

Survey of Young Americans Age 18-29

Two Most Important Factors in Considering a Job

Salary	63%
Meaningful work	33%
Location	31%
Benefits	21%
Opportunity for advancement	15%
Personal development	10%

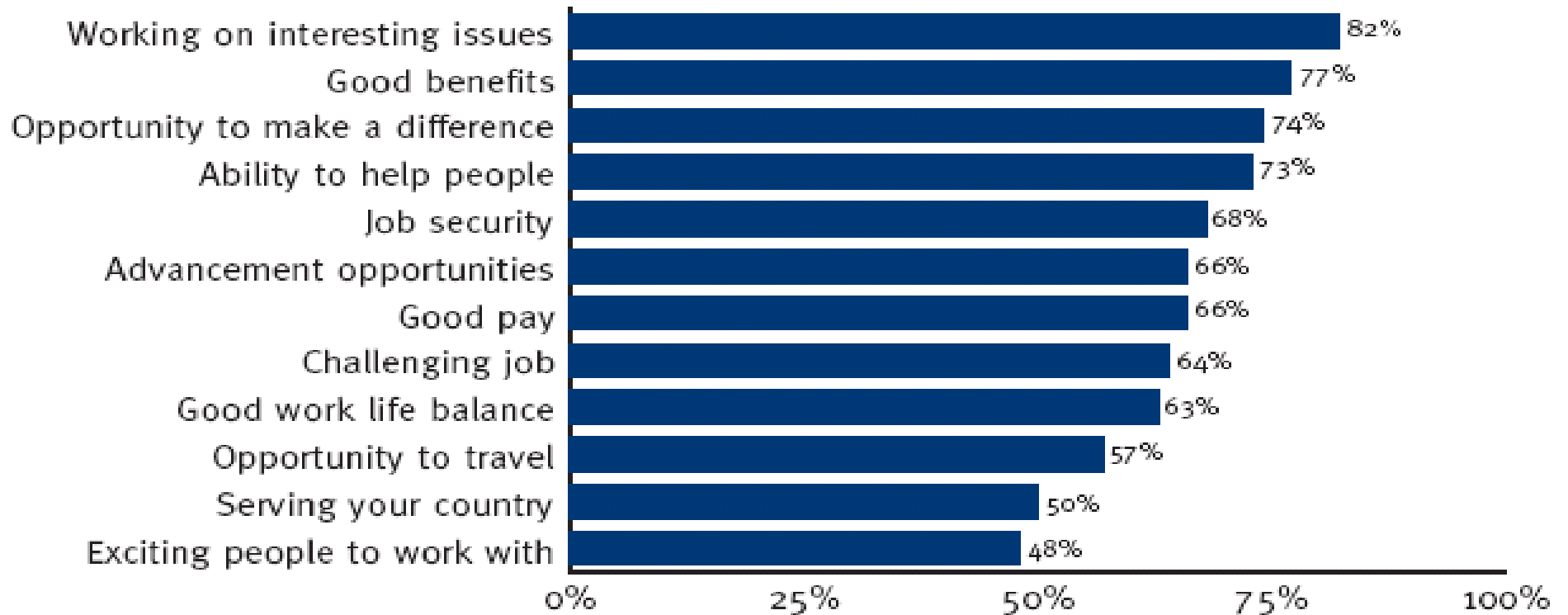
Source: Zogby International



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Why Work in Government?

Percent college juniors and seniors who said “major reason”



