

NEOGOV
WEBINAR

TOP 5 PUBLIC SECTOR HR TRENDS

TOP FIVE

2023

PUBLIC SECTOR HR TRENDS

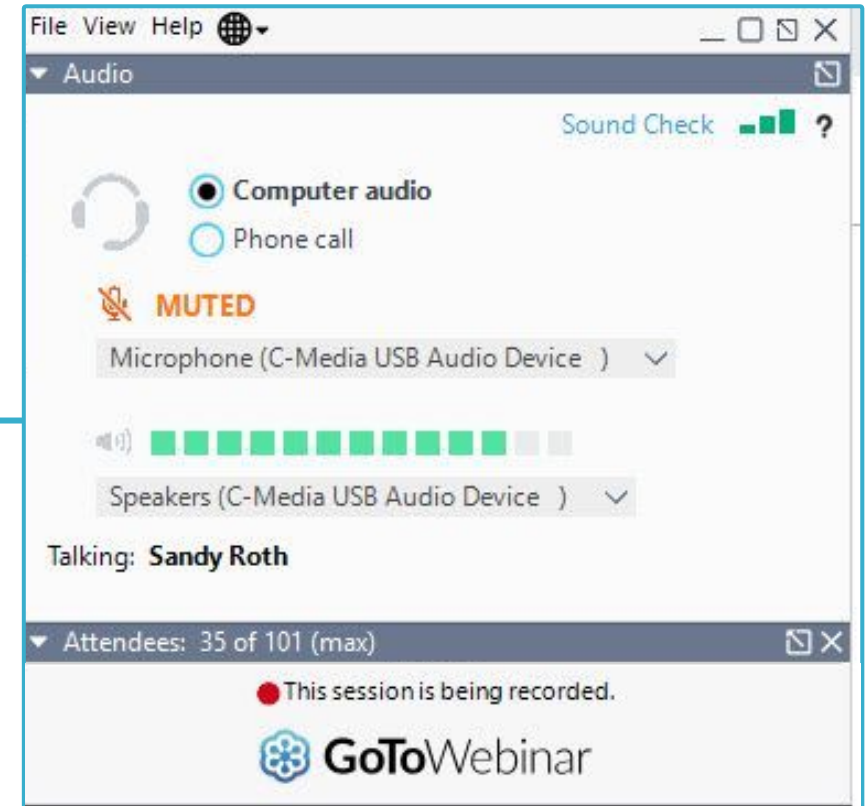
Hear from **725 government
HR professionals** about the
biggest opportunities for
the public sector

READ THE **NEOGOV REPORT** →

MacBook Pro

WELCOME ITEMS

- Enter any questions or comments for the **moderator** in the GoToWebinar control panel
- Add **lessons learned and best practices** into the chat and we'll share after the webinar
- **Use the audio drop down box** and select either computer or phone audio for the call-in details if needed.
- Keep an eye out for **tomorrow's email** with the presentation recording and slides



INTRODUCTION



AARON BINGHAM

VP of Sales, NEOGOV



REID WALSH

Chief Human Resources Officer, NEOGOV
Former Deputy Secretary of Human
Resources & Management - Harrisburg, PA



VANESSA REDDEN

Marketing Coordinator, NEOGOV



Top 5 Public Sector HR Trends Report

- Insight into the trends facing government HR in 2023
- Relevant analysis and research on HR challenges
- Resources and recommendations for facing these challenges

Poll Question 1:

**What are your
top priorities
for 2023?**

Choose Three:

