

<b>Agency</b>	State Universities Civil Service System
<b>Program Name</b>	Workforce Needs
<b>Program Description</b>	Carry out its statutory obligation to establish a sound program of personnel administration at state supported institutions of higher education and at certain allied agencies.
<b>Target Population</b>	Illinois higher education institutions
<b>Activities</b>	Provide direct guidance and support services to universities and agencies in such areas as employment, examinations, classification plan management, salary administration, compliance audit reviews, disciplinary procedures and other business operations related to the management of support staff personnel.
<b>Goals</b>	Provide a comprehensive foundation of human resource practices and standards that facilitate the recruitment, retention and development of a quality staff, in support of the teaching and research mission of each university and affiliated agency.
<b>Outcome</b>	Increase Employment and Attract, Retain and Grow Businesses

**PROGRAM FUNDING**

Appropriations (\$ thousands)			
FY 2014 Actual	FY 2015 Actual	FY 2016 Recommended	FY 2016 Enacted
1,205	1,202.5	1,146.5	

**MEASURES**

**Employees served**

**Reported :** Annually    **Key Indicator :** Yes    **Desired Direction :** Increase  
**Benchmark :** 55,000    **Source :** Agency established  
**Baseline :** 56,070    **Baseline Date :** 6/30/2011  
**Methodology :** Count of the number of employees served by the system

FY 2015	FY 2016	FY 2017 Est.	FY 2018 Proj.
54,188	54,000	55,100	

**Examinations administered**

**Reported :** Annually    **Key Indicator :** Yes    **Desired Direction :** Increase  
**Benchmark :** 25,000    **Source :** Agency established  
**Baseline :** 25,545    **Baseline Date :** 6/30/2011  
**Methodology :** Count of examinations administered

FY 2015	FY 2016	FY 2017 Est.	FY 2018 Proj.
27,678	28,000	30,000	

**Percentage of web-based examinations**

**Reported :** Annually    **Key Indicator :** Yes    **Desired Direction :** Increase  
**Benchmark :** 51%    **Source :** Agency established  
**Baseline :** 51%    **Baseline Date :** 6/30/2011  
**Methodology :** Calculation based on the number examinations completed electronically in relation to total examinations completed

FY 2015	FY 2016	FY 2017 Est.	FY 2018 Proj.
68	70	60	