Workforce Trends: Finding and Keeping the Best and the Brightest

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4.5 Million
Americans quit their jobs in March

11.5 Million
Posted openings by Employers in March

HIGHEST LEVELS EVER RECORDED

PLUS – Per July 2022 report, Private Sector jobs have recovered;
Public sector still 3-5% below peak
WHY IS THIS AN ISSUE FOR LOCAL GOVERNMENT?

- ADDITIONAL OPTIONS
- INNOVATION
- LARGE EMPLOYERS
- BUREAUCRACY / RED TAPE
- CULTURE
- PAY
- COOLNESS FACTOR
- POLICE SENTIMENTS
- REMOTE WORK / FLEXIBILITY
- HEALTH INSURANCE
Why is this an issue in New York’s Counties?

- Tier 5, 6
- Economy
- Cost of living in NY and remote work/flexibility (*THIS is also an opportunity!*)
- Insurance costs
- Red tape/bureaucracy
They will eventually come back to work, right?
Opportunities
Opportunities

1. Total Compensation Strategy
2. Training / Professional Development
3. Mission-Orientation of Public Service Work
4. Culture / Recognition
5. Pay, Yes Pay
6. Community Quality of Life / Demographics
Community Quality Of Life / Demographics

✓ Counties **should** be looking outside of the organizational walls and using their platform of service delivery to improve the “conditions” of living in their communities.

✓ Housing

✓ Poverty

✓ Parks & Recreation and Cultural attractions

✓ Offerings, events, festivals, etc
Strategies
Strategies

- Review compensation
- Stay interviews
- Exit interviews
- Onboarding
- Pre-employee experience
- Culture
- Targeted investments
- Technology
- Recruitment ads
- Update job descriptions
- Coaching/Mentoring
- DEI efforts
- Pre-employment programs
- Remote work
- Work-life balance
- Wellness and supports
Livingston County
Initiatives
GLOW WITH YOUR HANDS

A hands-on career exploration event for GLOW (Genesee, Livingston, Ontario, and Wyoming County) students, highlighting high-growth and high-demand careers in Agriculture, Manufacturing and Skilled Trades.

• Launched in 2019 at the Batavia fairgrounds
• Over 1,000 students expected for 2022!
• More than 45 vendors registered
• Regional model for stakeholders working together
• Genesee Construction, LandPro Equipment and National Grid are platinum sponsors
• Virtual website for remote career exploration
• Nepris is a Cloud-based platform that connects industry professionals with K-12 classrooms to bring real world relevance and career exposure to all students.

• Students are exposed to diverse role models and career paths in STEM, the arts, retail, manufacturing, and countless other careers.

• The Livingston County landing page will provide county employers the opportunity to connect directly with students and educators across both Livingston County and the nation to showcase our region, their operations, and the career opportunities that exist within their businesses.
Encouraging Progress and Engagement

MONTHLY ZOOM WORKSHOPS ON ALL EMPLOYMENT TOPICS

FREE MONTHLY JOB FAIRS FOR LOCAL EMPLOYERS

ACCOUNT CLERK ON-THE-JOB TRAINING PROGRAM

Job Fair
Tue, Aug 16
4pm - 6pm

Livingston County August 2022

26 employers with over 525 openings

Seneca Foods
Craft House
Stop & Shop
Kistler Ag Solutions
Once Again Nut Butter
Barilla America
Cargill AG Services
Tri-City Medicine
Coastal Staffing
Land Pro
Painters & Dock Workers
Power & Construction Group
VMOA of GLOW
Wright Beverage
ARC of GLOW
Catholic Charities
Center for Nursing & Rehab.
NYS OPWDD
Salin Metal
NYS DOT
Noyes Hospital
NYS Air National Guard
Dept. of Corrections
Univ. Co. Human Resources
National Guard
Sheriff / 911 Call Center

Government Center
6 Court St., Geneseo
Final Thoughts

- Value Propositions
- Benefit Alignment
- Tell Your Story / Start Young
- Invest & Train
- Rightsizing Pay
- Support/Mental Health
- Career Paths
- Right People / Right Places
Thank you!