Functions

- Enhancement of Communication and Outreach Functions;
- Enhancement and Improvement of Compliance & Enforcement Process; and
- Continued Development of IT Initiatives In-House.

B. Expected Workforce Changes

- Increased Use of Technology to Revise and Streamline Work Processes; and
- Increased Employee Cross-Training in Functional Areas.

C. Anticipated Increase/Decrease in Number of Employees Needed to Do the Work

- Due to optimizations, the agency does not anticipate an increase in FTE Count;
- Agency will review staffing needs in light of improvements and process changes.

D. Future Workforce Skills Needed

To administer the variety of activities required in an efficient and effective manner, the agency relies on a competent and knowledgeable staff. In addition to the critical competencies listed before, additional skills will be essential for future positions:

- Communication skills;
- Change management;
- Process analysis and improvement;
- Technical and Computer Skills;
- Collaboration;
- Negotiation and facilitation;
- Project management;
- Performance management;
- Strategic planning; and
- Business process re-engineering.