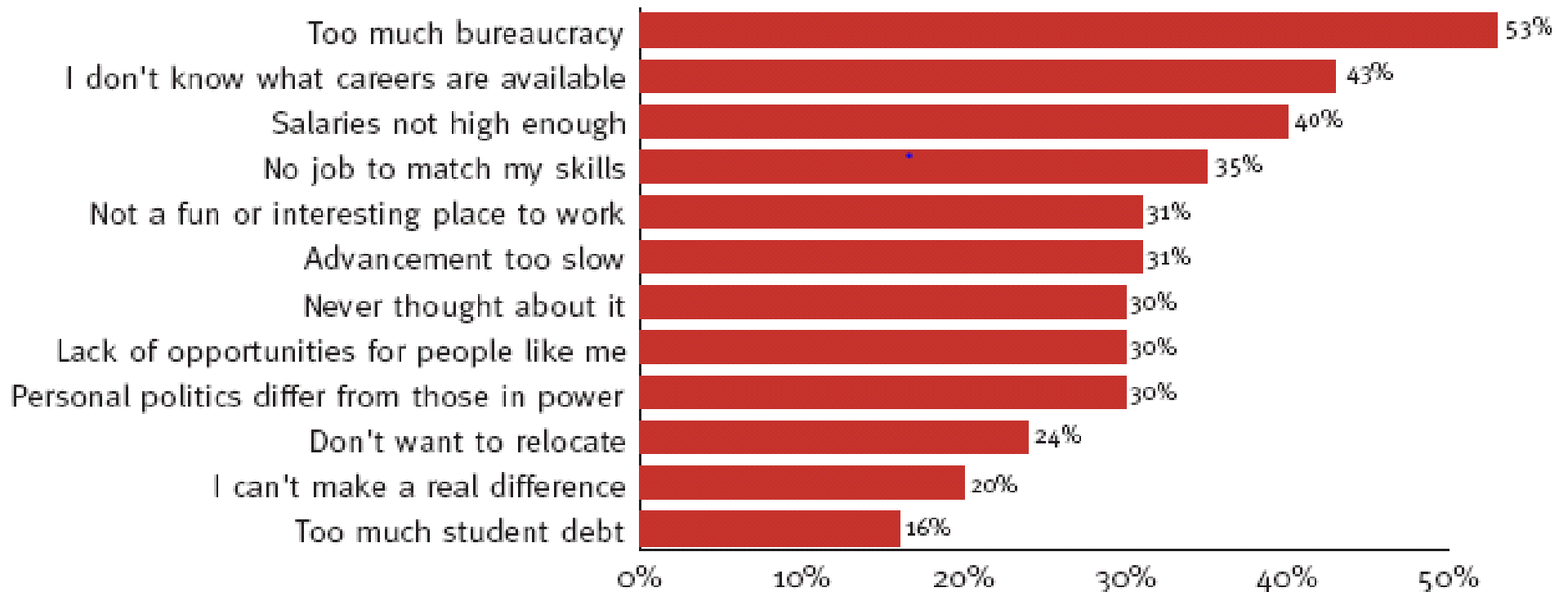
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Why Not to Work in Government?

Percent college juniors and seniors who said “major reason”



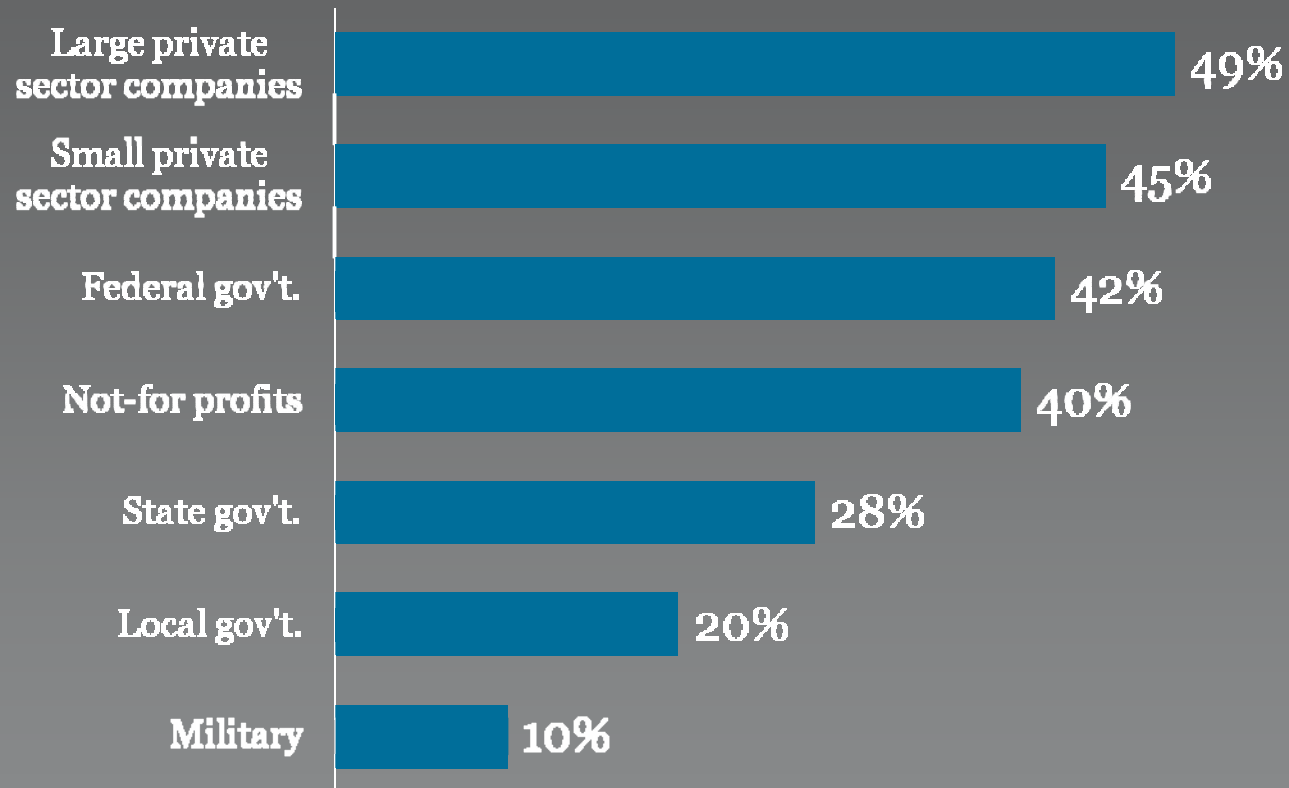
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Many College Students are Interested in Government Jobs

