

Future of the Public Finance Office: Recruiting and Retaining Talent

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KSGFOA

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A Look at the Numbers

68%

of HR professionals had difficulty
filling jobs in 2015

A Look at the Numbers

More than

1/3

of employers cite a lack of available
applicants

CURRENT PICTURE

Talent Shortage Contributors

- Technological growth
- Shifting demographics
- Increasing customer sophistication
- Rise of individual choice/freedom

FUTURE WORKFORCE



Workforce 2024



- Accountants
- Auditors
- Financial managers



- Bookkeeping, accounting & auditing clerks
- Bill & account collectors
- Data entry
- Payroll & timekeeping clerks



- Management analysts
- Financial specialists

Trends Impacting Our Work

Technological
Growth

Expanded
Government
Regulation

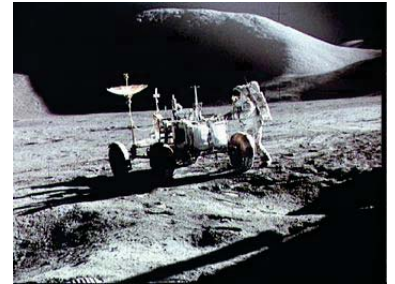
Globalization

Shifting
Demographics



Baby Boomers

- 1946-1964
- Want to work
- Consultant roles
- Tenure 15 years



THE GENERATIONS



Generation X

- 1965-1979
- Work to live
- Free agents
- Tenure 5 years



Millennials

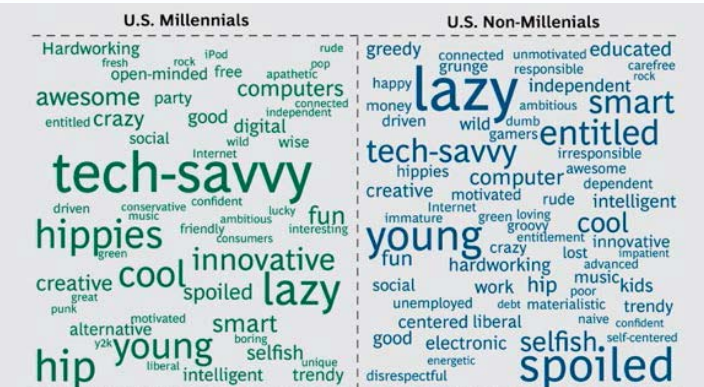
- 1980-1997
- Cooperation
- Debt
- Loyalty
- Family
- Tenure 18-24 mo.



It's All About Me



Describing Millennials



Source: BCG analysis.
Note: Size of word indicates frequency of response.

Generation Z



BRIDGING THE GAP

KNOW YOUR WHY

So What Can We Do?

1. Know your WHY.
2. Engage current employees.
3. Provide development opportunities.
4. Do community outreach and education.

Know Your Why



Employee Value Proposition



EMPLOYEE ENGAGEMENT

Discussion

1. What attracted you to work in the public sector?
2. Why do you stay?



What is Engagement?



Drivers of Employee Engagement

- Strategic alignment with mission
- Trust in senior leadership
- Relationship with immediate supervisor
- Personal influence
- Clarity of expectations
- Resources and support to do the job



EMPLOYEE DEVELOPMENT

Drivers of Employee Engagement

- Peer culture and interactions
- Nature of the job
- Career support
- Development opportunities
- Employee recognition and appreciation
- Pay fairness



Provide Development Opportunities



Succession Planning



Engage the Community



COMMUNITY ENGAGEMENT

Engage the Community



Engage the Community



OTHER CONSIDERATIONS

Discussion

1. What are the unique aspects of public service that make it a great place to work?
2. What are the unique aspects of your community that make it a great place to live and work?

Additional Considerations





Thank you!

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