Recruiting

Operational Efficiency

Employee Development

Retention

Succession Planning

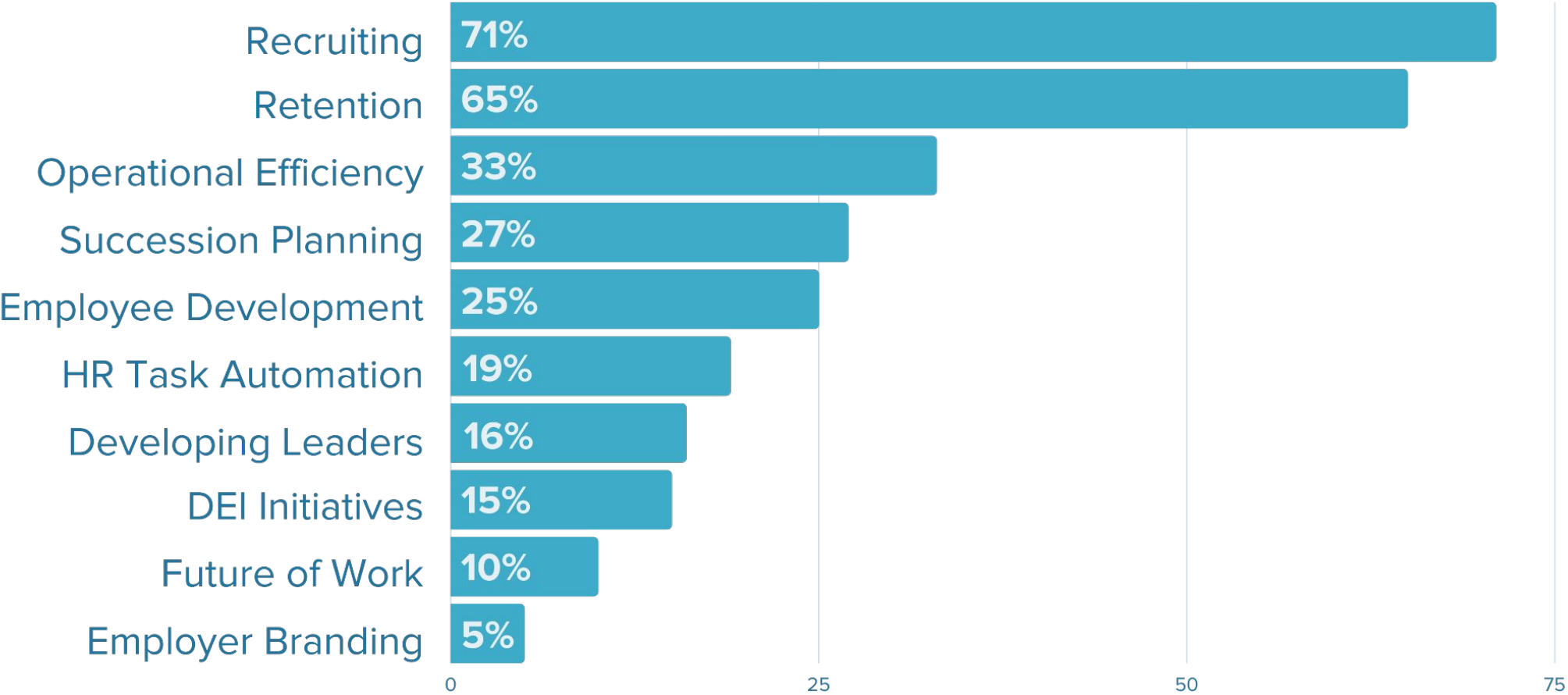
Who We Surveyed

- **725 government HR professionals**
representing hundreds of thousands of employees
- **Titles:** HR generalists, managers, directors, recruiters, and more
- **Types of agencies:** cities (40%), counties (30%), states (17%), and others (13%)