% “extremely” or “very” interested in working for government



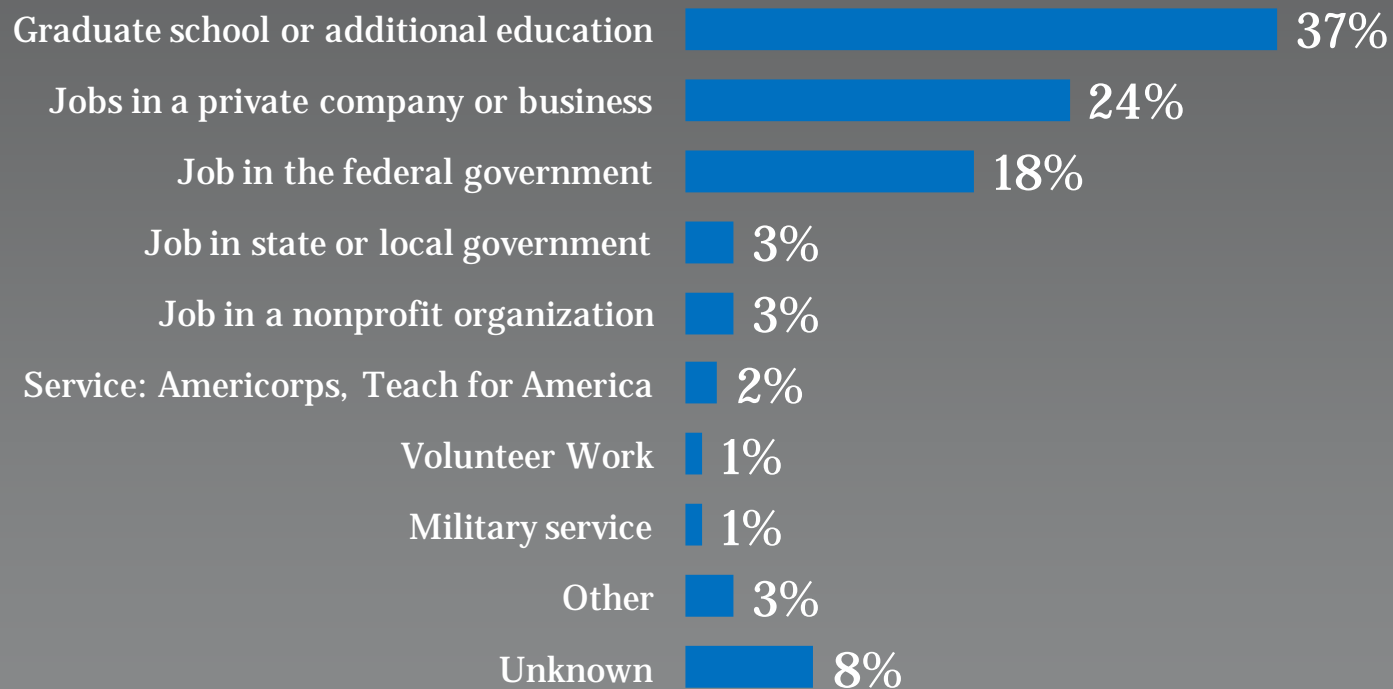
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But ... Few Plan to Work in Government

Which best describes your current plans immediately after graduating?



