

The Next Government Workforce

Patrick Ibarra, The Mejorando Group



Today's Presenter



Patrick Ibarra

Former City Manager and HR Director

Founder of the Mejorando Group

(925)518-0187

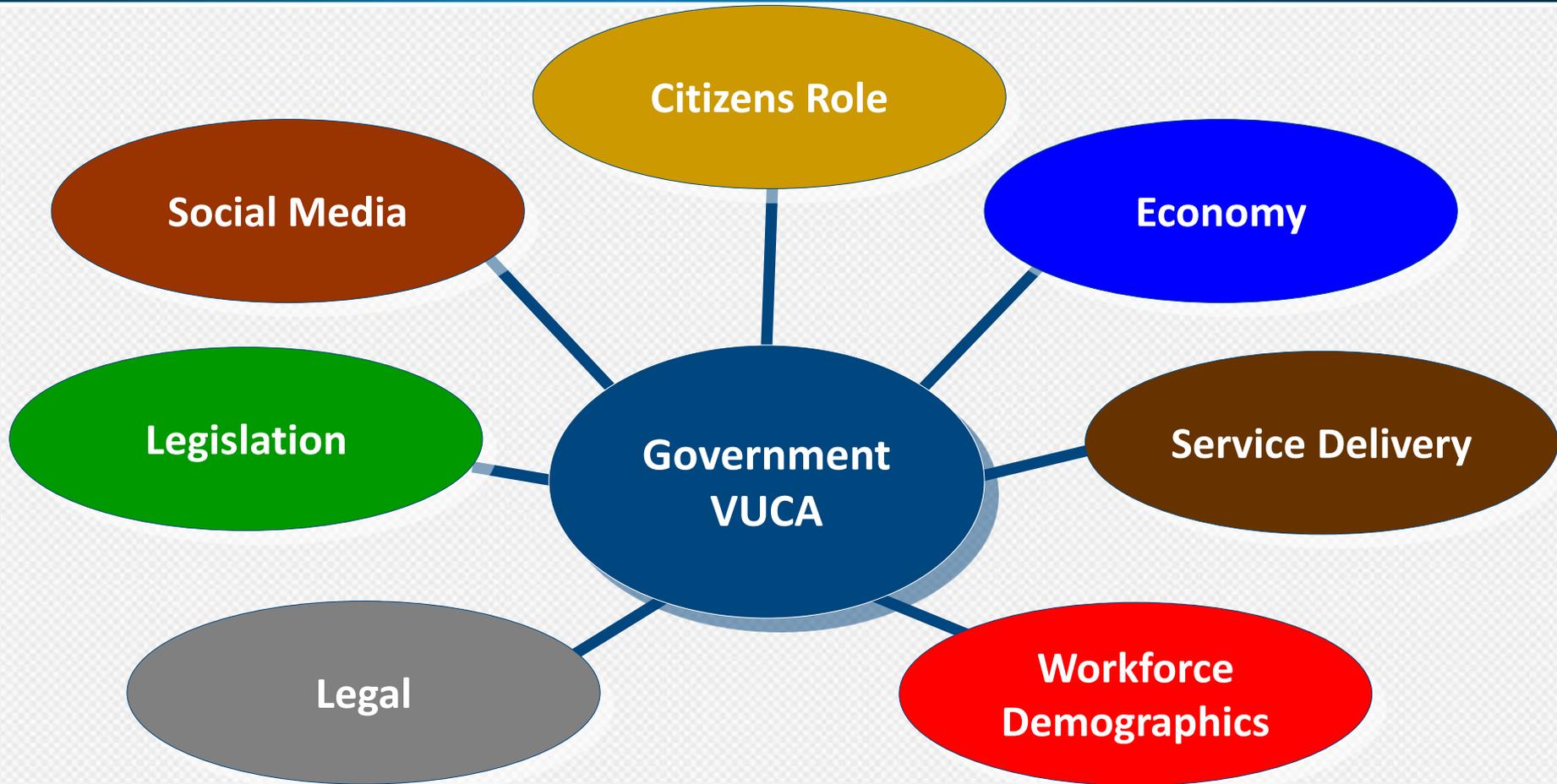
patrick@gettingbetterallthetime.com



***"Growth and
Comfort Don't
Co-Exist"***

***"Playing it Safe
is no longer
Playing it
Smart."***

Future Factors



Role of Local Government

*To serve as the
Protagonist for a
Better Quality
of Life*

Employee-Employer Compact

Stable employment
Steady pay
Good benefits



The Numbers...

