



# **MMIS Conference Presentation**

## **A New York Perspective on Workforce Planning**

**Presented by  
New York State  
Department of Health  
Office of Medicaid Management  
Division of Information Technology**

# Responsibilities

## System Support:

- Welfare Management System (WMS)
- Electronic Eligibility Decision Support system (EEDSS)
- eMedNY

## Desktop Support:

- Service Office of Medicaid Management (OMM) and Office of Medicaid Inspector General (OMIG)

## Composition of Staffing (as of March 2006)

State employees	89
Consultant staff	17
Training contract staff	43
Temp Service staff	18
Fiscal Agent staff	451

# Current State Staff Picture

## Retirement picture as of March 2006

• Total State staff	89	100%
– Age 55+ w/<27 years of service	16	18%
– Age 55+ w/>27 years of service	22	25%
– Age 53+ w/<27 years of service	4	4%
– Age 53+ w/>27 years of service	4	4%
– Age <53 years	43	49%

# Action Plan

- Preparing Future Managers
  - Leadership Challenge Program
- Training
  - Increased Training Opportunities
  - Increased Training Materials
- Maintaining Knowledge Base
  - Documenting Procedures and Policy
  - Knowledge Transfer Interviews
- Staffing Actions
  - Utilizing Retired Staff
  - Hiring New Staff

# Questions?

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