

Workforce Retention



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The Problem

- Always been hard for the government to hire/retain workers
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- Pandemic has made it more difficult
 - Reduced workforce (not sure where they went)
 - Inflation
 - Telework- no need to uproot to find a new job
 - Not enough in person interaction
 - Work/life balance brought to the surface
- Other factors
 - Engineering school not graduating as many civil engineers
 - Government used to provide benefits and pension to counter lower salary
 - Small industry-competition with consulting firms
 - People aren't necessarily quitting because they're dissatisfied with their current jobs, they're quitting to get another job



Ways to Attract Staff

- Create/participate in intern programs
- Create relationships at colleges/mentor/guest speaker
- Look in different fields to staff
 - Law school for Procurement
 - Inside your organization
 - ✓ Project Manager-Deputy Engineer
 - Look at different industry organizations
 - ✓ ITS
 - ✓ ITE



Ways to Attract Staff

- Are minimum qualifications unnecessarily limiting?
- Be willing to train more than before
 - Hire trainers
 - ✓ Procurement
 - ✓ IT
- Sell the Job
 - No better experience than with government
 - ✓ private sector tends to specialize
 - ✓ Experience and responsibility comes very quick
 - ✓ Patents/Award Shelves





Drivers of Employee Satisfaction

What makes employees happy?



- Workplace flexibility
- Employee benefits
- Career development
- Good manager-employee relationship
- Personalized employee experience
- Salary/Benefits



Forget Old School

- Work/Life Balance
 - Encourage growth
- Feed back
- 2-3 years tenure



Questions for Discussion

- Is the experience different outside of the US?
- What have agencies done that move the needle?
- Is the private sector having an easier time?
- Any lessons learned to share?
- What can IBTTA do for its members?