

Objectives include:

- Establish organization objectives, performance metrics, required competencies, SMART goals, and individual objectives tied to measurable outcomes.
- Establish job-specific performance expectations for employees in each Department to create clarity and accountability for every State of Alaska employee.
- Align the workforce to perform the most valuable work, improve performance, and retain and recruit high performers.
- Redefine classifications and position descriptions, as needed.
- Establish and deploy a learning management program, system, and software.
- Deploy remote training platform(s) for employee professional development.
- Develop recruitment and onboarding program.
- Digitize the performance management process.