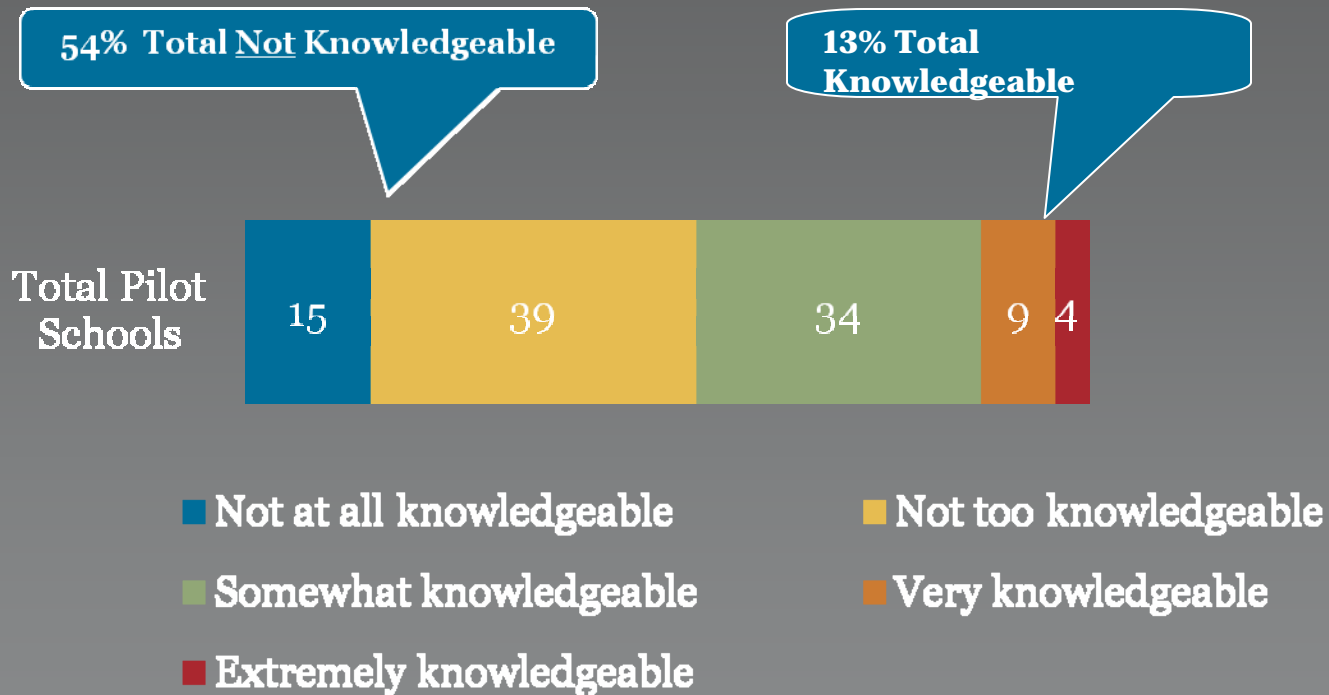
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Why? Knowledge is Low

How knowledgeable do you feel about government career and internship opportunities?