What We Found

Survey participants were asked to list their top three priorities for 2023



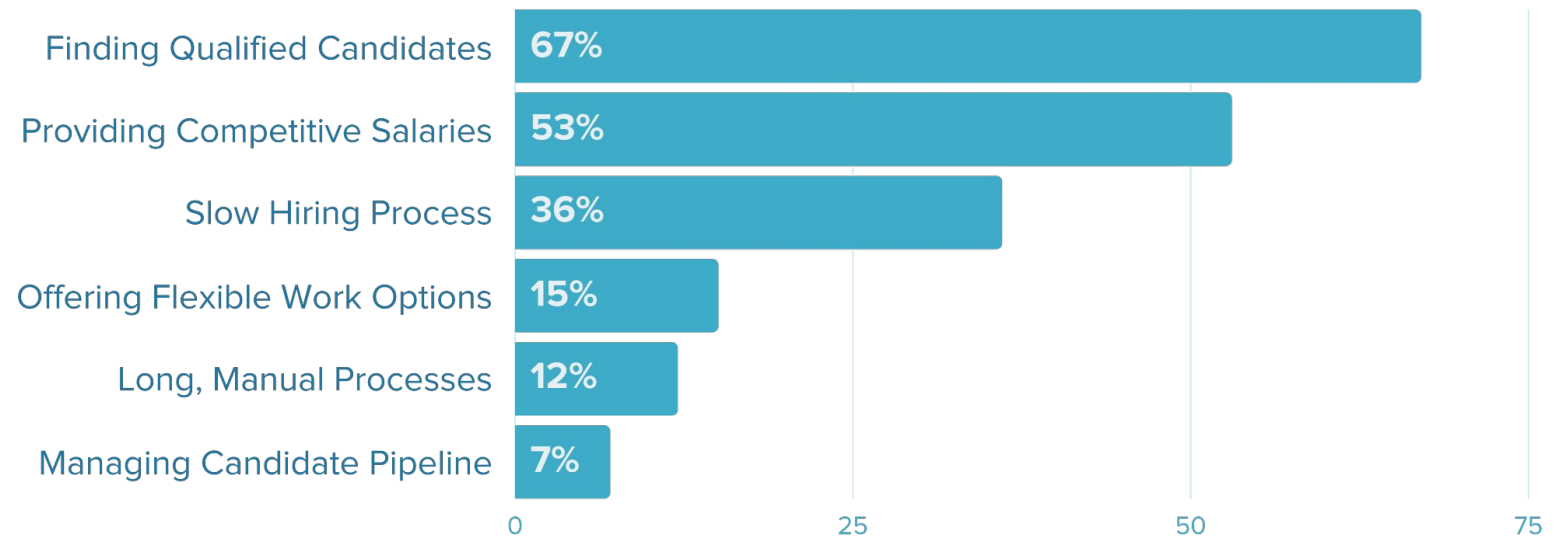
A man and a woman are sitting at a glass desk in an office, high-fiving each other. The man is on the left, wearing a blue shirt, and the woman is on the right, wearing an orange blazer. They are both smiling. The desk has a laptop, papers, and some office supplies. In the background, there are shelves with binders and a window.

RECRUITMENT

Top Recruiting Challenges

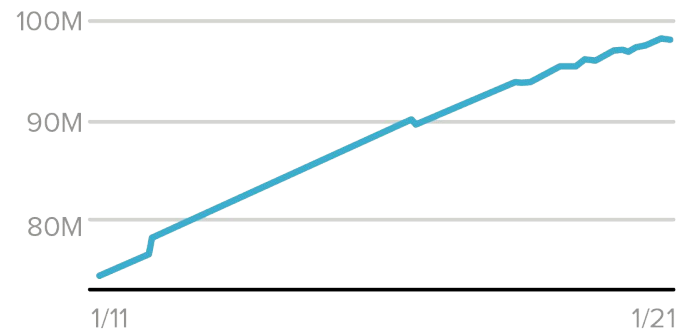
Competition for top talent will increase in the coming years due to the labor drought.

58% of respondents expect talent shortages for the next two years.
It could be decades.

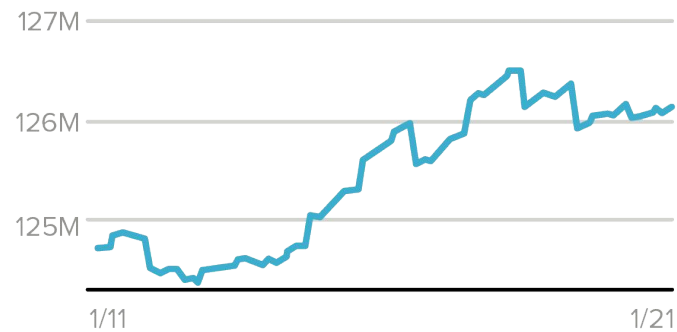


Talent Shortage

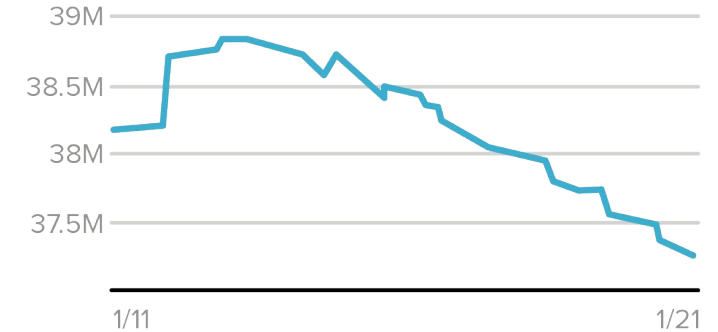
Imminent Retirees (55+)



Prime Age Workforce (25-54)



