



NEOGOV
WEBINAR

The Quiet Crisis in 2023:

What Government Job Seekers Actually Want

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 recording, slides and best practices



INTRODUCTION



Michelle Cline

Director of Product, Recruit & eForms
NEOGOV



Robert Hansen

Employment Bureau Chief
Iowa Dept. of Administrative Services



Mike Tannian

Director of Content Marketing
NEOGOV

Agenda

Public Sector Hiring Trends

The Current Labor Market

What Job Seekers Actually Want

Best Practices for Recruiting Top Talent

Where did the data come from?



Applicant data from **45M+** government applications within Insight, NEOGOV's applicant tracking system.



Survey data from **140** government HR leaders on the NEOGOV platform.



Survey data from **850+** government job seekers on GovernmentJobs.com.

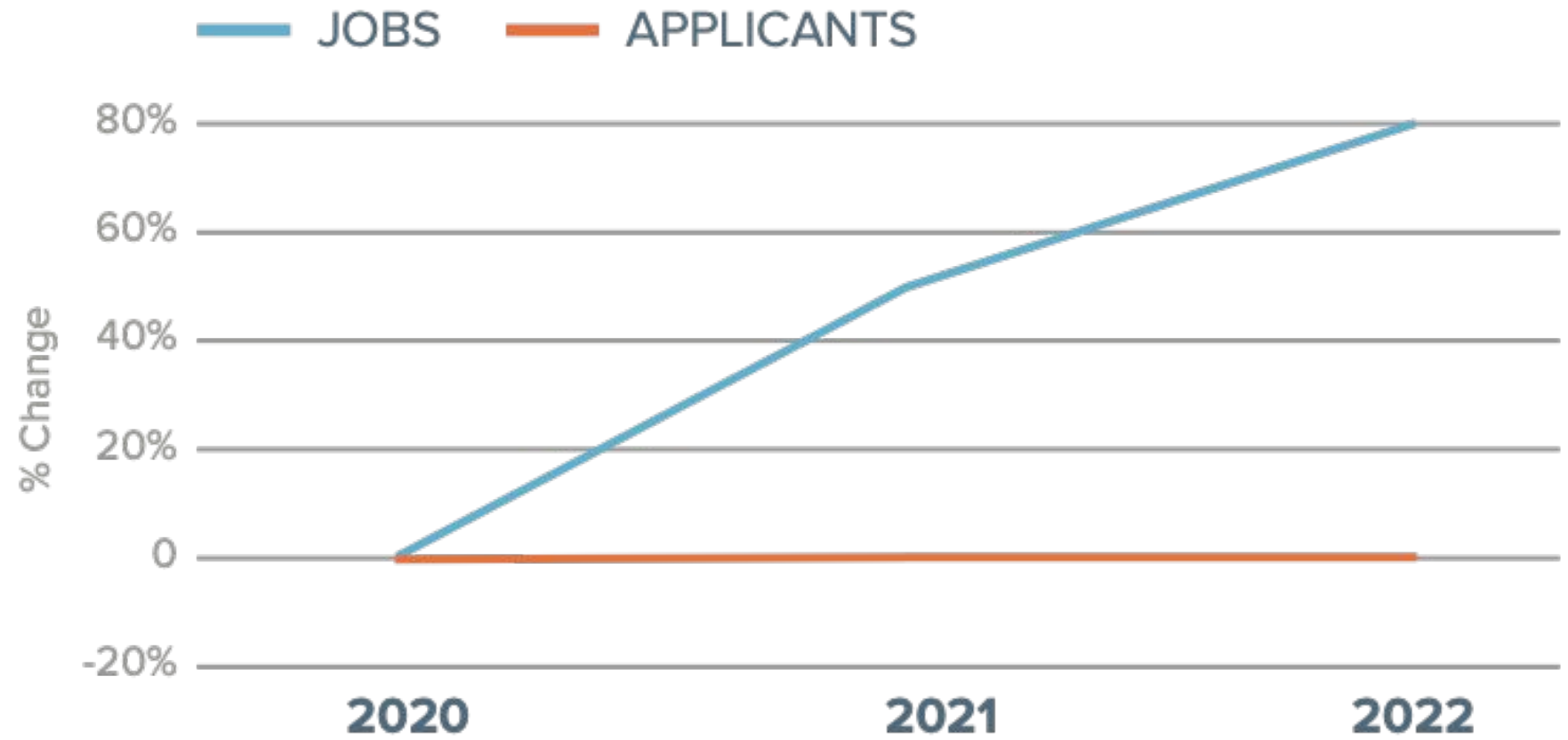


Public Sector

Hiring Trends

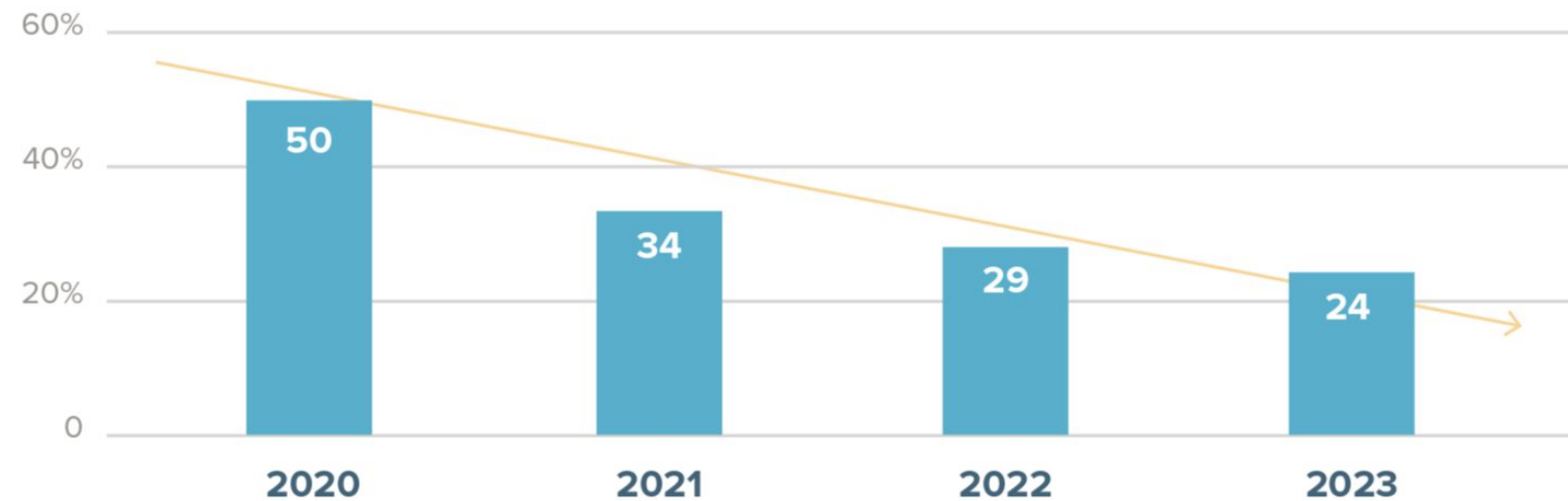
Jobs & Applications Compared to 2020

Source: Applicant data from 45M+ applications in Insight



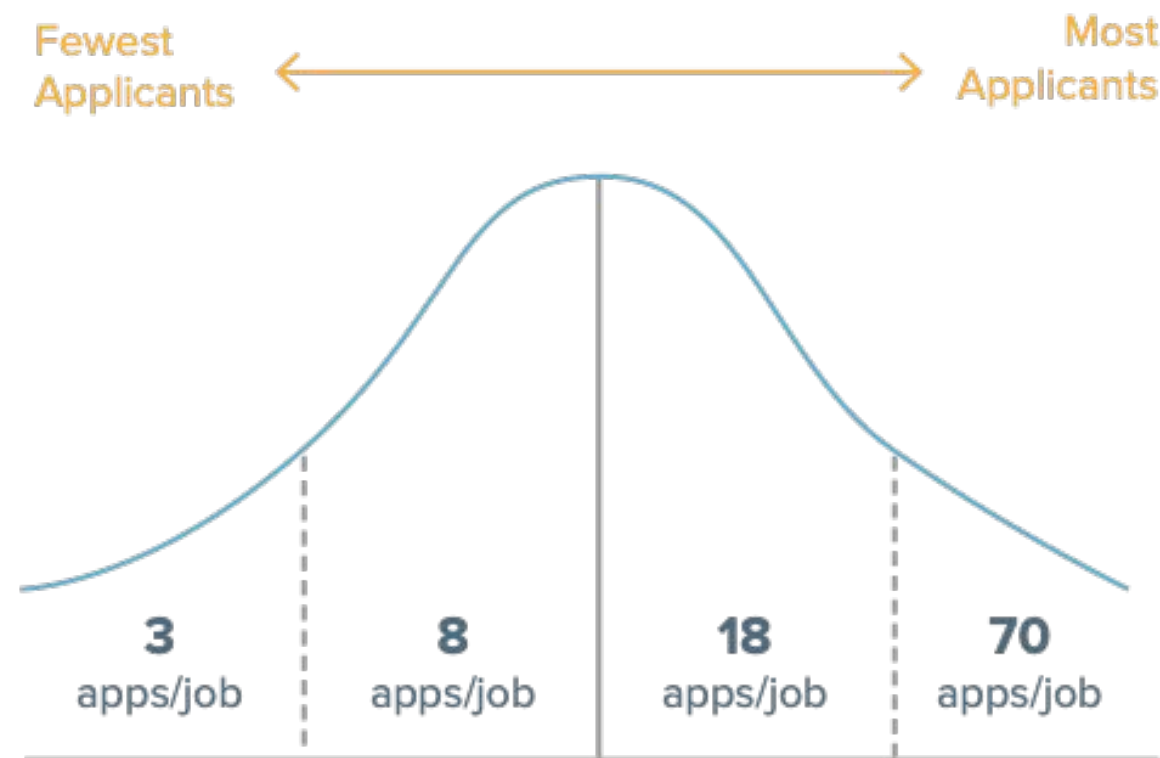
Applications Per Open Job, 2020–Q12023

Source: Applicant data from 45M+ applications in Insight



Q1 Applications Per Job by Quartiles

Source: Applicant data from 45M+ applications in Insight