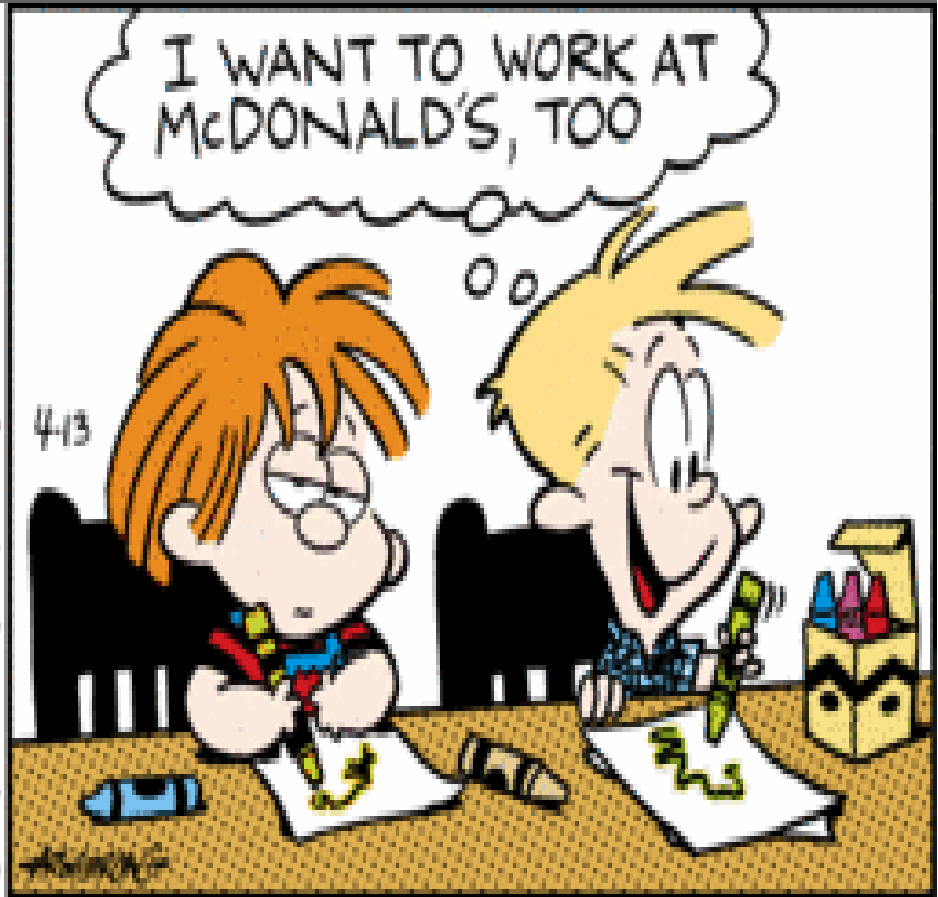
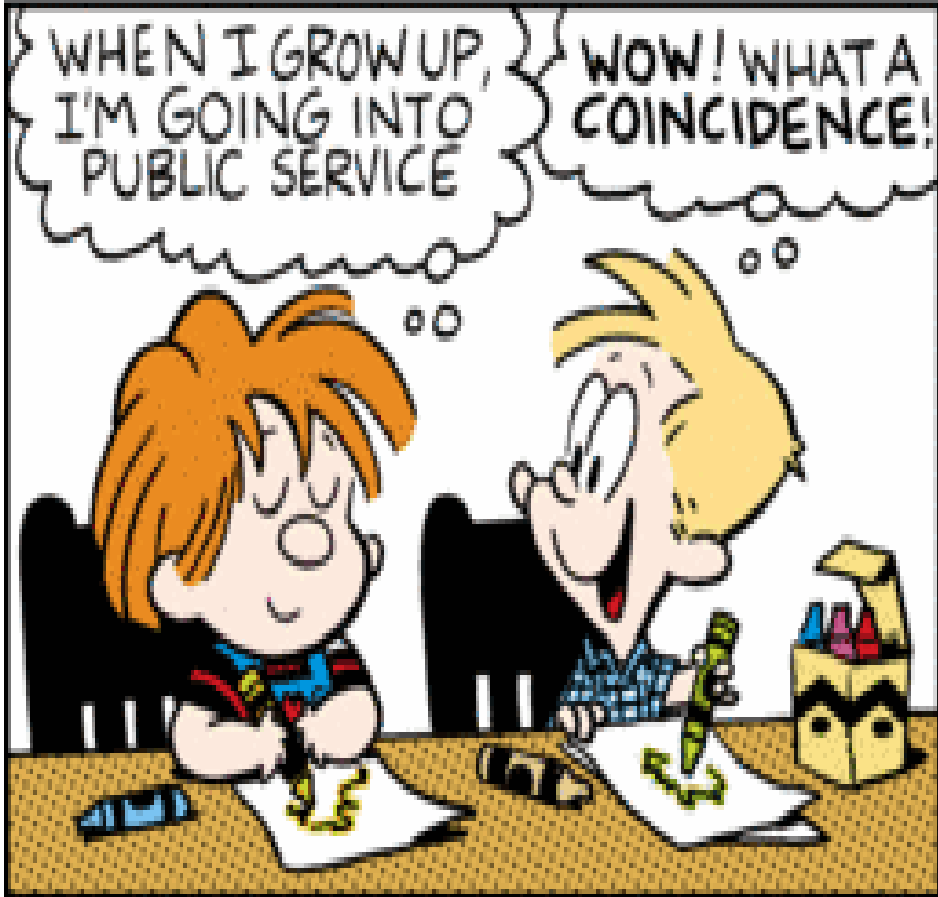


