

GROW a Resilient Workforce



A path towards making Local Government a choice employer

Local Government: Today's Challenges

Idealism vs. Reality:

- Morale is relatively good
 - Feel secure in their jobs
 - Believe they have the ability to make a difference
 - Feel they have strong, supportive colleagues
 - Majority of younger government employees describe experiencing significant stress
 - Most of this is stemming from finances, particularly their wages vs. their carried debt
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- Many see few opportunities for advancement, they want:
 - Higher salaries
 - More responsibilities/opportunities to make a
 - Large number are considering leaving government work



What is GROW?

The Initiative Goal: GROW Recognition Program

- GROW as an indicator of a CHOICE employment jurisdiction
- What does that mean?
 - 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

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

Self-Assessment Tool

What is it?

- 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

Next Steps

Item

- Partnership Opportunities
- Creation of a Web-based Self Assessment Tool
- Looking for Beta Testers

Timetable

- **October 2023 - Phoenix Convening**
- **February 2024 and beyond**

What questions do you have?



Thank you for your time



We are happy to answer any questions you may have

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