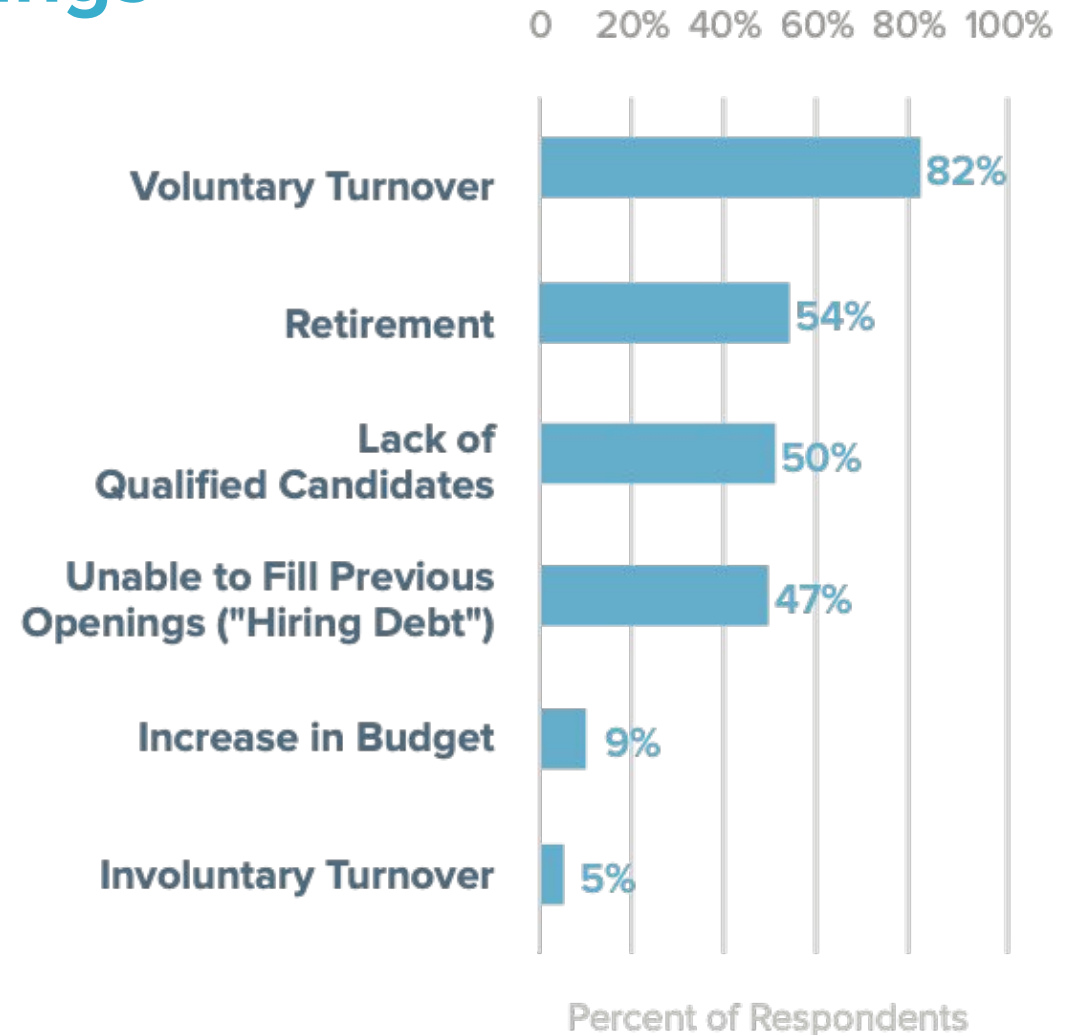
A woman with dark hair, wearing a light-colored long-sleeved shirt, is smiling and looking down at a laptop on a desk. She is surrounded by papers and office equipment. The background is slightly blurred, showing a typical office environment. The entire image is overlaid with a semi-transparent blue filter.

The Public Sector
Labor Market

Leading Causes of Job Openings

What is driving the increase in recent job openings at your agency?

Source: NEOGOV survey of public sector HR leaders



Poll Question

Are you finding enough qualified candidates to fill job openings?