Source: iModerate



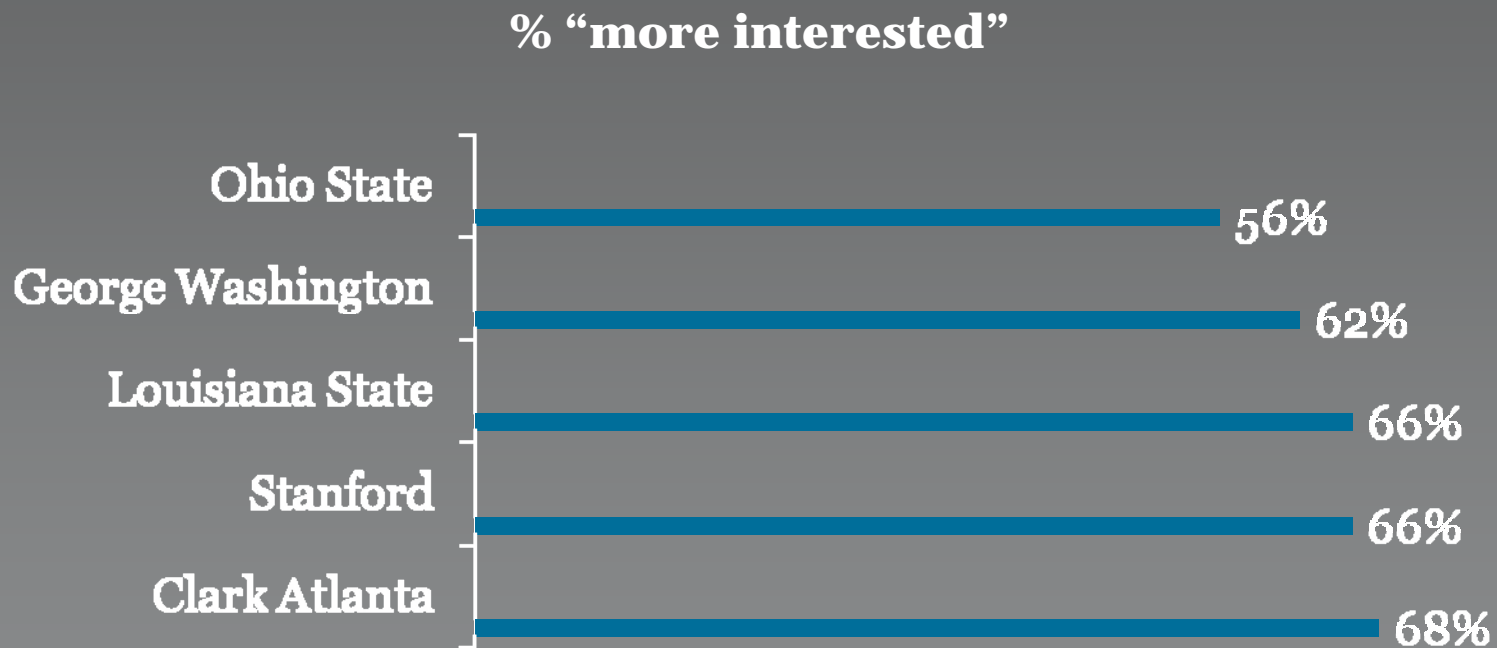
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The More They Know, the More They Like

Did information -- what you saw, heard or read -- about government job or internship opportunities make you more or less interested in government opportunities?



Source: iModerate and KRC Research



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Recruiting Strategies: High Tech *plus* High Touch

- ★ Market and personalize public service
- ★ Build alliances
- ★ Use “near peers”
- ★ Hire through internships
- ★ Use technology
- ★ Make the hiring process work
- ★ Measure results



Recruiting is everyone's job!



This Web Site ...

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Cara Peck
Life Scientist, EPA

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Department of Education
Deadline: Rolling Admission

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CALENDAR

April 22

Annenberg Speakers Bureau Event

Bard College

Annandale-on-Hudson, NY

4:30pm

Featured Speaker: Gilbert Castellanos,
Environmental Protection Agency

Contact: [Russell Krumnow](#)

April 23

University of Delaware

2-4pm

Public Service Career Fair

Newark, DE

(302) 831-8570/1231

NEWS

More than 20,000 Receive Recruitment, Retention Bonuses

Federal Times

The government spent more than \$140 million on recruitment, relocation and retention incentives for employees last year, according to an Office of Personnel Management report.

