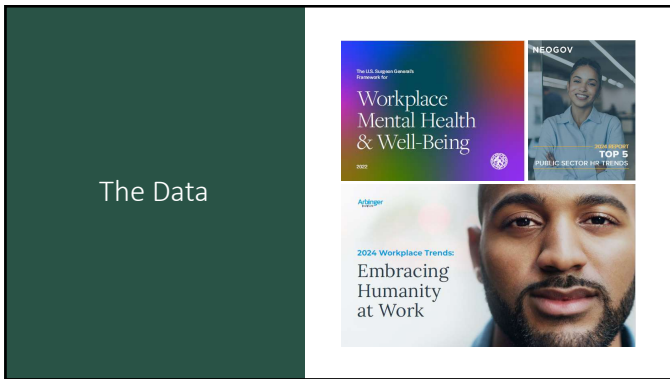




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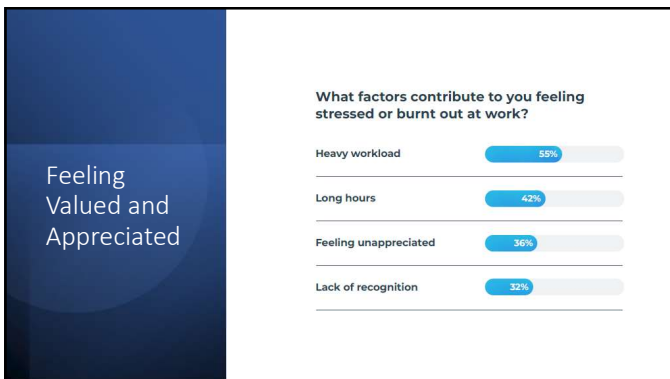
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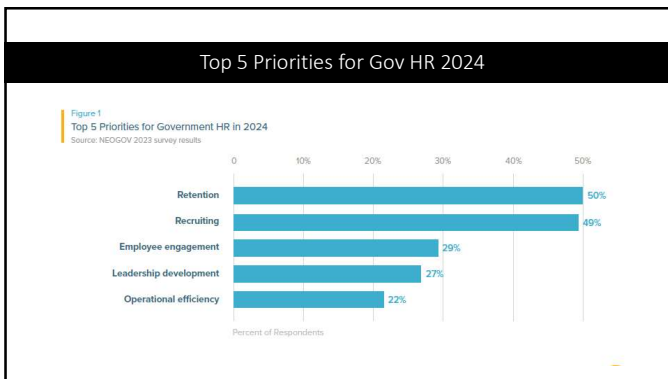
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10

Public Sector Priorities for 2024

-  Balancing the need of retaining valuable employees with attracting new talent.
-  High priority is being placed on the health and well being of existing employees.
-  Succession planning is not a priority despite retirement numbers steadily rising.
-  Trend #2 listed Wellness Centered Retention Strategies

11

Employee Wellness takes front seat

-  56 % plan to expanding access to Therapy and Wellness Apps
-  45 % plan to provide educational programs on health and wellness
-  41 % plan to host team activities
-  30 % plan to offer more flexible work arrangements
-  40% Offer hybrid or remote working arrangements


12

Employee Well-Being

-  Career
-  Social
-  Financial
-  Physical
-  Community

13

Career Well-Being

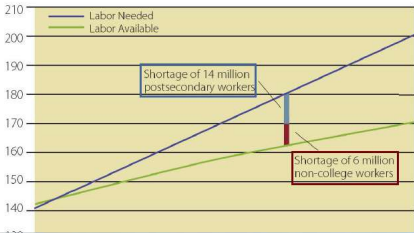


- Reduce Turnover -- Increase Retention
- Reduce Stressors -- Increase Safety
- Reduce Absenteeism -- Increase Support

14

LABOR DEMAND WILL OUTSTRIP SUPPLY


Expected Labor Forces (in millions) and Labor Force Demand (2002-2030)



Year	Labor Needed (millions)	Labor Available (millions)
2002	140	140
2030	200	170

Shortage of 14 million postsecondary workers

Shortage of 6 million non-college workers



The Numbers

15

Workforce Development

- Gen Z and Millennials make up 46% of the fulltime U.S. Workforce



16

Values – What do I want from my employer?
#1 Ranking

• Boomers	• Organization's Leadership is ethical
• Gen X	• Organization's Leadership is ethical
• Millennials Gen Y	• The Organization cares about employee's wellbeing
• Gen Z	• The Organization cares about employee's wellbeing

17

Values – What do I want from my employer? #2 Ranking

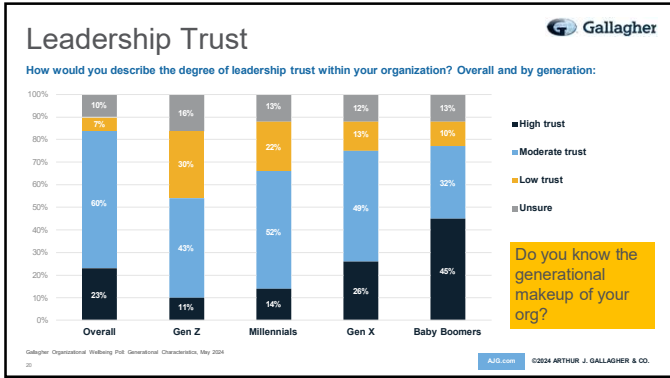
• Boomers	The Organization cares about employee's wellbeing
• Gen X	The Organization cares about employees' wellbeing
• Millennials Gen Y	• The Organization's leadership is ethical
• Gen Z	• The Organization's leadership is ethical