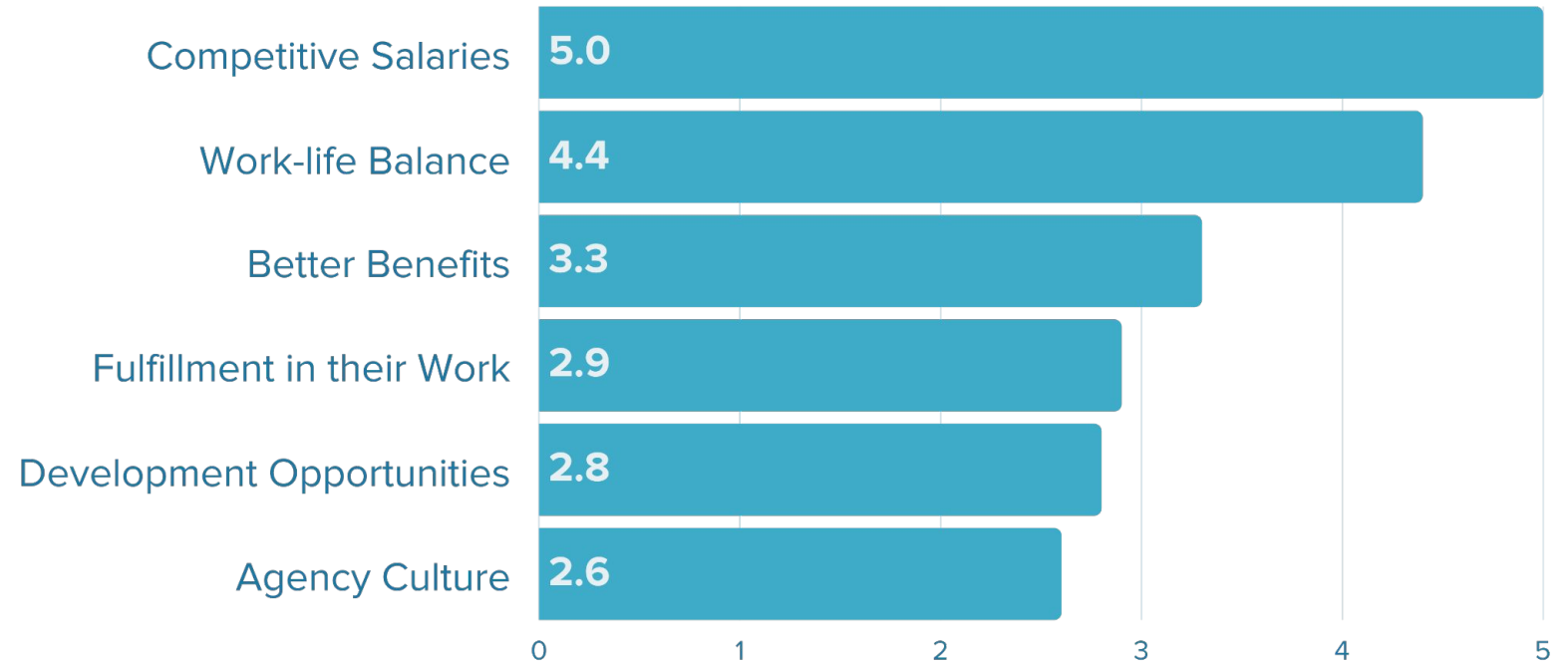
Entering Workforce (16-24)



What Candidates Care About Most

To attract candidates:

- Focus on non-monetary benefits like work-life balance
- Promote the monetary value of better benefits



Becoming Candidate-Focused



Work-Life Balance

Work-life balance is considered more important to candidates than benefits, a fact that should impact your candidate messaging.



Candidate Experience

40% of respondents ranked their candidate experience as average or poor.



Baby Boomers

Public sector HR pros are most interested in recruiting Millennials (62%), Gen Z (50%), and Gen X (42%).



