

# ATTRACT AND RETAIN EARLY CAREER LOCAL GOVERNMENT TALENT

Craig Crossette and  
Elizabeth Blythe

## HOME GROWN TALENT

- Partner with local education institutions
- Educate youth with civic engagement programs

## ATTRACT

- Purpose
- Opportunities
- Values
- Adaptability

## INTERVIEW

- Show the candidate how much you love your city
- Personalize interview process communications

## COMPETITION AND BENEFITS

- Wellness programs
- Bi-annual merit increase

## INDIVIDUAL

### DEVELOPMENT PLAN

- Brown bag lunch and learn
- Align mission and values of employee and organization

### OPPORTUNITY TO LEAD & EARLY WINS

- Opportunities to lead projects
- Build confidence and extend honeymoon phase
- Alignment with organizational development

### BOOK ALLOWANCE

- Team member and manager read together
- Bi-weekly book club meetings

### PROFESSIONAL DEVELOPMENT

### ASSOCIATIONS

- Build trust and loyalty between manager and team members
- Value career development
- Team building
- Re-energize and get inspired

## WHY IS THIS IMPORTANT?

Power of Curiosity  
Power of Naivety  
Silver Tsunami  
Profession Investment