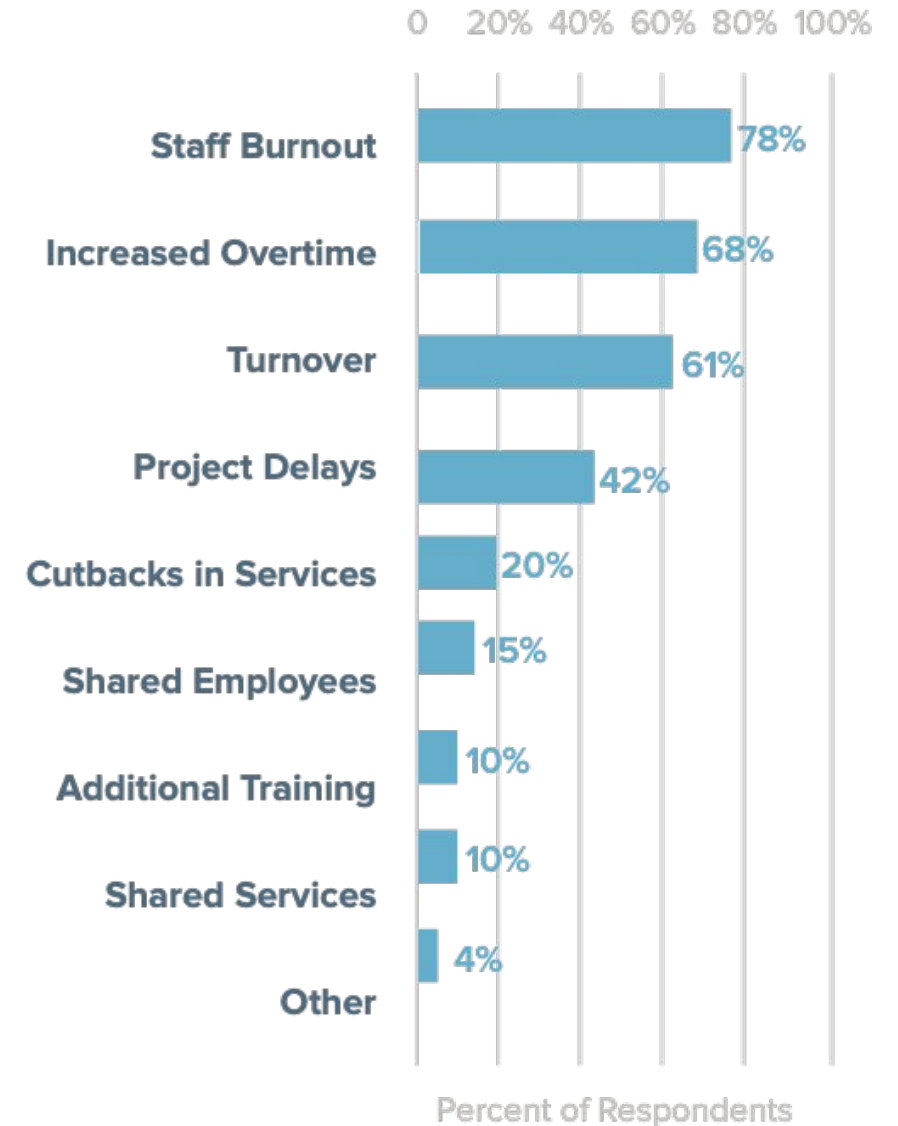
A. Yes

B. No

Impact of Unfilled Jobs

Have recent hiring challenges resulted in any of the following?

Source: NEOGOV survey of public sector HR leaders



A woman with dark hair, wearing a light-colored long-sleeved shirt, is sitting at a desk. She is smiling and looking down at a laptop. There are papers and a pen on the desk. The background is slightly blurred, showing what appears to be an office environment with a computer monitor and some shelves. The entire image has a blue tint.

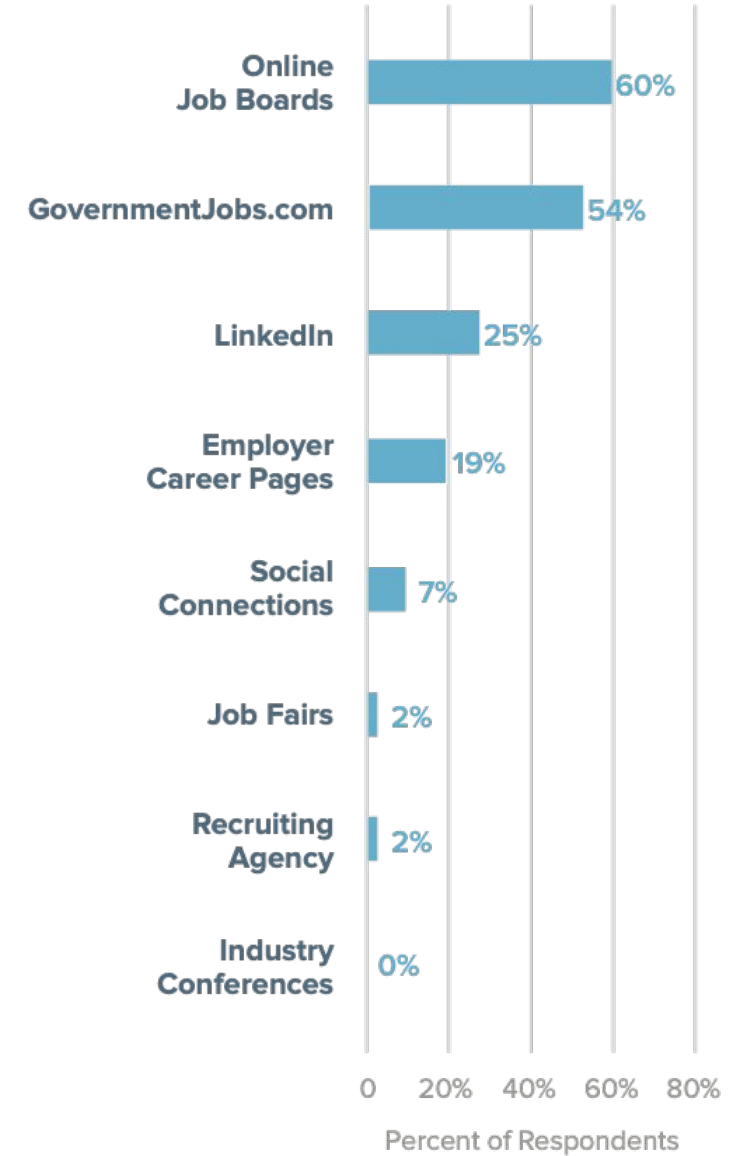
What Government Job Seekers
Actually Want



