



**Byron P. Decoteau, Jr., Director**

Post Office Box 94111  
Baton Rouge, LA 70804-9111  
225.342.8274  
[scsinfo@civilservice.la.gov](mailto:scsinfo@civilservice.la.gov)  
[civilservice.louisiana.gov](http://civilservice.louisiana.gov)

## MEDIA RELEASE

### National Organization Celebrates Louisiana's Leadership in Public Sector HR

**Release Date: September 22, 2025**

**Contact: Lindsay Ruiz de Chavez**  
**Public Information Director**  
**(225) 219-9462**  
[Lindsay.Ruiz@civilservice.la.gov](mailto:Lindsay.Ruiz@civilservice.la.gov)

The Public Sector Human Resources Association (PSHRA) has named Louisiana State Civil Service the recipient of its 2025 Large Agency Award of Excellence, recognizing the agency's groundbreaking approach to talent acquisition in state government.

In announcing the award, PSHRA highlighted Louisiana's skills-first Hiring Framework, launched this year to streamline and modernize recruitment across an organization of more than 38,000 employees. The initiative is designed to prioritize applicants' skills and competencies, improving both efficiency and the quality of hires. In addition, State Civil Service is being recognized for the recently implemented Parental Leave Benefit and the new Leadership Academy, which is designed to build leadership capacity, develop future leaders, and improve public service in Louisiana.

"PSHRA's vision for public sector HR is to Make Public Sector Work Better<sup>®</sup>," said Cara Woodson Welch, PSHRA CEO. "The individuals and agencies receiving this year's awards showcase the innovative practices and leadership of the public sector HR profession. PSHRA is proud to bestow its 2025 Awards of Excellence upon these deserving Association members."

"It is an honor to be recognized on a national stage by the PSHRA with the 2025 Large Agency Award of Excellence," said State Civil Service Director Byron P. Decoteau, Jr. "I am proud to lead an organization that makes a meaningful difference for Louisiana's citizens and workforce. Our team's dedication to current and future generations continues to inspire me."

[Watch our short video highlighting the launch of the SCS Hiring Framework, Parental Leave Benefit, and Leadership Academy, and how they have helped us better invest in Louisiana's future.](#)

Louisiana State Civil Service will formally receive the award at the PSHRA Annual Awards Breakfast on Tuesday, September 30, during the association's 2025 Annual Conference in Cleveland, Ohio.

The [Public Sector HR Association](#) is a recognized leader in the delivery of innovative solutions and practical resources for all levels of public sector HR professionals. Serving HR professionals since 1906, PSHRA is the resource for comprehensive and timely HR industry news, jobs, policies, resources, education, and professional development opportunities.

***State Civil Service Mission:***

*To provide human resource services and programs that enable state government to attract, develop, and retain a productive and diverse workforce that excels in delivering quality services to the citizens of Louisiana.*

*To learn more about Louisiana State Civil Service, follow us on Social Media.*

