Breaking the Cycle
OF TURNOVER & BURNOUT

75%
OF GOVERNMENT HR LEADERS STRUGGLE TO FIND QUALIFIED CANDIDATES

The public sector job market is stuck in a cycle of turnover and burnout. 75% of government HR leaders struggle to find qualified candidates, leaving jobs unfilled and current staff working harder and longer.

How can your agency break the negative cycle? It starts by understanding job seekers and what they actually want. **A NEOGOV survey of 850+ government job seekers provides valuable insights.**

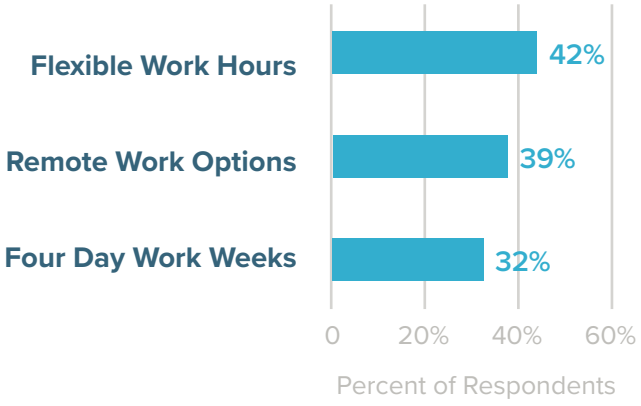
WHAT MAKES A JOB MOST APPEALING?

58% of government job seekers say "benefits" is the top deciding factor for choosing one job over another. Meanwhile, only 6% of HR professionals believe it matters most.

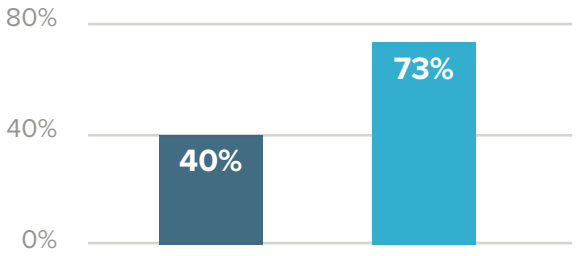
WHAT BENEFITS DO CANDIDATES PREFER?

Not including some traditional benefits (pensions, health insurance, retirement plans), job seekers most desire flexible work hours, remote work options, and four-day work weeks.

Preferred Benefits in Government Jobs



How Can Employers Improve the Process?



40% of applicants want a faster hiring experience

73% of applicants want timely communication

HOW CAN EMPLOYERS IMPROVE THE HIRING PROCESS?

40% of applicants desire a faster hiring experience. 73% of job seekers want a response within 2–4 weeks of submitting an application

NEOGOV 888.636.4681 | contact@neogov.com | neogov.com

IMPACT OF UNFILLED JOBS

66% of government applicants said salary and benefits would improve a job description. An accurate description of responsibilities and career growth opportunities were also super important.

"The [job] descriptions cover everything but the kitchen sink without giving a good idea on what an actual workday is like. Every job seems to require direct experience, even entry level, which discourages applicants looking to switch industries."

– Job Seeker Survey Response



NEXT STEPS

- Consider implementing new benefits related to work-life-balance.
- Promote benefits and salary ranges on your careers page and job descriptions.
- When job seekers apply, communicate in a timely manner.
- Audit your application and hiring process, looking for ways to save time.
- **Read the full Quiet Crisis Report for more insights.**