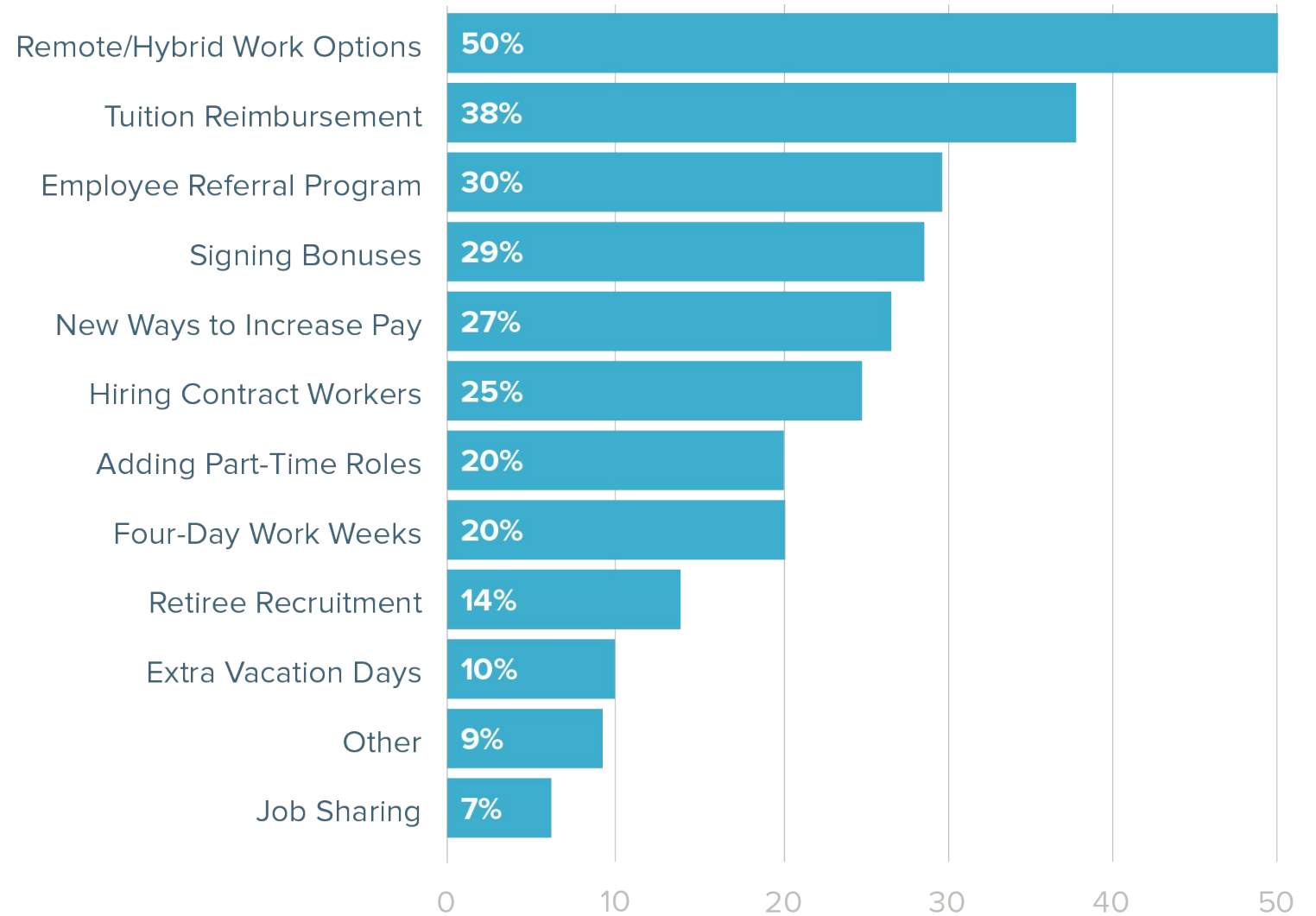
Innovation

Try new and innovative things to give candidates what they care about.

Poll Question 2:
**What new
things are
you trying?**



Improve Recruiting by Trying New Things



Additional Resources:

[Public Sector HR Trends: Recruiting](#)

[7 Tips for Recruiting Millennials in Today's Job Market](#)

[5 Candidates You Should Be Recruiting in 2023](#)

[How to Turn Tech Layoffs into Public Sector Recruitment Gains](#)

