

Grow a Resilient Workforce



OUTLINE

GROW a Resilient Workforce	TEAM CO-CAPTAIN	TEAM CO-CAPTAIN	TEAM CO-CAPTAIN
RECRUIT, DEVELOP & RETAIN	Stephanie Santana	Megan Gideon	Aisha Kriegar

INITIATIVE SUMMARY	One of the consistent challenges faced in local government relates to recruiting, developing, and retaining talented, dedicated employees. There is a need to reframe local government as an employer of choice and address persistent challenges by increasing exposure to public service careers, supporting inclusion and belonging, offering mentorship and leadership development opportunities, and pursuing wage equity and innovative benefits.		
INITIATIVE OBJECTIVES	Give exposure to Public Services Relentless commitments to inclusion and belonging Opportunities for mentorship and leadership development Wage Equity		
SCOPE OF WORK	<ul style="list-style-type: none"> Subgroup Teams will define a scope of work to provide key deliverables. The Subgroups are divided into three categories: Recruit, Develop & Retain 		
KEY DELIVERABLES	<ul style="list-style-type: none"> Create a Manual- How To's & Guidelines Create a certificate program Create a Work-based learning program with vocational schools Create a Nationwide Survey 		
PROJECT TIMELINE	<i>Estimated Duration: TBA</i> Phase 1: Planning and strategy Phase 2: Develop action plans within subgroups Phase 3: Create marketing assets & partnerships Phase 4: Implementation		
PROJECT TEAM	Team Member Name	Subgroup	
	Megan Caron	Retain	
	Michael Zeller	Retain	
	Dan Bardzell	Retain	
	Bianca Alvarez	Retain	
	Lorizelda Stoeller	Develop	
	Marcus Haynes	Develop	
	Joey Garcia	Develop	
Anthony Ladd	Develop		

	Megan Gideon	Recruit
	Stephanie Santana	Recruit
	Aisha Kriegar	Recruit
	Marcus Scott	Recruit
	Elizabeth Mcdonald	Retain
	Kimberly Richardson	Coaches
	Teanna Thompson	Retain
	Noor Shaikh	Recruit
	Gordon Okumu	Develop
	Jordan Jerkovich	Recruit
	Jeannetta Maxena	Retain
	Emily Blakeslee	Recruit
	Doug Crane	Coaches
	Jessica Hudson	Develop
	Danielle Dulin	Recruit
	Johnathon Gano	Coaches

OUTCOME STATEMENT

Retain

- To effectively retain employees, we must be able to
- Remove toxicity and discriminatory practices within our organization.
- More mental health leave
- Opportunities for growth
 - Paths to succession – opportunities for lateral moves but fewer ways to move up
 - Professional development and tuition reimbursement
 - Partnerships with local colleges and educational institutions
- On-site daycare or other options for childcare
- inclusive programs that celebrate diversity
- fire service has clear paths for lateral and vertical career ladders.
- Teleworking opportunities vs the need for having employees on-site
- Training for your boss? "people don't quit their jobs, they quit their boss"

- Management/leadership/executive training

- Home ownership assistance – down payment assistance (5 year commitment)

Develop

- Set well-defined succession planning and career ladders with more steps
- Internal municipal run academies.
- Management fellowships on a rotation – leadership development in early career
- Tuition reimbursement tied to a contract requiring you to stay or payback

Recruit

- Partnering with local high schools, and junior colleges for project-based learning
- government classes that exist already and updating the curriculum (partnering) to be more relevant to what people are actually doing in the field
- Including partnership for **PAID** internships public/private partnerships, look at grants to fund
 - MOU's
- Bring your child to work day
- Relocation assistance – even temporary housing (support services)
- Rewarding current employees for referrals
- Apprenticeship