- Only 13% of local government managers are under 40 while nearly 71% were under 40 in the early 1970's.
- Average age of a local government employees is 44 compared to average age of a private-sector employee which is 39.
- In 2014, 19% of government workforce reached age 61, the average retirement age. By 2018, this figure rises to 28% of those working.
- 49% of local governments reported higher levels of retirement in 2013 compared with 2012.
- 22% had reported that employees had accelerated their retirements.

Millennials

- Aged between 15 and 35 are referred to as the ‘purpose generation.’
- 84% of them are seeking purposeful work and by 2025 they will represent 75% of the workforce.

Millennials: Myths & Realities

Myth #1: Career goals are different from those of older generations.

Reality: Desire financial security and seniority just as much as members of Generation X and Baby Boomers.

Millennials: Myths & Realities

Myth #2: Want constant acclaim and think everyone should get a trophy.

Reality: Want a manager who's ethical and values transparency and dependability.

Millennials: Myths & Realities

Myth #3: Do everything online.

Reality: Adept at interacting online, but that doesn't mean they do everything virtually. To acquire new skills, they prefer face-to-face contact.

Millennials: Myths & Realities

Myth #4: Can't make a decision without inviting everyone to weigh in.

Reality: While more than half say they make better decisions with others' input, the same is true of Generation X.

Millennials: Myths & Realities

Myth #5: Are more likely to jump ship if a job doesn't fulfill their passions.

Reality: Change jobs for the same reasons as other generations: to enter the fast lane, shoot for the top, follow one's heart or save the world.

Think about it

"Organizations need talented people more than talented people need organizations."

***Wash,
Rinse,
Repeat***

Talent Management

Training

Career Planning

HR Development

Succession Planning

Performance Management

Recruiting

Retention

Selection

Qualified Workforce Supply/Demand Match

Recruitment



Yesterday's Ad

Job Qualifications: The primary function of this employee is to plan, develop, and implement neighborhood preservation, code enforcement, and citizen participation programs to improve the quality of neighborhoods in the City. This position performs all duties in accordance with the City Charter, City ordinances, the City's personnel rules, and Federal and State regulations. The work is performed under the general direction of an Assistant City Manager, but considerable leeway is granted for the exercise of independent judgment and initiative. Supervision is exercised over the work of Neighborhood Programs and Code Enforcement.

Some examples of position responsibilities will be to perform duties including, but not limited to, direct, implement, manage and supervise the programs, operations, activities, budget and employees of the Neighborhood Resources Division charged with developing a vision and approach to facilitate improvements; oversee administration of Code Enforcement, and Neighborhood Programs Office; plan and implement improvement to enhance Division's operational effectiveness; develop partnerships with other departments, governments or agencies to work on joint projects and address neighborhood initiatives, code enforcement and remediation by establishing interdepartmental or intergovernmental agreements; implement and evaluate the City's policies and objectives for community outreach and volunteerism developing new and revised program policies, processes, and procedures; act as a liaison with other City departments, City Council, neighborhood groups, public and private agencies, and other communities and conducts meetings and presentations with such groups as needed; and manage resources related to compliance efforts associated with City codes such as nuisances, habitability and maintenance standards, and related codes and abatement procedures, determines priorities for compliance and enforcement in these areas, and monitors the status of such efforts.

Six (6) or more years of progressive management experience in directing neighborhood improvement programs;

A bachelor's degree in public relations, business administration, management, communications or related field;



