

The background features a light blue gradient with several realistic water droplets of various sizes scattered across the surface. The droplets have highlights and shadows, giving them a three-dimensional appearance. The overall aesthetic is clean and professional.

PUBLIC SECTOR RECRUITING

ADDRESSING THE CHALLENGES OF FINDING AND RETAINING TALENT

PRESENTERS

- MARTY ALBER
 - TITLE TBD
 - PERSONNEL BOARD OF JEFFERSON COUNTY, BIRMINGHAM, AL
- JILL MAY
 - DIRECTOR OF ASSESSMENT AND SELECTION METHODS
 - CITY OF CHICAGO, IL
- BRYAN SULLIVAN
 - EXAM/CLASS ANALYST III
 - CITY OF SPOKANE, WA

AGENDA

- DISCUSS CURRENT CHALLENGES OF RECRUITMENT AND RETENTION FOR TALENT WITHIN THE PUBLIC SECTOR
- DISCUSS WHAT MAKES THE PUBLIC SECTOR UNIQUE FROM THE PRIVATE SECTOR
- SHARE STRATEGIES TO COMBAT THE CURRENT CHALLENGES
- DELIBERATE UPON POTENTIAL SOLUTIONS

RECRUITMENT/RETENTION

- WHAT ARE SOME OF THE CHALLENGES THAT YOU ARE EXPERIENCING WITH RECRUITMENT?
- WHAT ARE THE DIFFERENCES BETWEEN PUBLIC SAFETY AND NON-PUBLIC SAFETY JOBS?
- WHAT ARE THE DIFFERENCES BETWEEN BLUE COLLAR AND PROFESSIONAL POSITIONS?

SOLUTIONS

- STRATEGIES
- ACTIONS



GOVERNMENT VS. PRIVATE

- WHAT MAKES GOVERNMENT UNIQUE FROM THE PRIVATE SECTOR?
- HOW DO WE APPEAL TO THE YOUNGER GENERATION?
- HOW DO WE AVOID ALIENATING OUR EXISTING EMPLOYEES?

SOLUTIONS

- STRATEGIES
- ACTIONS



ASSESSMENT OF TALENT

- DO WE CHANGE HOW WE TRADITIONALLY TEST WHEN PEOPLE POWER IS AT A CRITICAL NEED?
- DO WE TEST FOR MINIMUM PROFICIENCY STANDARDS OR SCORE FOR A RANK?
- DO WE TEST?
- ARE WE EFFECTIVELY UTILIZING SUCCESSION PLANNING?

SOLUTIONS

- STRATEGIES
- ACTIONS





DEEP THOUGHTS