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MEDIA RELEASE

Louisiana Recognized for Transforming Hiring in State Government

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In recognition of its innovative hiring practices, Louisiana State Civil Service received the prestigious 2025 Advancing the HR Profession Award from the National Association of State Personnel Executives.

The 2025 Advancing the HR Profession Award was presented to the department in recognition of its innovative [State Civil Service Hiring Framework](#). This modern, skills-first approach reimagines talent acquisition by prioritizing individuals' competencies and capabilities over traditional credentials alone. The framework empowers HR professionals and hiring managers to more accurately evaluate candidate potential by clearly defining and emphasizing job-relevant skills.

The SCS Hiring Framework also simplifies the application process for job seekers, particularly those with qualifications gained through nontraditional or alternative pathways. Developed in response to challenges with traditional hiring methods, especially the over-reliance on pre-employment test scores that often narrowed the applicant pool and overlooked qualified individuals, the framework marks a significant shift toward a more inclusive, effective, and forward-thinking hiring process.

"This national recognition is a direct reflection of the hard work, ideas, and dedication of the staff of State Civil Service," said Byron P. Decoteau, Jr. "Together, our team has built a Hiring Framework that not only strengthens how we hire across state government but also demonstrates the power of thoughtful, mission-driven human resources. To be recognized by NASPE affirms our commitment to innovation in Louisiana state government and the impact of putting people and skills at the center of the hiring process."

[Watch our short video highlighting the development and impact of the SCS Hiring Framework.](#)

Louisiana State Civil Service was honored at the association's Annual Awards Banquet on Tuesday, July 15, during NASPE's 2025 Annual Meeting in Louisville, Kentucky.

NASPE was established in 1977 to enhance communication and the exchange of information among state personnel executives. NASPE’s mission is to provide a national leadership forum to advance state government human resources through the exchange of best practices, strategies, and solutions. The association strives to be recognized as the authority on state government human resource issues.

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.