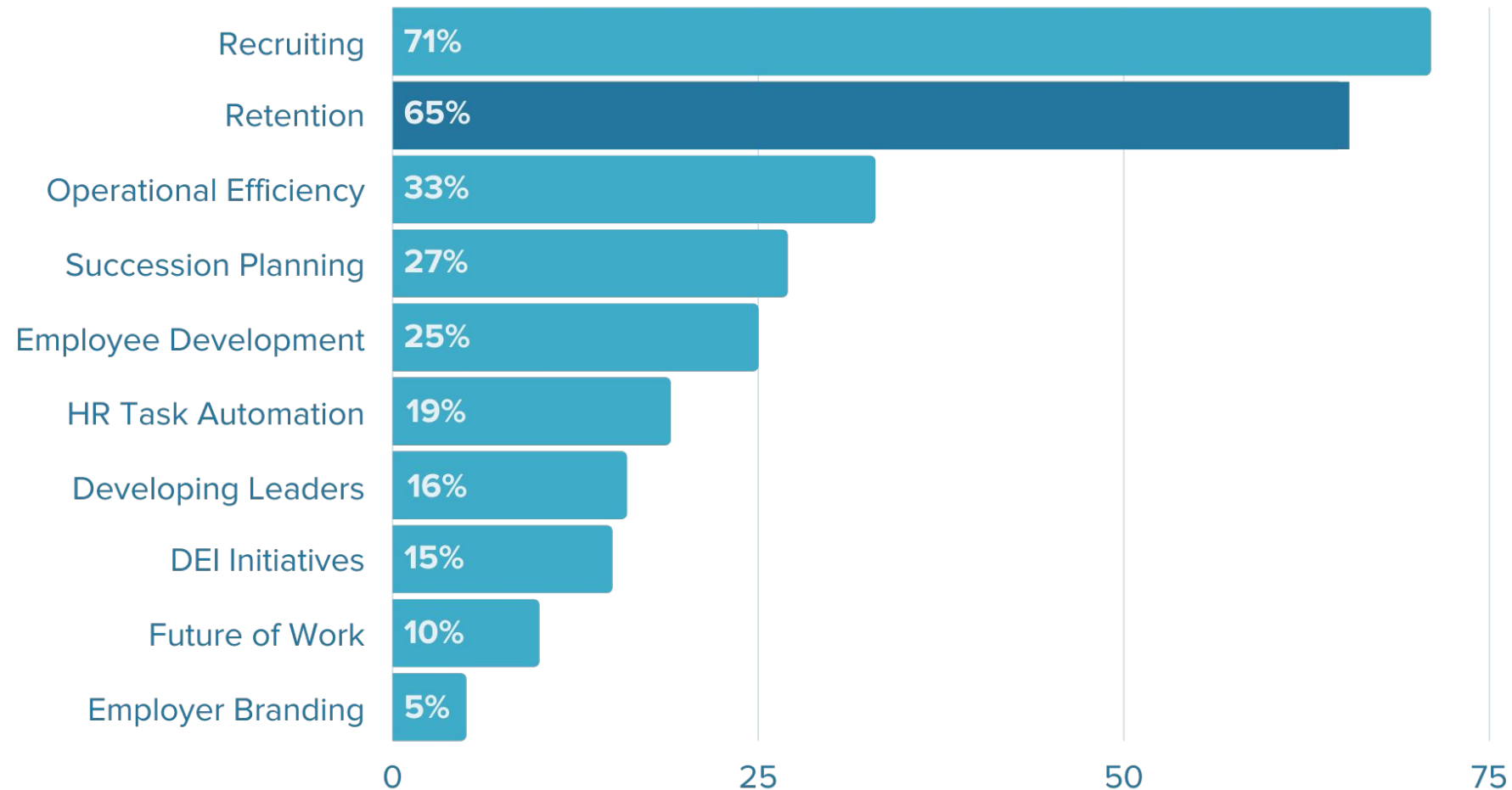
[7 Practices in Recruiting and Sourcing Candidates](#)

A smiling woman with dark hair pulled back, wearing a light grey blazer over a white top with a scalloped neckline. She is holding a white smartphone in her right hand and gesturing with her left hand. She is sitting at a desk with a laptop and some papers. The background is a bright, out-of-focus office space. The word "RETENTION" is overlaid in a bold, dark blue, sans-serif font.