18

Values – What do I want from my employer? #3 Ranking

• Boomers	The Organization's financial stability
• Gen X	The Organization's financial stability
• Millennials Gen Y	The Organization's leadership is open and transparent
• Gen Z	The Organization is diverse and inclusive of all people

19



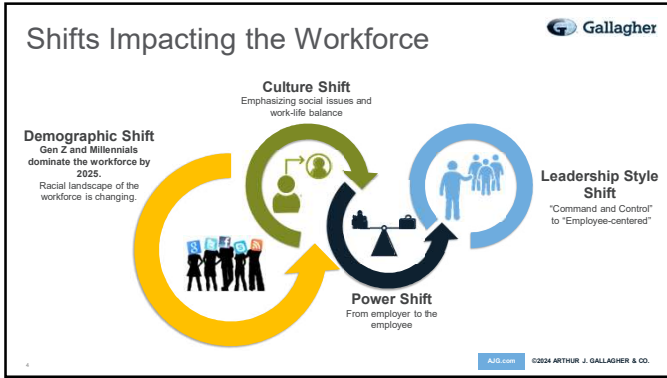
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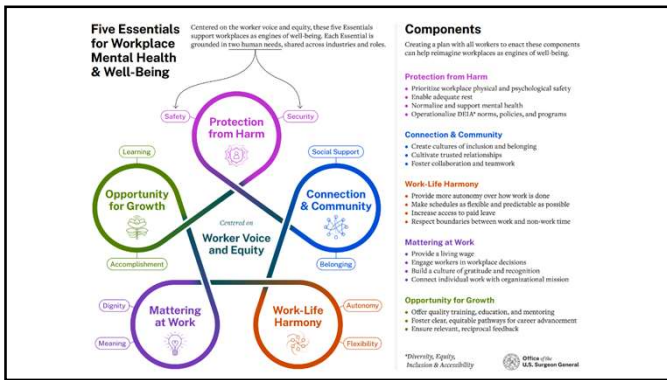
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5 Safety Signals – The Neuroscience

- Control
- Predictability
- Progress
- Outlets
- Social Supports

27

Gallup Q12

28

Engagement Hierarchy

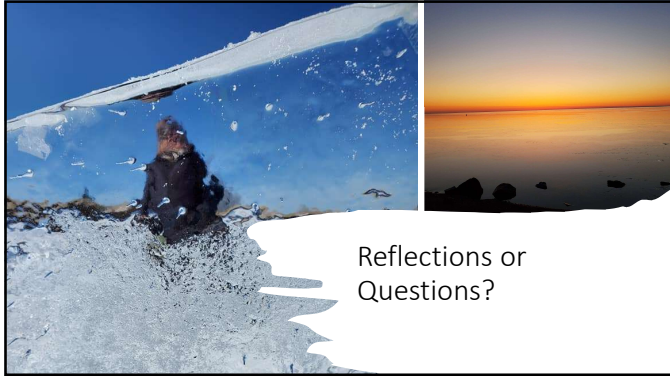
GROWTH
 Q12. This last year, I have had opportunities at work to learn and grow.
 Q11. In the last six months, someone at work has talked to me about my progress.

TEAMWORK
 Q10. I have a best friend at work.
 Q09. My coworkers are committed to doing quality work.
 Q08. The mission or purpose of my company makes me feel my job is important.
 Q07. At work, my opinions seem to count.

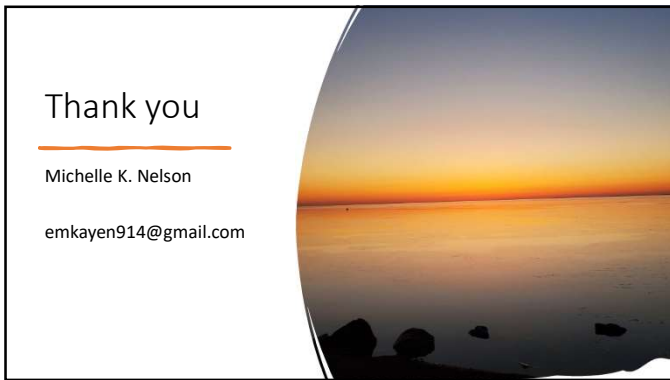
INDIVIDUAL
 Q06. There is someone at work who encourages my development.
 Q05. My supervisor, or someone at work, seems to care about me as a person.
 Q04. In the last 7 days, I've received recognition or praise for doing good work.
 Q03. At work, I have the opportunity to do what I do best every day.

BASIC NEEDS
 Q02. I have the materials and equipment I need to do my work right.
 Q01. I know what is expected of me at work.

29



30



31
