

# Grow: a resilient workforce



A path towards making Local Government a Choice Employer.

# Local Government: Workforces are Struggling.



## Recruitment Issues:

- Talent loss to a competitive private sector
- Talent gap that exists in potential employees

## Retention Issues:

- Employee burnout due to understaffing
- Benefit packages less competitive or not worth the extra work

## Professional Development Issues:

- Lack of opportunity within organization
- Lack of training to provide desired skill sets



# What is GROW?

- **G**ive exposure to public service
- **R**elentless commitment to inclusion
- **O**pportunities for mentorship and development
- **W**age equity

# What is GROW?

## The Initiative Goal: GROW Recognition Program

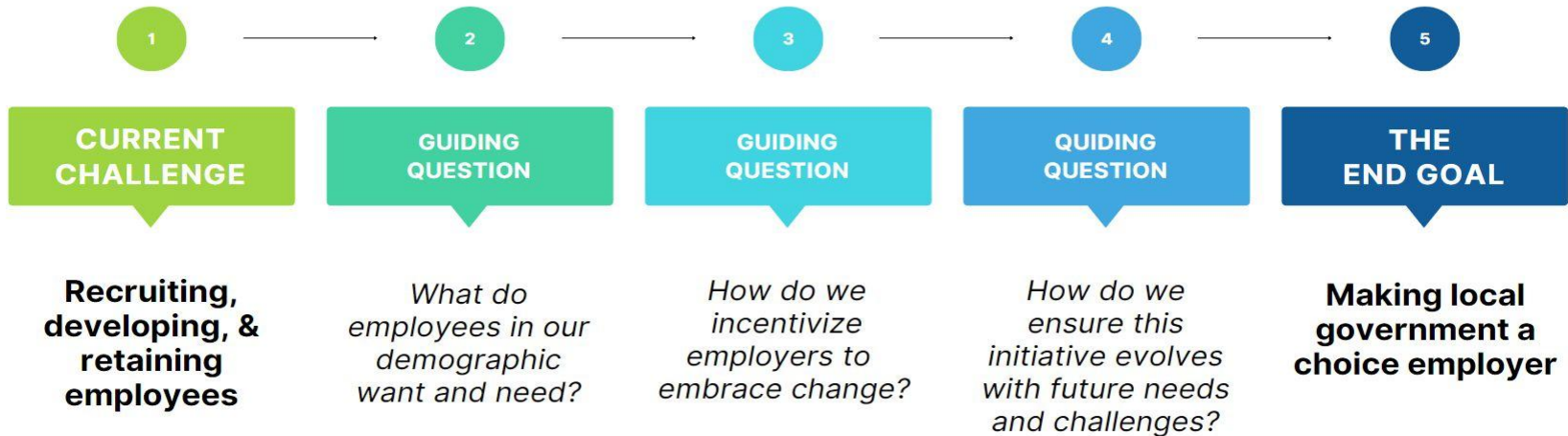
- GROW as an indicator of a CHOICE employment jurisdiction.
- What does that mean?
  - Total evaluation of organizational culture
  - Ensure employee benefits are competitive and adequate
  - Set benchmarks for growth and improvement
  - Provide recruitment tools and make material available for organizations

Final Product



Local governments who  
meet GROW criteria given  
recognition

# Grow: Where are we now?



# Next steps:



- Utilize Mission Square research data to begin assembling criteria for a local government to be GROW approved
- Conduct focus groups to collect testimonials on desired benefits and working conditions of public-sector employees
- Begin brainstorming branding/logo for initiative

# What can YOU do to help make this a reality?

## Item

- A Partner to assist with branding and logo creation to create buy-in
- Focus Group facilitation to help shape the program
- Marketing to agency employers and human resource professionals
- Creation of a peer review site for evaluation of agency's practices
- Help us find a final home for this to live

## Timetable

- **June - July 2023**
- **June - September 2023**
- **October - November 2023**
- **November 2023 - January 2024**
- **January 2024 - February 2024**



What questions do you have?



# Thank you for your time.



We are here to answer any questions you may have.

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