



**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
***Division of Human Resource Management***  
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**MEMORANDUM**  
**HR# 07-22**

March 1, 2022

**TO:** Agency Personnel Liaisons

**FROM:** Frank Richardson, Administrator *Frank Richardson*  
Division of Human Resource Management

**SUBJECT:** DIVISION OF HUMAN RESOURCE MANAGEMENT RECRUITMENT INITIATIVES

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In the past year and a half, changes to working at the State of Nevada have been unprecedented. As witnesses to the “Silver Tsunami” in which long-time State employees are retiring in droves, the “Great Resignation” in which personnel from every generation have decided to not return to work due to changing priorities as a result of the pandemic, and finally the pull of remote work possibilities and advantages offered by other industries due to new work-from-home expectations, leaders at the State of Nevada have indeed been front-seat observers of how these events have forever changed the way people view work and do business.

If you then consider the State’s new collective bargaining environment and the roll-out of a new HR system (Success Factors), you can even better understand the need for new, innovative, and pivotal programs at the Division of Human Resource Management that will enlist the help of staff members at every level, bringing about new ideas, programs, partnerships, and succession skills. Accordingly, over the past six (6) months DHRM leaders have been working with their team members to implement new programs, partnerships, and pipelines to meet the hiring needs here at the State and, in an effort to keep you updated on those new programs, we have completed the attached PowerPoint with content notes, in order to equip you to use it in updating your own teams on DHRM’s progress and your participation in these programs.

The Division of Human Resource Management is pleased to offer the following:

- Presentation of this PowerPoint to your agency to allow for a follow-up Q&A session
- Facilitation of a Strategic Planning session for your department or division, to craft your own three-year plan

- Presentation of the *Impact of Onboarding* class, along with templates and tools to develop your own onboarding plan
- Training session for your team on *Succession Planning*
- Facilitation of the *Recruiting and Retaining New Generations in the Workforce* class for your agency

Please contact Lisa Culp at [lisaculp@admin.nv.gov](mailto:lisaculp@admin.nv.gov) to get scheduled!

Attachment