

STATE AND LOCAL

State and Local Government Workforce Challenges

State and local agencies are tackling a multitude of personnel challenges that include employee turnover due to retirement from an aging workforce. Recruiting and retention is also a concern due to difficulties in attracting millennials and hiring competition from the private sector.

State, county and city governments must ensure that staff are compliant with a multitude of mandatory training requirements. Forward-thinking agencies will utilize a modern learning management system to not only manage required training but also to shorten new hire onboarding, attract and retain workers and increase constituent engagement.



20 million people are employed by the U.S. by state and local governments.¹

90,000

number of distinct government units / agencies across 50 states and local.²



15% of state and local agencies cite police, engineers, emergency dispatch, skilled trades, and IT roles as challenging to fill.³



44% of state / local agencies reported higher retirement rates in 2018 than the year prior.³

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State and Local Learning Challenges

Meeting Workforce Challenges

Innovative public sector agencies should...

- Provide frequent new learning opportunities to develop and retain their workforce
- Extend training beyond employees to partner organizations and contractors
- Recruit for skills and knowledge needed both organizations and contractors
- Be prepared for compliance audits by using a central system to track employee training and certifications
- Measure learning outcomes for their impact, not just training and course completions
- Track all learning, wherever it happens – via video, social, virtual reality and more with an LMS that utilizes xAPI capabilities



7.4% expected local government job increase by 2026.³



82% of agencies surveyed report staff recruitment and retention as a top workforce priority.³



67% of state / local organizations are using employee development programs and training to attract and retain skilled workers.⁴



38% projected rate of worker retirement in one state by 2021.⁴

1 U.S. Bureau of Labor Statistics

2 eRepublic, *2019 State and Local Annual IT Spending*

3 Center for State & Local Government Excellence, *State & Local Govt. Workforce 2018 Data & 10 Year Trends*

4 Center for State & Local Government Excellence, *State & Local Govt. Workforce 2019 Survey*