State and Local Government Employees: Engage Them or Lose Them

State and local governments are facing tremendous challenges these days. Critics are plentiful and vocal on everything from the size of government to ethics. Taxpayers expect officials to hold the line on taxes without reducing service levels, while a scarcity of capital has stalled investments in technology and infrastructure. But there’s an additional hurdle that may not be on employers’ radar, and it’s a big one: employee engagement.

The survey also quantifies the downside of disengagement, demonstrating that government employers without a plan for boosting engagement will bear the brunt of an unproductive workforce.

The case for effective engagement

With half of state and local government employees approaching retirement age (and nearly the same percentage of workers under 34 considering a job change), the challenge is clear — to remain productive, government must find ways to engage its younger workforce.

When surveyed — state and local government workers said they would be more likely to stay in their jobs if improvements were made in the following categories:

- Improving communication
- Showing appreciation
- Providing personalized long-term career plans
- Management support

The good news? All four are part of an effective Human Capital Management (HCM) strategy — one that combines technology and processes to help government reduce expenses and uncover the full value in its workforce. By leveraging the power of an HCM Solution to help identify and develop top performers and chart a succession plan, today’s government employers will be strategically better positioned to keep employees engaged — and to help deliver improved constituent services at a lower overall cost — well into the future.

For more information: adp.com/govstudy2012