Job Sourcing

Top Job Sources for Government Job Seekers

Source: June 2023 survey of 850+ job seekers on GovernmentJobs.com



Best Practices



Online Job Boards

Post your jobs on the best online job boards: Indeed, USAjobs, college and state job boards, GovernmentJobs.com



LinkedIn

Develop a presence on LinkedIn that highlights your work culture and shares job openings.



Career Page

Make your careers page easy to navigate and write content that excites candidates to work for your agency.



Passive Candidates

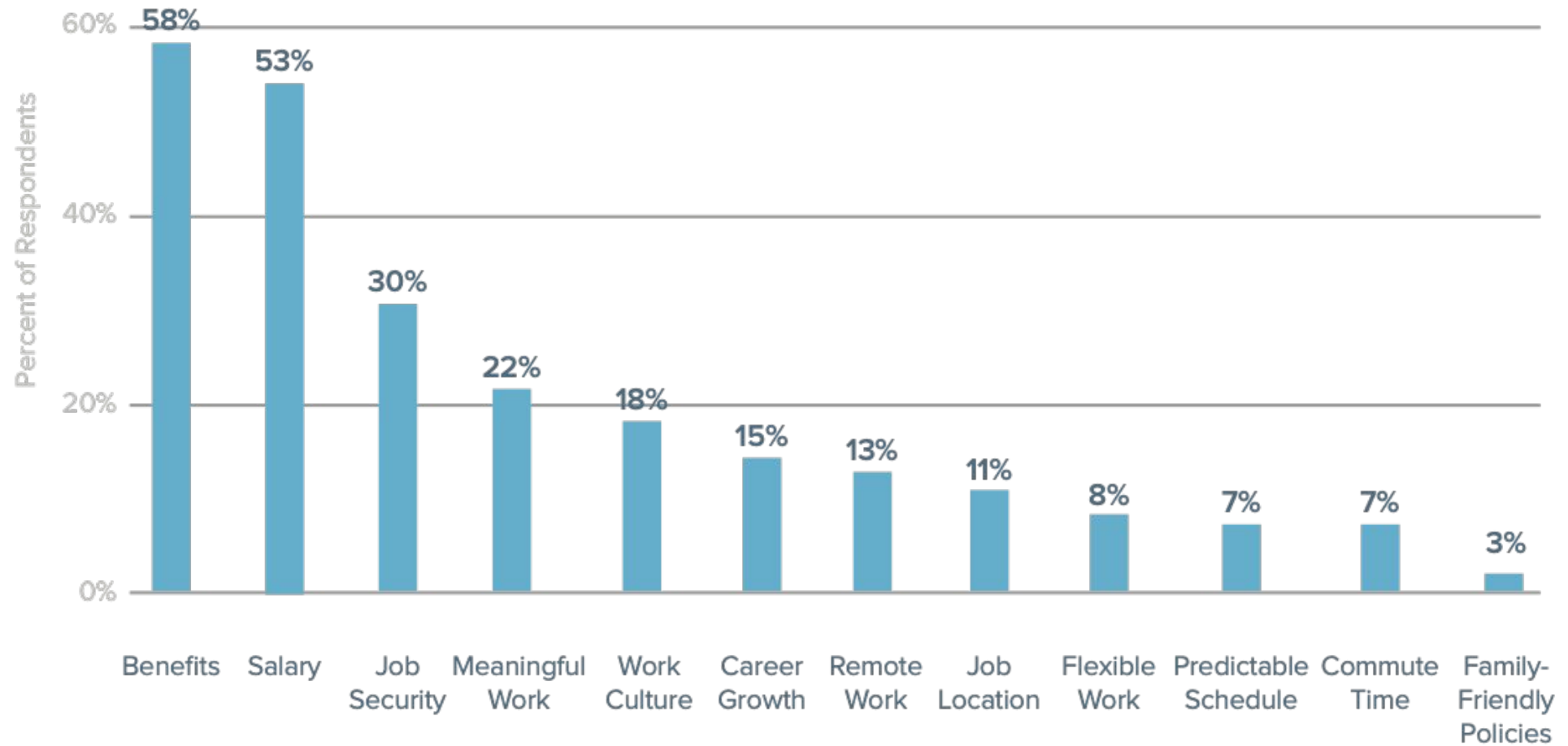
Reach out to passive candidates – those not actively searching job boards. Attract can help.

