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Federal Forum 2022

The Future of [Government] Work:
Agile, Efficient, Effective

March 10, 2022
Renaissance Hotel, Washington, D.C.

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MeriTalk

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Federal Forum 2022

Modifying employee retention strategies for generational values

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The Future of [Government] Work:
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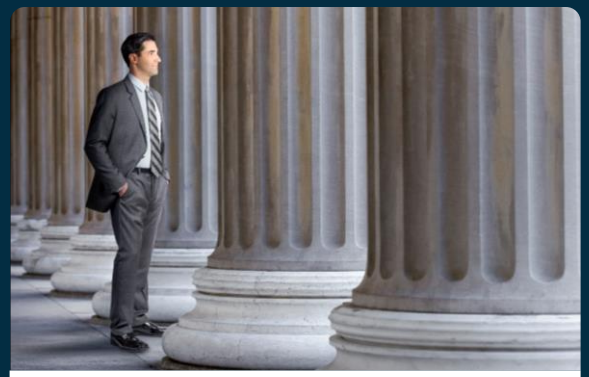
Modifying Employee Retention Strategies for Generational Values

1:30 p.m. – 2:05 p.m.

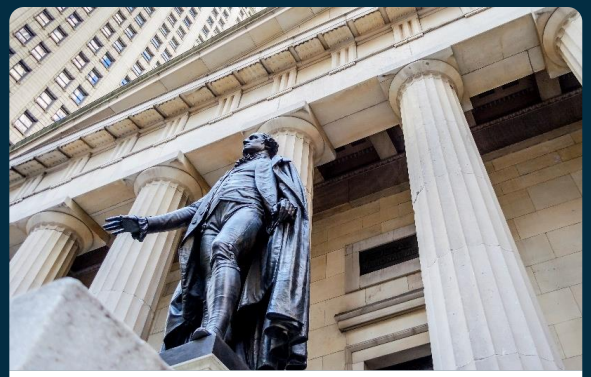
Mikayla Hyman
Partnership for Public Service

Paul Pietsch
Partnership for Public Service

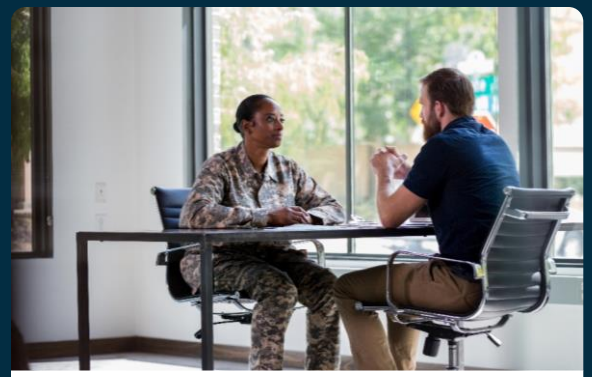
Strong Public Service requires…



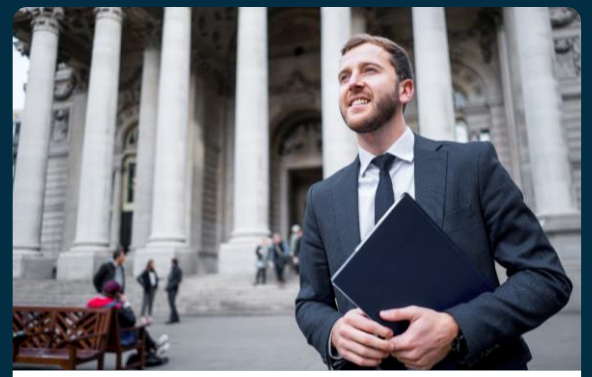
Commitment to federal jobs



Institutional knowledge



Strength across agencies and career fields



Evaluating retention & flexible management

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Benefits

Benefits to Retention

- Sustained institutional knowledge
- Increased performance, productivity, employee morale, and quality of work
- Attract new talent
- Avoided costs of recruiting, hiring, and training

Benefits to Turnover

- Influx of new ideas
- Turnover of low performers can improve office morale and productivity

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Retention and Turnover factors

Retention factors

- Job satisfaction
- Employee engagement
- Extensive social & professional connections
- Recognition
- Internal mobility
- Pay/benefits

Turnover factors

- Job dissatisfaction
- Better alternatives
- Planned change
- Negative experiences

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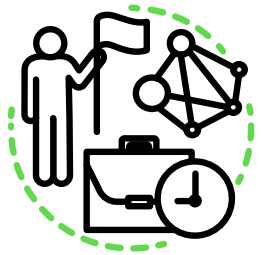
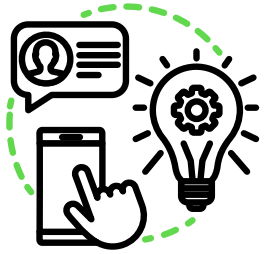
Generational Characteristics



Generation X
(currently 42-57; born between 1965–1980)

- Work-life balance
- Mentoring and entrepreneurship
- Communication: Informal, quick
- Desire feedback
- Questions rules



Generation Z
(currently 25 and under; born after 1996)

- Flexibility
- Desire mentoring and teamwork
- Increasingly independent
- Comfortable with technology
- Variegated careers

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Our study

Objective

Understand drivers of Generation X and Generation Z retention among federal employees

Final product

Issue brief to be released in October 2022

Audience

Federal agency and center of government leadership responsible for shaping workforce policies and working directly with Generation X & Z staff

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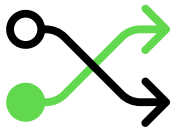
Study approach

Literature Review



Data Analysis in FedScope

Interviews and Focus Groups

Agency cross-section

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Area of focus

? Where is retention an issue?

? What workforce factors are impacting retention?

? What are the workplace expectations and values of Gen X & Z employees?

? What factors would persuade each generation to return to service?

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Questions?

Please feel free to contact Mikayla Hyman at mhyman@ourpublicservice.org with questions or comments.

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Group poll

Join by Web

1. Go to **PollEv.com**
2. Enter **PARTNERSHIP1040**
3. Respond to activity

Join by Text

1. Text **PARTNERSHIP1040** to **22333**
2. Text in your message

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⚠ When survey is active, respond at **pollev.com/partnership1040**

Part 1: Modifying employee retention strategies for generational values

0 done

0 underway

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

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What have you observed to be the most prominent characteristic of Generation X (currently 42-57 years old)?

- Work-life balance
- Mentoring and entrepreneurship
- Communication: Informal, quick
- Desire feedback
- Questions rules
- Other

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

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Part 2: Modifying employee retention strategies for generational values

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What have you observed to be the most prominent characteristic of Generation Z (currently under 26 years old)?

- Flexibility
- Desire mentoring and teamwork
- Increasingly independent
- Comfortable with technology
- Variegated careers
- Other

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Part 3: Modifying employee retention strategies for generational values

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Part 4: Modifying employee retention strategies for generational values

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Which factor is the biggest driver of Generation X turnover (currently 42-57 years old)?

- Dissatisfaction
- Better alternatives
- Planned change
- Negative experiences
- Other

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Which factor is the biggest driver of Generation Z turnover (currently under 26 years old)?

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