[Read the complete article »](#)

Lily Whiteman, Washington Post

Michael Eschleman, the Peace Corps' country director for Paraguay, remembers discussing the guerrilla wars and revolutions of Latin America back in college.

[Read the complete article »](#)

Public Service Scholarship Proposal Unveiled

The Partnership for Public Service has unveiled plans for *Roosevelt*

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Career / Employment

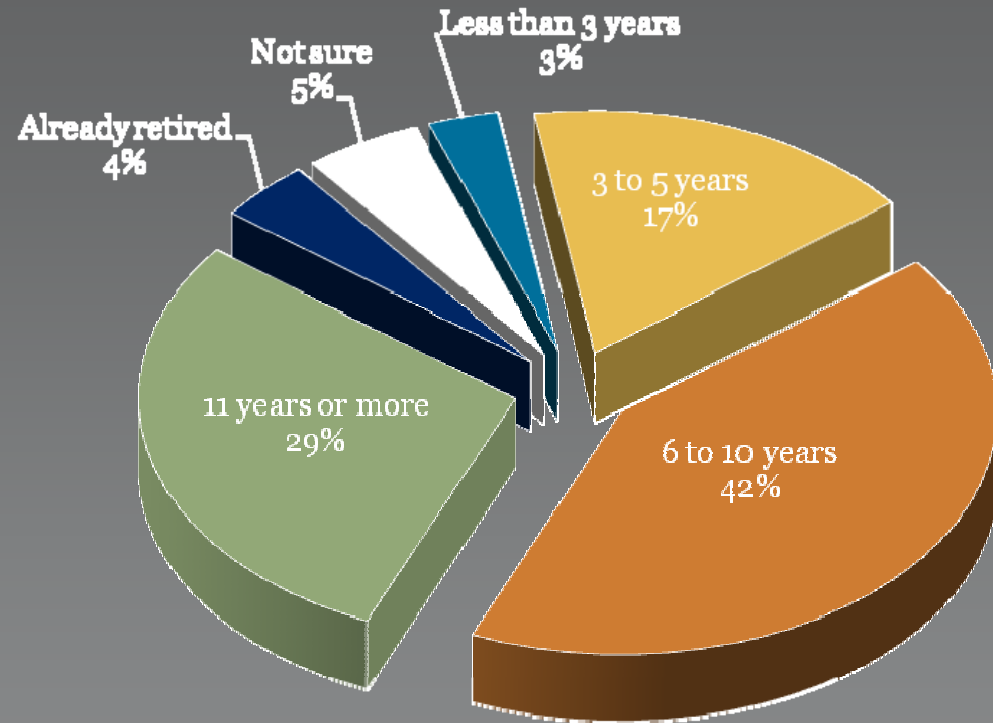
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Older Workers Plan to Continue Working ... and for Quite a While

“How many more years will it be until you consider yourself fully retired and would not consider working in any capacity?”

Responses age 55-59



Source: Peter Hart Research



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Older Workers Are Interested in Government

“Extremely” or “very” interested

	Older Workers	Very Likely to Seek a New Job
Small Private Sector	40%	40%
Large Private Sector	29%	40%
Nonprofit Organizations	29%	37%
Federal Government	26%	40%
State Government	26%	34%
Local Government	21%	28%