Job Appeal



Top Factors for Choosing One Job Over Another

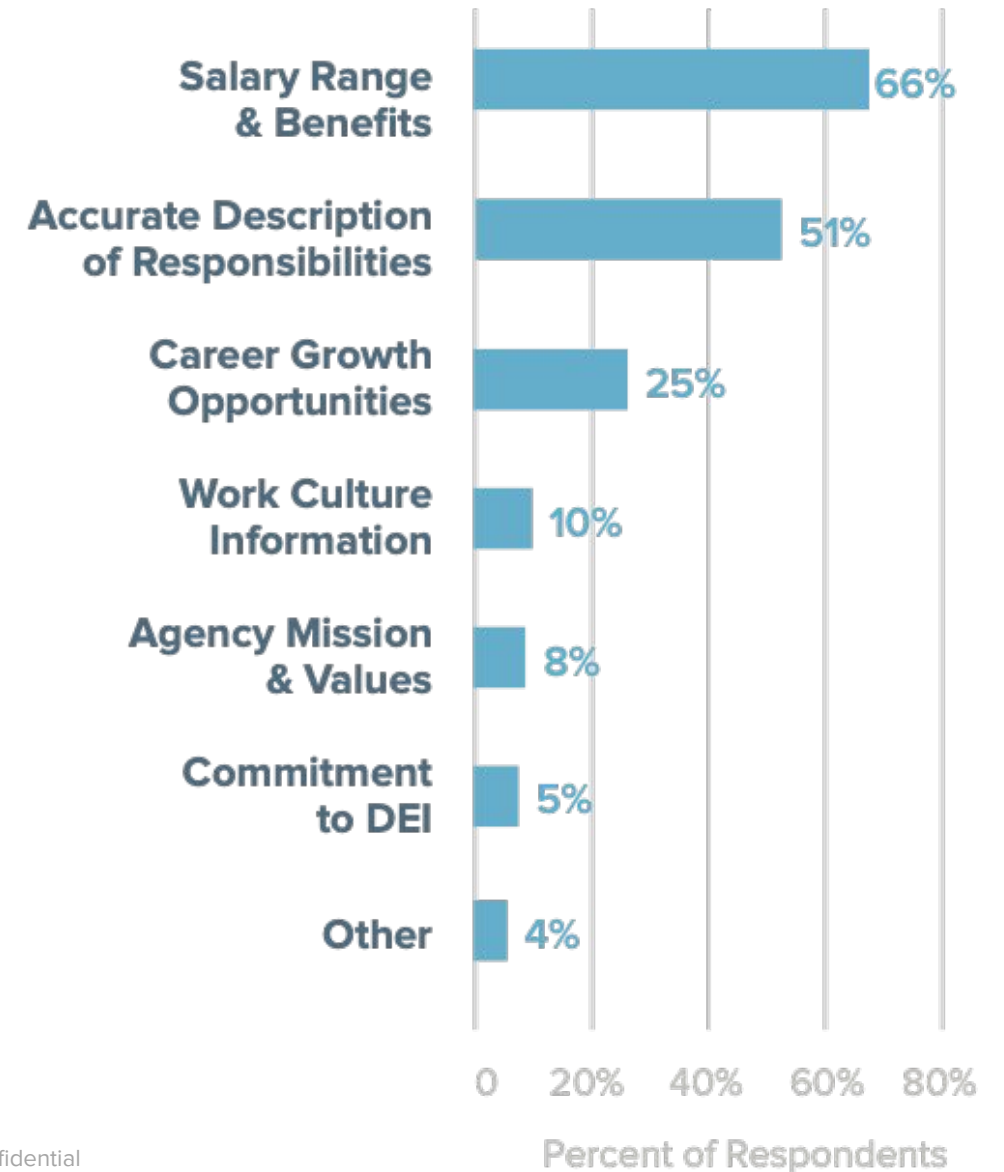
Source: June 2023 survey of 850+ job seekers on GovernmentJobs.com



Job Postings

Does this sound like your job postings?

- Too long, overly detailed, outdated
- Focused on describing the position, not appealing to the job seeker.