RETENTION

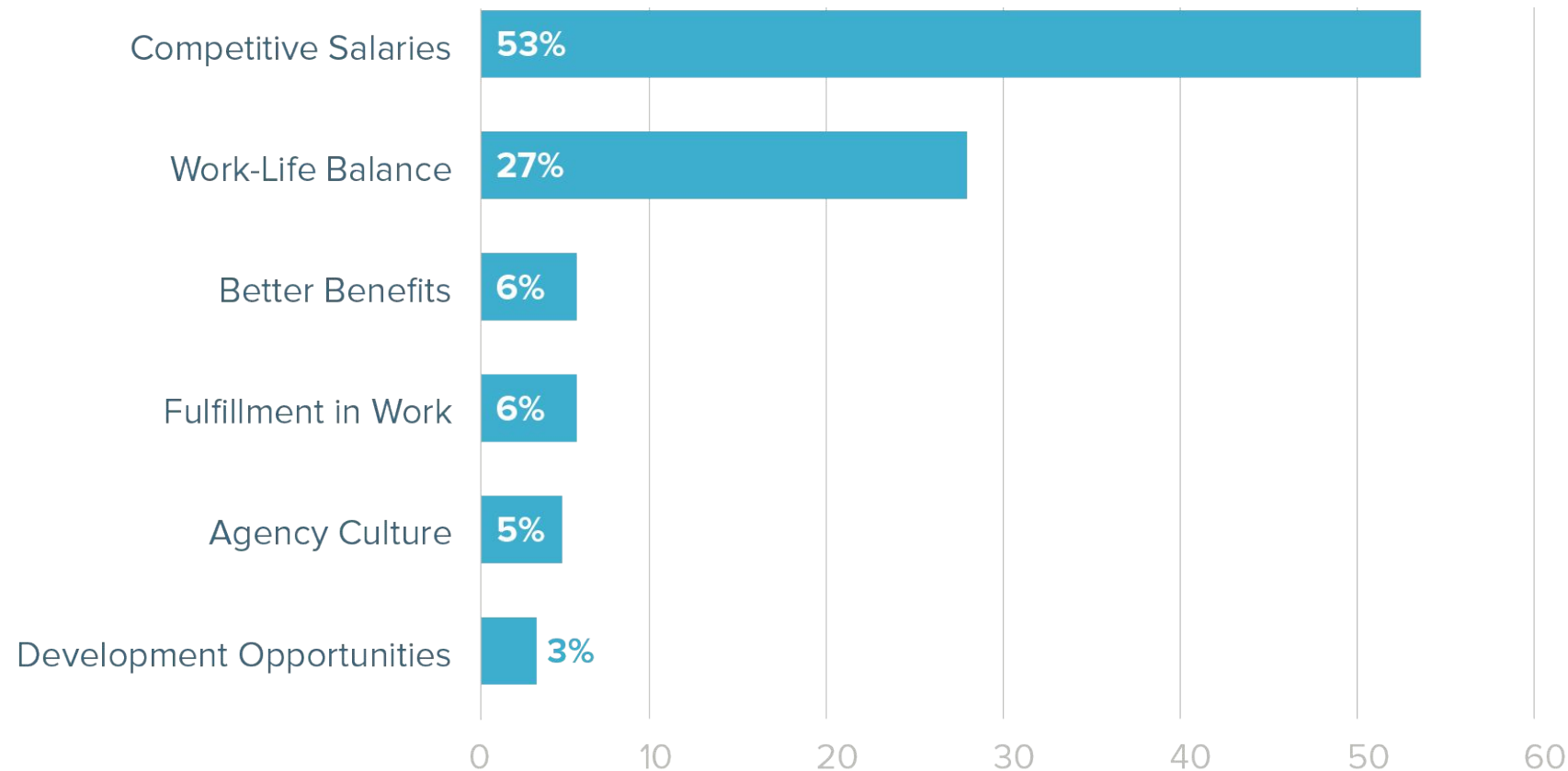
Top Priorities in 2023

Let's examine why retention is a top priority and how to improve it.



What Employees Care About Most

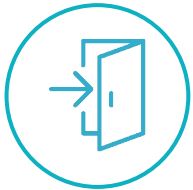
We asked HR pros what they think their employees care about the most:



Why Do Employees Leave?

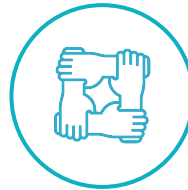


Becoming More Employee Focused



Surveys & Exit Interviews

Employee feedback validates (or corrects) your assumptions and **provides a blueprint for improving retention.**



Agency Culture

67% of respondents said their culture was average or weak. **Average culture can't compete** with the private sector or the 33% of agencies with strong culture



Technology

People (41%) and money (28%) are the scarcest resources in public sector HR, creating a need to do more with less. Technology can help.

