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TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Launch of SHIFT – Shaping How We Invest in Future Talent



Every day, State Civil Service employees deliver essential services that make a difference for the people of Louisiana. Expectations for public service continue to grow, and the systems that support our work must grow with them. In recent years, we have taken important steps forward: updating processes, strengthening policies, expanding leadership development opportunities, reviewing compensation practices, and providing clearer resources for managers and employees.

Today, we are proud to bring these efforts together under one clear direction. [SHIFT, Shaping How We Invest in Future Talent](#), is State Civil Service's unified strategy for modernization. It connects progress already underway across our divisions and focuses it on a single purpose: building a workforce that is skilled, supported, and prepared to serve.

[SHIFT](#) matters to everyone connected to public service. For employees, it means clearer tools, better resources, stronger teamwork, and more opportunities to grow. For job seekers, including those skilled through alternative routes, it means simpler, more transparent hiring processes and greater access to opportunities. For human resources professionals and agency leaders, it means

having the resources to guide change, support their people, and strengthen their agencies' ability to adapt to the future. For our partners and the public, it means a government that remains accountable, efficient, and ready to deliver high-quality services every day to every citizen.

Over the next five weeks, the [SHIFT](#) campaign will highlight what has been accomplished so far, why these changes are important, the recognition our teams have earned for their work, and what is coming next. This journey is not just about projects or policies. SHIFT is a mindset, and it works best when we move forward together.

If you have questions or concerns, or simply want to share your thoughts, please reach out to SCSInfo@civilservice.la.gov. We look forward to continuing this journey with you and to making the SHIFT that will keep State Civil Service strong for the future.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director