

**Talent Acquisition Extension Pilot
Arizona Department of Administration (ADOA) - Human Resource Division (HRD)**

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|------------------|----------------|---------------------|--------------|-------------------|--------------------------|
| PIJ ID: | AD15007 | Project Start Date: | 4/16/2015 | Project End Date: | 11/2/2015 |
| Agency Contact: | Marie Isaacson | Phone: | 602-542-8378 | Email: | Marie.Isaacson@azdoa.gov |
| Project Manager: | John Sheller | Phone: | 602-364-1137 | Email: | John.Sheller@azdoa.gov |

Project Change Request (Amendment)

| | | | |
|-----------------|-----------|--------------|--------------|
| Date Submitted: | 5/13/2015 | Prepared by: | John Sheller |
|-----------------|-----------|--------------|--------------|

Affected Areas: (Check all that apply) Project End Date Development Cost Project Scope

NOTE: The appropriate revised pages from the Project Investment Justification (PIJ) document MUST accompany this form.

| Currently Recorded Dates/Costs | | | | Requested Revisions To Dates/Costs | | | |
|--------------------------------|----------|------------------|------------|------------------------------------|----------|------------------|------------|
| Start Date | End Date | Development Cost | Total Cost | Start Date | End Date | Development Cost | Total Cost |
| 04/16/15 | 11/02/15 | \$ 120,000 | \$ 240,000 | | | \$ 140,500 | \$ 281,000 |

Change Description (AS IS - TO BE)

The Department of Child Safety (DCS) Director would like to add a supervisor profile function to the original scope of the project. The previous scope covered case workers and case-aid profiles but not supervisors. This additional supervisor profile function / incumbent assessment, should assist DCS in identify existing resource staff not suited for their current position and determine appropriate training or alternative career-path options. In addition, this supervisor profile function will assist DCS in recruiting qualified new managerial resources going forward. ADOA HRD has included this additional cost in the project budget, adding \$20,500 to License and Maintenance development budget in year one, and \$20,500 to the License and Maintenance operational budget in year two. Implementation of this added function will mirror the previously determined plan. This change is not anticipated to affect the overall project timeline.

Business Justification Summary

DCS supervisors who oversee case workers and case aids are experiencing high employment turnover rates. It is anticipated that the added technology solution function proposed by this project could help to improve this issue.

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List Known Dependencies/Risks/Constraints

None identified

Submitted by (Printed Name)

Chief Information Officer (Printed Name & Signature)

John Sheller

Michael Lettman

Attach CIO signature for Cost changes. Email from CIO acceptable for other changes. Complete all information above this line.

(For ASET Use Only)

Reviewed by:

Review Date:

Approved by:

Approved Date:

Comments: