Local Government Workforce Development

Mayor Rosalynn Bliss, City of Grand Rapids
Bridget Doyle, City of Sterling Heights
Kirsten Wyatt, ELGL
Today’s Discussion:
Millennials
Inclusive workplaces
Developing leadership skills
Today’s Panel

Rosalynn Bliss

Bridget Doyle

Kirsten Wyatt
Best Citizen Comments Super Cut From NBC’s ‘Parks & Recreation’
1. Open your text messaging app
1. Write a text message to 22333
1. In the body of that text, type: elgl50
You've joined Engaging Local Government Leaders' session (ELGL50). When you're done, reply LEAVE

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Powered by PollEverywhere.com
The 'Silver Tsunami' Has Arrived in Government

Significantly more state and local workers are retiring or quitting, according to a recent survey.

BY MIKE MACIAG | MAY 31, 2016
Text a one word answer to this question to 22333: How do you feel about this impending “silver tsunami” of baby boomer retirements from local government?
Survey Results
Millennials are now the largest percentage of the labor force, quickly followed by GenXers.
THE MILLENNIAL STATE OF MIND

THE LARGEST GENERATION ON OUR PLANET

10,000 MILLENNIALS TURN 21 EVERY DAY IN AMERICA

Which means...

79 MILLION MILLENNIALS (born between 1965 and 1980) VS. 48 MILLION GENERATION XERS
What percentage of your workforce is in the millennial generation?

Text A for 50%+
Text B for 30% to 49%
Text C for 0% to 29%
Survey Results
How do we build inclusive workplaces?
5 Michigan companies make Fortune’s best workplaces for millennials

Quicken Loans (Detroit)
Plante Moran (Southfield)
Mercedes Benz Financial Services (Farmington Hills)
Credit Acceptance (Southfield)
United Shore (Troy)
Quote about United Shore:

“Millennials like companies that promote work/life balance and provide things like flexibility, perks and opportunities to give back to the community.”
Cool Places to Work: Where Happiness is a Strategy

“Flexibility, wellness and collaboration are some of the key drivers of employee attraction, retention and engagement, according to the 75 companies that were named to the 2016 Cool Places to Work in Michigan list. This project recognizes employers that go the extra mile to make employees feel appreciated — as judged by the employees themselves.”
Which of these items has your local government implemented?

Text A for flex scheduling
Text B for paid parental leave
Text C for elimination of annual performance reviews
Text D for wellness programming
Survey Results
What challenges and opportunities do you face as a developing leader in your community?
'I am big enough to admit I am often inspired by myself'
Text a one word answer to this question to 22333:

What are millennials’ (assumed) strengths?
Survey Results
Text a one word answer to this question to 22333: What are millennials’ (assumed) weaknesses?
Survey Results
Discussion:

How can the workforce in your organization hone the skills of millennials to enhance public good?

How do we ask seasoned workers to train millennials in areas of weakness?
Follow Up Questions & Discussion

Contact us:

Mayor Bliss: mayor@grcity.us
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Kirsten Wyatt: kirsten@elgl.org

Free trial membership in ELGL
Discussion group meetup details