THE THRILL OF
VICTORY

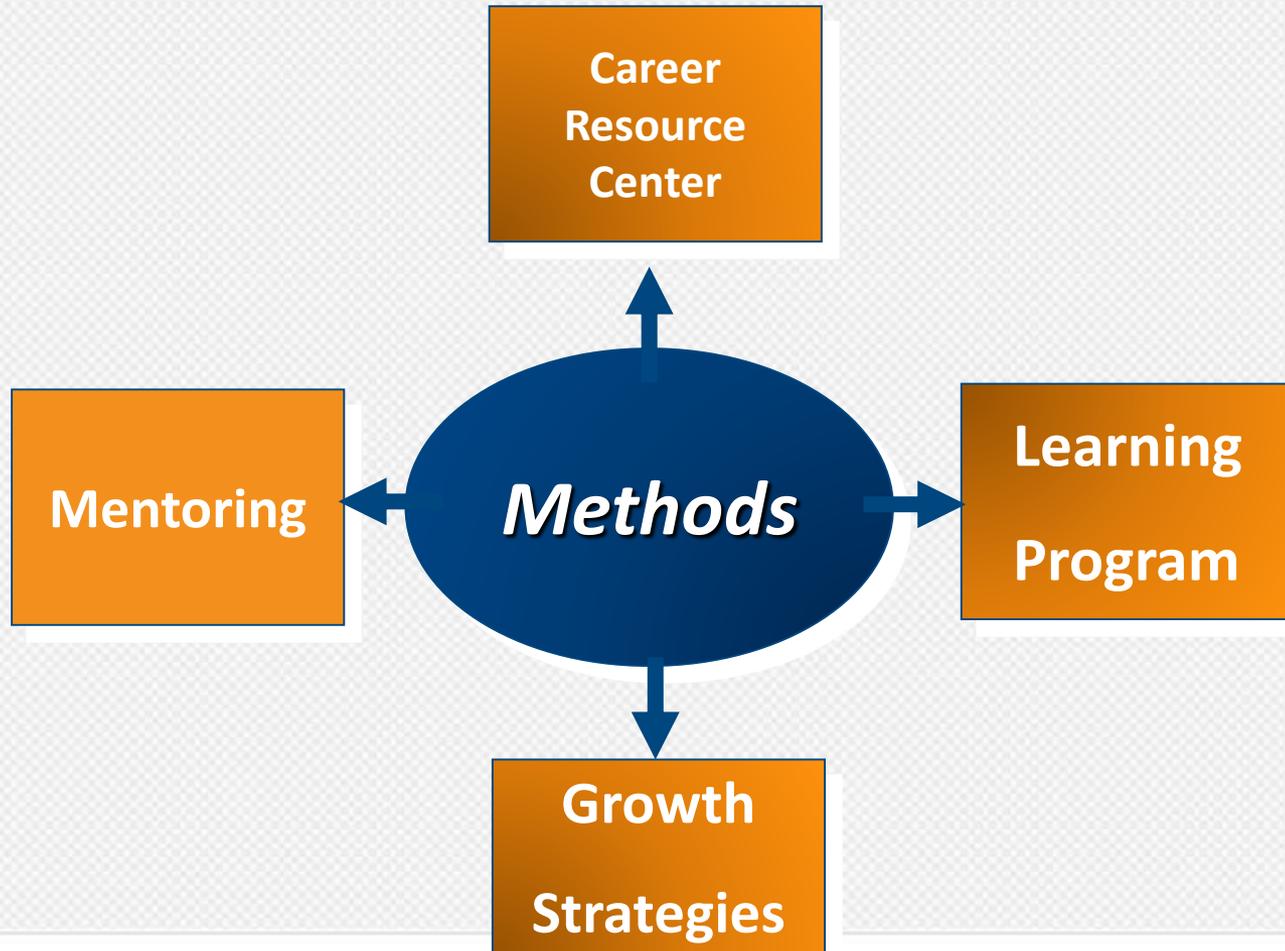


THE AGONY OF
DEFEAT

CHENEY

Adventurers Wanted!

Career Management



What is Succession Planning?

...ensures the continued effective performance of your organization by establishing a process to develop and replace key staff over time.”

