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WEATHER THE STORM

The Frightening Future of Public Sector Hiring

Between the mass of baby boomers leaving the workforce for retirement bliss and public sector jobs failing to attract young job seekers, government organizations like yours are struggling to fill positions with qualified applicants. Follow these tips to modernize your recruitment process and you'll be on cloud nine.

A STORM IS BREWING

10,000
BABY BOOMERS ARE RETIRING PER DAY

That equates to 11% of the US population retiring per year!

29%

Public sector job openings increased by 29% between 2013 & 2018

Applicant volume is down by 8%

8%

37%

That equates to a 37% gap between jobs available & interested applicants

WHY IS THIS HAPPENING?

Not only are baby boomers retiring en masse, but public sector organizations are subsequently offering less benefits to new hires. If government organizations can't keep up with hiring needs, how will they service their communities?

Now that you understand the problem,

HOW CAN YOU WEATHER THE STORM?

Three steps your organization can take to make sure your community doesn't suffer:

1 RECRUIT SMARTER

Emphasize what applicants want in your job descriptions. According to NEOGOV data, 61% of job seekers ranked job security as the top attraction of a government job.

61%
JOB SECURITY

TOP ATTRACTIONS OF GOVERNMENT JOBS

Job Security	61%
Benefits Package	58%
Meaningful Work	51%
Serve One's Community	47%
Work Life Balance	37%

2 LOCATION, LOCATION, LOCATION

Promote jobs where qualified applicants are looking. Use relevant online job boards where you can reach younger generations.

62% of NEOGOV survey respondents listed online job boards as the place they search for a job.

62%
ONLINE JOB BOARDS

PLACES CANDIDATES SEARCH FOR JOBS

Online Job Boards	62%
State Govt. Agencies	61%
Local Govt. Online	59%
Company Websites	42%
Social Media	25%

3 SPEED UP HIRING

Move candidates through the hiring process more efficiently with an applicant tracking system.

According to NEOGOV data, 47% of people landed a job within 6 months of starting their search.

47%
0 - 6 MONTHS

LENGTH OF JOB SEARCH

Less Than a Month	8%
1 - 3 Months	20%
4 - 6 Months	19%
6 - 9 Months	11%
10 - 12 Months	8%
12+ Months	35%

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Data from NEOGOV Job Seeker Report 2019. Learn more at NEOGOV.com