Best Practices

- Write job descriptions with your job seeker in mind.
- Lead with the benefits of working for your organization.
- **Include the following elements in your descriptions:**
 - Benefits
 - Job security
 - Meaningful work
 - Work-life balance
 - Career growth opportunities
 - Work culture

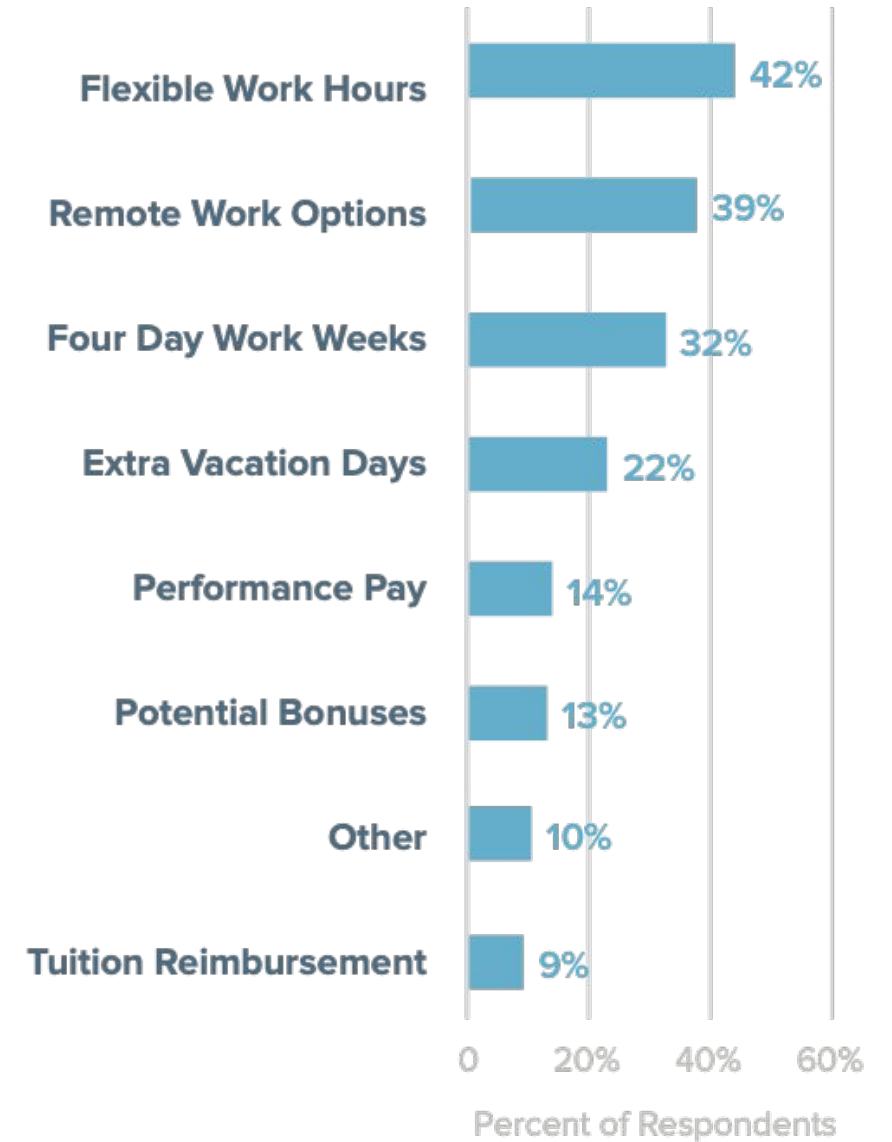


Preferred Benefits

Preferred Benefits

Job seekers have a clear preference for benefits related to work-life balance:

- Flexible work hours
- Remote work options
- Four-day work weeks



Best Practices



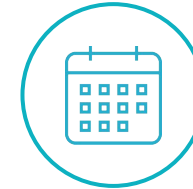
Flexible Work Hours

Make your jobs more about getting work done and less about working a strict 9–5 schedule.



Remote Work

Let employees work remote a number of days per week, like Monday and Friday.



Four-Day Work Weeks

Four day work weeks have numerous benefits: like improving the health and work-life balance of staff.



Hiring Processes

Best Experiences

“Fairness in the hiring process, due to multiple interviewers.”

“I received a notification of receipt of resume and notification of rejection.”

“The government jobs system allowed me to search, save, apply and track progress of all the jobs I applied for. It shows when the job was posted and when it expires.”