Approach to Succession Planning and Management



Employee Development Techniques

**Job
Assignments**

**On-the-
Job
Coaching**

**Mentoring
Program**

**Special
Projects**

**“Acting”
Role**

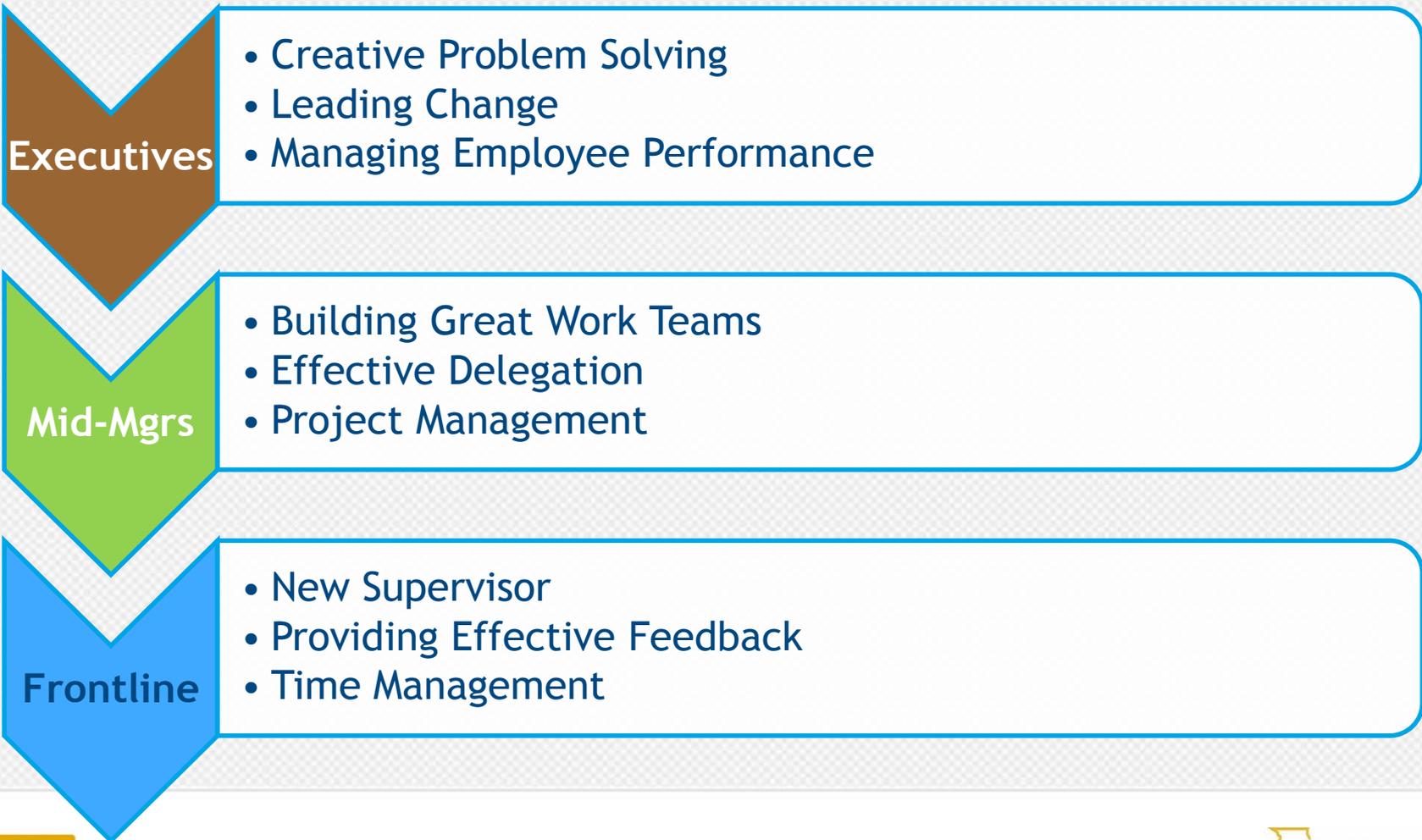
**Job
Rotation**

**Conference
Leader**

Shadowing

**Task Force
Assignments**

Learning/Training Opportunities



The Mejorando Group

Who are we? **A Change and Organizational Effectiveness Consulting Practice.**

What do we do? **Partner with organizations and implement solutions to improve organizational performance.**

How do we do that? **We provide expertise in:**

- **Succession Planning & Talent Management**
- **Organizational Effectiveness Services**
- **Strategic Planning Facilitation Services**
- **Leadership and Management Skills Training**

How do you contact us? **Patrick Ibarra, 925-518-0187 or patrick@gettingbetterallthetime.com**

Web address: **www.gettingbetterallthetime.com**

Our mission is to help organizations and their members “get better all the time”