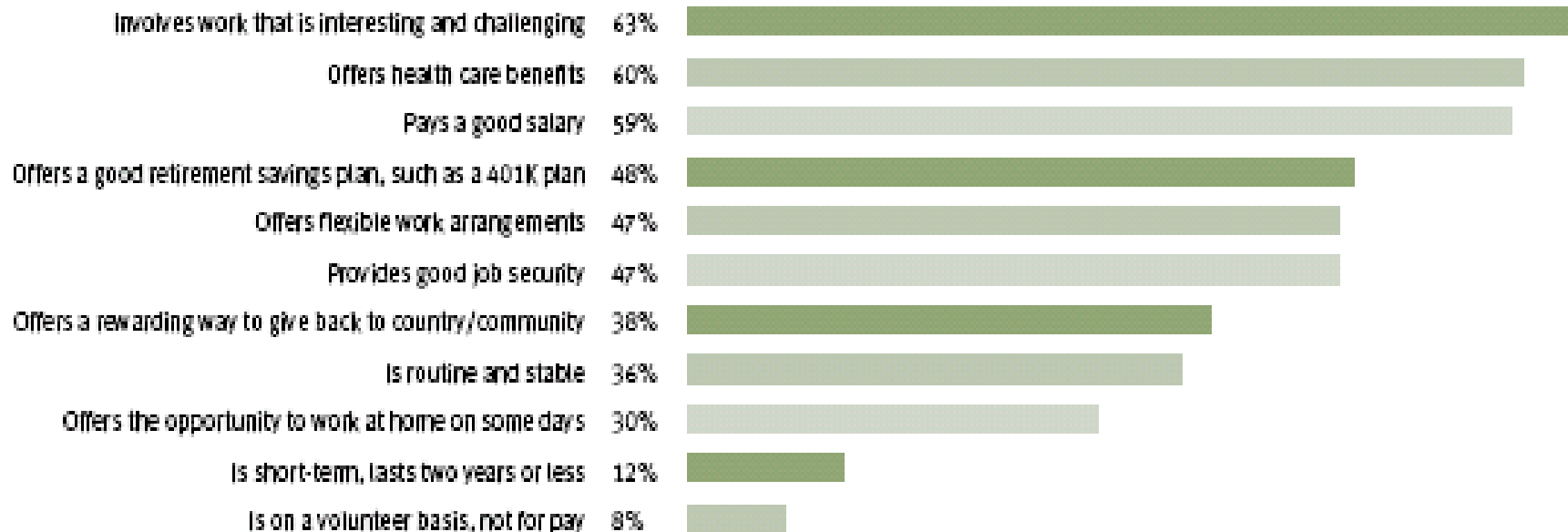
Source: Peter Hart Research



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What Older Workers Want

“Extremely appealing” job qualities



Source: Peter Hart Research



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What Job Candidates are Saying

“The overall feel of the vacancy announcement is negative and heavy handed. If the application is like this, what’s it like to work there and why would you want to?”

“Don’t give me excuses, just make the hiring process work!”



High Engagement → High Retention

Satisfaction with:	Total Percent Satisfied		Gap
	Employees planning to stay for > 2 yrs	Employees planning to leave in < 2 yrs	
Use of skills and abilities	83%	49%	34%
Ability of top management	74%	41%	33%
Company sense of direction	57%	27%	30%
Advancement opportunities	50%	22%	28%
Opportunity to learn new skills	66%	38%	28%
Coaching and counseling from supervisor	54%	26%	28%

Source: Hay Group



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Comprehensive Onboarding Model

PRINCIPLES

Align to mission and vision

Connect to culture, strategic goals and priorities

Integrate across process owners

Apply to all employees

ROLES



+ PROCESS OWNERS

+ PROCESS CHAMPIONS

+ EMPLOYEE

PROCESS PHASES AND KEY ACTIVITIES



BEFORE FIRST DAY	FIRST DAY/ ORIENTATION	FIRST WEEK	FIRST 90 DAYS	FIRST YEAR
<ul style="list-style-type: none"> Extend personal welcome to employee Communicate first day logistics to employee Send paperwork in advance and/or online portal access Prepare for employee 	<ul style="list-style-type: none"> Focus on sharing the mission and values Incorporate senior leadership Orient employee to organization and office norms Introduce employee sponsor Meet immediate requirements for employment 	<ul style="list-style-type: none"> Ensure direct managerial involvement Set performance expectations and job scope Assign meaningful work Communicate resources or networks required for work 	<ul style="list-style-type: none"> Provide essential training Monitor performance and provide feedback Obtain feedback through new hire survey and other means 	<ul style="list-style-type: none"> Recognize positive employee contributions Provide formal and informal feedback on performance Create employee development plan

OUTCOMES



High employee **job satisfaction** level **Retention** of high-performing employees Continued **employee engagement** and commitment Faster time-to-**productivity**



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CATBERT: EVIL DIRECTOR OF HUMAN RESOURCES

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I DON'T HAVE TIME TO BABYSIT! I'M BURIED IN WORK!

I DO NOT LIKE YOU. I... DO... NOT... LIKE YOU!!!

STAND IN THE HALLWAY AND READ THESE BINDERS. IF YOU LEARN ANYTHING, FORGET IT, BECAUSE KNOWLEDGE ISN'T REWARDED HERE.

TRY GIVING UP HOPE. IT TURNS THE BAD FEELING INTO EMPTINESS.

www.dilbert.com
10-27-05



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