Resources:

[Public Sector HR Trends: Retention](#)

[Leveraging Employee Performance Evaluation Tools to Boost Retention](#)

[How to Boost Your Recruitment, Retention and Workplace Culture](#)

[Columbia University - Job Satisfaction and Employee Turnover Intention: What does Organizational Culture Have To Do With It?](#)

Other Trends



Operational Efficiency



Succession Planning



Employee Development

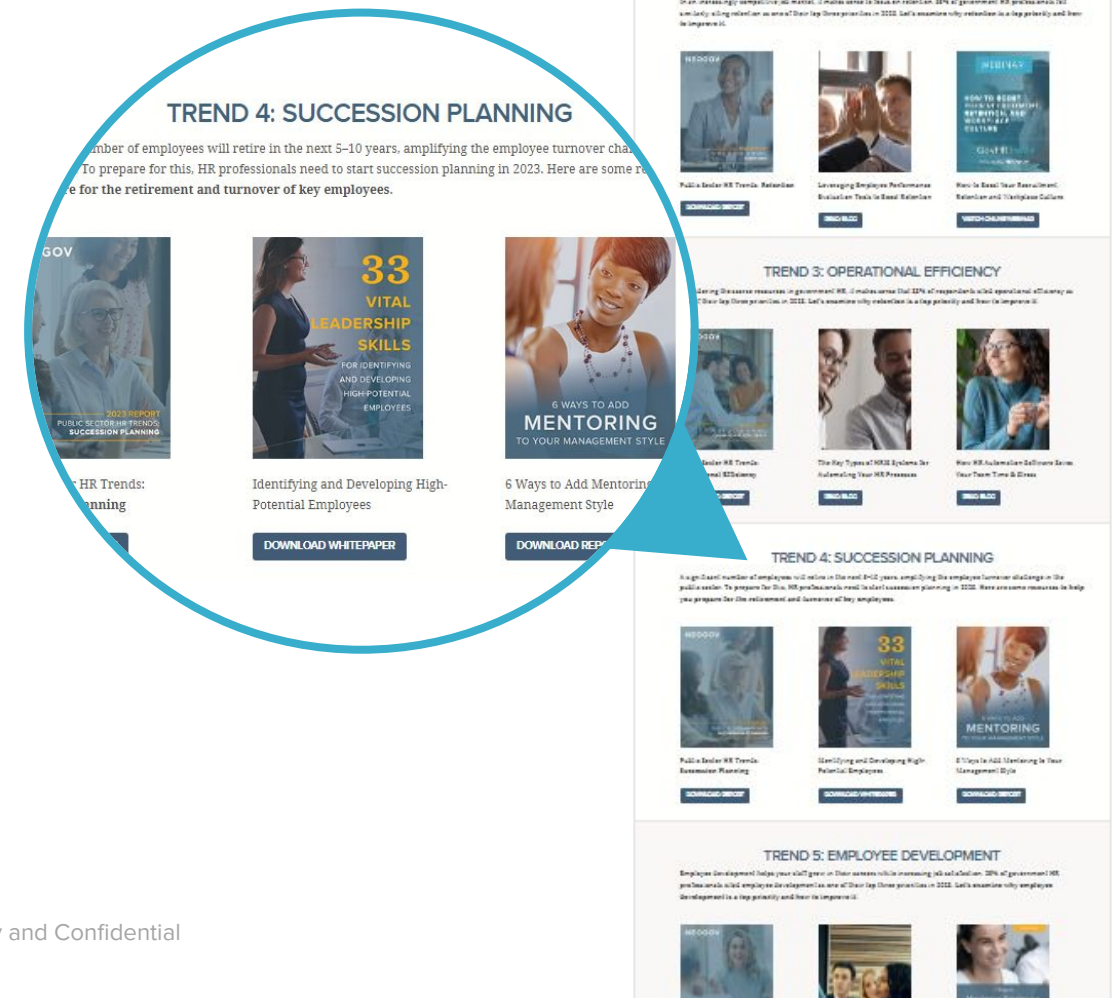


Additional Resources

We have built a **resource center** with information to help you build strategies around each of the 5 top trends:

[HR Trends Resource Center](#)

And you can [schedule a consultation](#) with one of our NEOGOV experts to see how our solutions can help address these challenges



Q&A



THANK YOU FOR ATTENDING!

**Keep an eye out for the webinar recording
and slides in your inbox tomorrow!**

Have more questions?

Contact us at contact@neogov.com to learn more.

A person is seen from the side, sitting at a wooden desk and using a silver laptop. The laptop screen displays a web application interface for 'NEO GOV'. The interface includes a sidebar with navigation links like 'Dashboard', 'Tasks', 'Projects', 'Reports', 'Settings', and 'Profile'. The main content area shows a 'Tasks' section with a progress bar and a search box. A small pop-up window is visible on the screen with the text 'Looking for a specific task?'. The person's hands are on the laptop keyboard. On the desk, there is a small potted plant with white flowers, a smartphone, and a white pen. The background is a white brick wall.

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