

# GROW a Resilient Workforce

A path towards making Local Government a choice employer

## Local Government: Today's Challenges

- Younger employees describe experiencing significant stress
- Many see few opportunities for advancement
- Large numbers are considering leaving government work.

## What is GROW? And what does it mean?

GROW as an indicator of a CHOICE employment jurisdiction

- Total evaluation of organizational culture
- Ensure employee benefits are competitive and adequate
- Set benchmarks for growth and improvement
- Provide recruitment tools and make materials available for organizations%

## GROW's Guiding Principles

- Give exposure to public service
- Relentless commitment to inclusion
- Opportunities for mentorship & development
- Wage equity

## Steps to Become GROW Certified

- **STEP ONE:** Self-Assessment Tool Review
- **STEP TWO:** GROW Recommendation Assessment based on current employment trends
- **STEP THREE:** Review
- **STEP FOUR:** Certification
- **STEP FIVE:** Recertification

## What is the Self-Assessment Tool?

- Web-based application
- Completing questionnaire based on employment practices
- Demonstrate commitment to GROW principles through achieving questionnaire threshold
- Provide follow-up documentation to support your answers