Worst Experiences

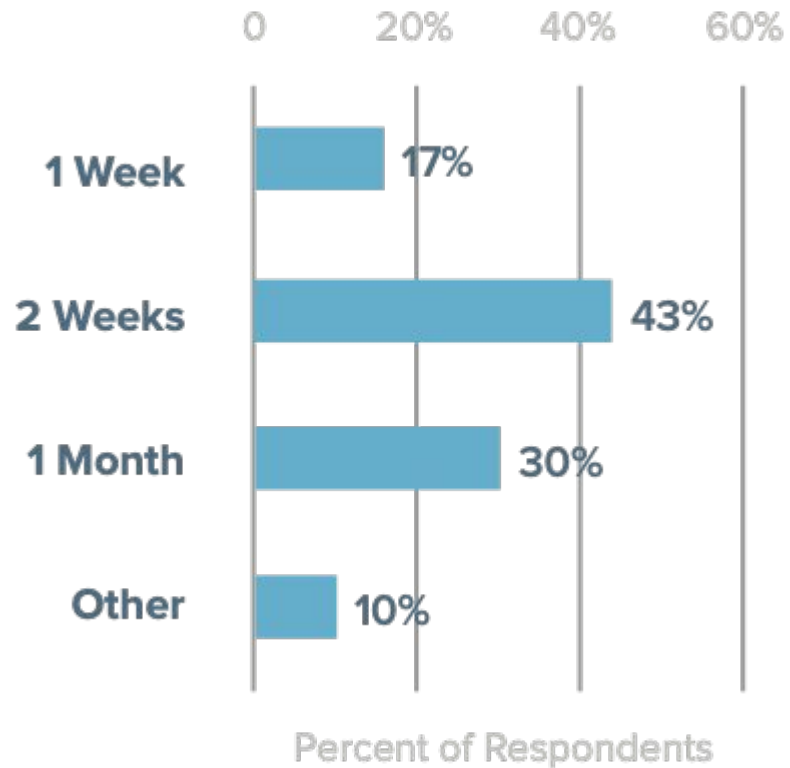
“Not hearing back and not hearing the reason for not getting the job.”

“The length of time between applying, interview, and paperwork. This is long and only works if you have a job while waiting.”

“The exactitude with which requirements were specified. I think it costs you some great candidates who can't exactly match the experience but are capable of the work”

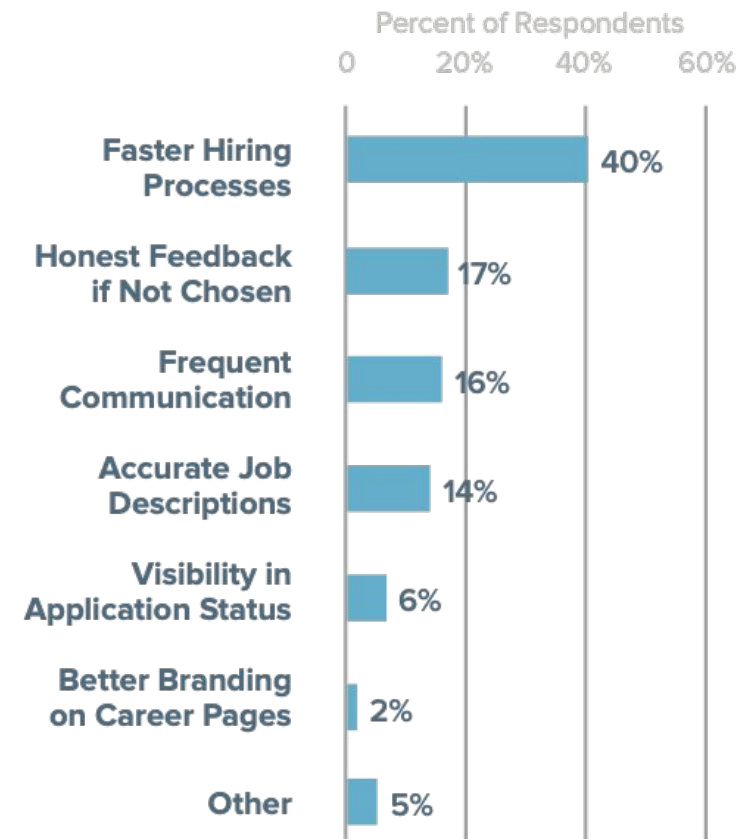
Timely Communication

Length of time job seekers are willing to wait after submitting applications.



Hiring Process

How job seekers think the public sector hiring process needs to be improved.

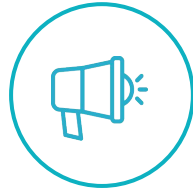


Best Practices



Timely Communicate

Respond to job seekers within 2–4 weeks after getting the application.



Honest Feedback

Offer honest feedback to applicants if they're not selected so they can become a more successful candidate for you in the future.



Job Requirements

Consider applicants without government experience if they have experience in the same field in another industry.



Remember Top Talent

Remember talented applicants for future vacancies if they're not qualified for the current job posting.

Poll Question

Which of these best practices do you want to implement first?

- A. Increase Candidate Sourcing Channels
- B. Update Job Descriptions to be More Appealing
- C. Improve the Application/Hiring Process
- D. Offer More Competitive Benefits
- E. All of the above

Resources

[The Quiet Crisis in 2023: What Job Seekers Actually Want](#)

[5 Best Practices for Recruiting Top Talent](#)

[2023 Ignite User Conference](#) - Register Today!

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QUESTIONS?



THANK YOU FOR ATTENDING!

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

Have more questions?

Set up a free consultation at contact@neogov.com to learn more.