

Government Efforts in Workforce Retention and Recruitment

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Some current practices

- Examples of approaches to the problem
 - Targeted worker shortages in public or private sector
 - Education/Training as a response
 - Leadership development and cultivation

Long-term Care Workforce

- The aging of the workforce, a double-whammy for LTC
- Multiple levels of training in the workforce
- Direct contact with consumers
- Some state examples from NGA study
 - Florida conducted a pilot program
 - Media campaigns
 - Worker registries (environmental scan)

Education-Based Efforts

- More long term efforts tend to address “education reforms” in public community college and graduate institutions.
 - Curricula and programs aimed at part-time students
 - Programs that don’t require GPA or College entrance test scores
 - Innovative and modular programs that provide tailored content, and with a degree focus optional

SHLI and other Leadership Institutes

- For the highest level of training, there are some examples of leadership development through contact with high-quality educational institutions.
 - SHLI
 - PHLI
- Access is limited and expensive, although valuable

Government Roles

- Taxes
- Targeted wage and benefit packages for critical shortages
- Tuition packages
- Retirement incentives/disincentives
- Education system changes
- Improved efficiency

Other Potential Approaches

- Address benefit issues like other employers (stability no longer a draw)
- From private sector to public and back again?
- Modular programs for training existing and next generation of workforce

Some final thoughts.....

- The labor market is a market
- Holes not filled may not mean a crisis, but a new way of doing business
- Flexibility and communication between the public sector and academic community are the keys to ensuring stable government entities.