



Recommendations of Four Previous VEI Challenges

#WhatAreWeGoingToDoAboutIt

Conclusion

- #MillennialsareHERE
- #Givemillennialsavoic
- #Weareallinthistogether

Best Practices - Practice 2011 Comparison

- Merge state of best practice
- Development and growth of staff
- Recruitment strategies
- New digital technologies
- New 1:1 coaching
- Talent development and career progression
- Career paths
- Career development
- Professional development
- Employee engagement
- New 360°

The Next Generation

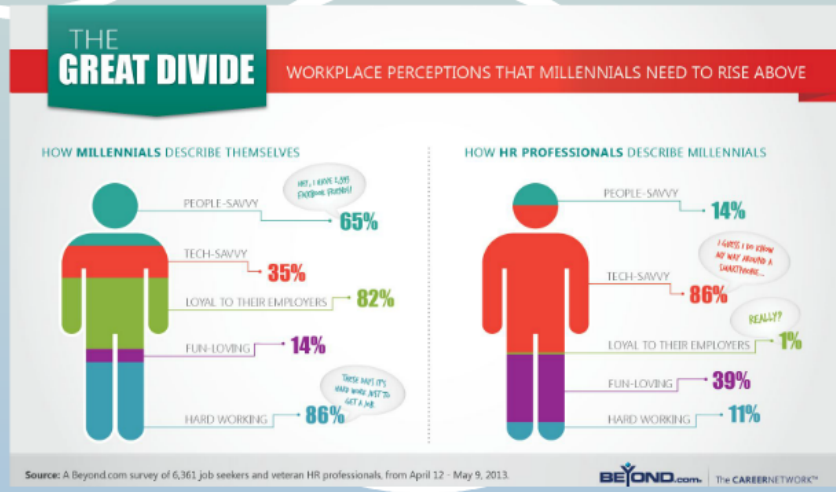
Development of a Millennial Task Force

Best Practices - Government

- Multiple state systems that cater to employees
- North Carolina - Young Professionals Initiative
- State of Texas - Leadership Development Program
- Virginia - Leadership Program
- Leadership Development in Community College
- California - Sacramento Agency Mutual Group

Best Practices - Virginia

- SCC has a mentor program
- DFS uses Wikia, Slack, and other social media
- AIA emphasizes flexibility and connectivity
- DEQ has a career development program
- DMV uses a combination of trainings and social media
- DCF has a Leadership Development Program and increased social media presence





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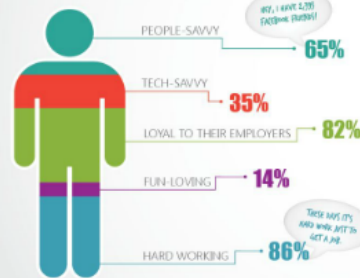
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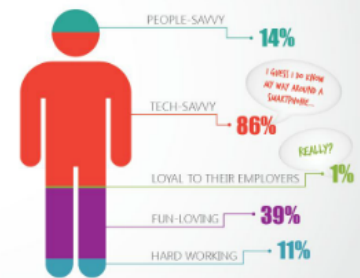
THE GREAT DIVIDE

WORKPLACE PERCEPTIONS THAT MILLENNIALS NEED TO RISE ABOVE

HOW MILLENNIALS DESCRIBE THEMSELVES



HOW HR PROFESSIONALS DESCRIBE MILLENNIALS



Source: A Beyond.com survey of 6,361 job seekers and veteran HR professionals, from April 12 - May 9, 2013.

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The Next Generation

Carl Ayers, Director, Division of Family Services, Department of Social Services

Erin Borszich, Deputy Director, Human Resources, State Corporation Commission

Jennifer Eggleston, Audit Director, Strategic Risk Management Team, Auditor of Public Accounts

Steve Living, Lands and Facilities Manager, Eastern Virginia, Department of Game and Inland Fisheries

Jutta Schneider, Director, Water Planning Division, Department of Environmental Quality

Jim Womack, Internal Audit Director, Department of Motor Vehicles

Leadership Challenge

- How do we encourage young adults to choose a career of public service?
- What needs to change about the perception (and reality) of working for state government?
- How might this aid with recruitment and retention of young talent?



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- Marketing
- Partner with Universities
- Establish Paid Internship Programs
- Modernize and Modify the Recruitment Process
- Develop an Emerging Leaders Program
- Flexible Work Schedules
- Must Make Better Use of Technology



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1 in 10
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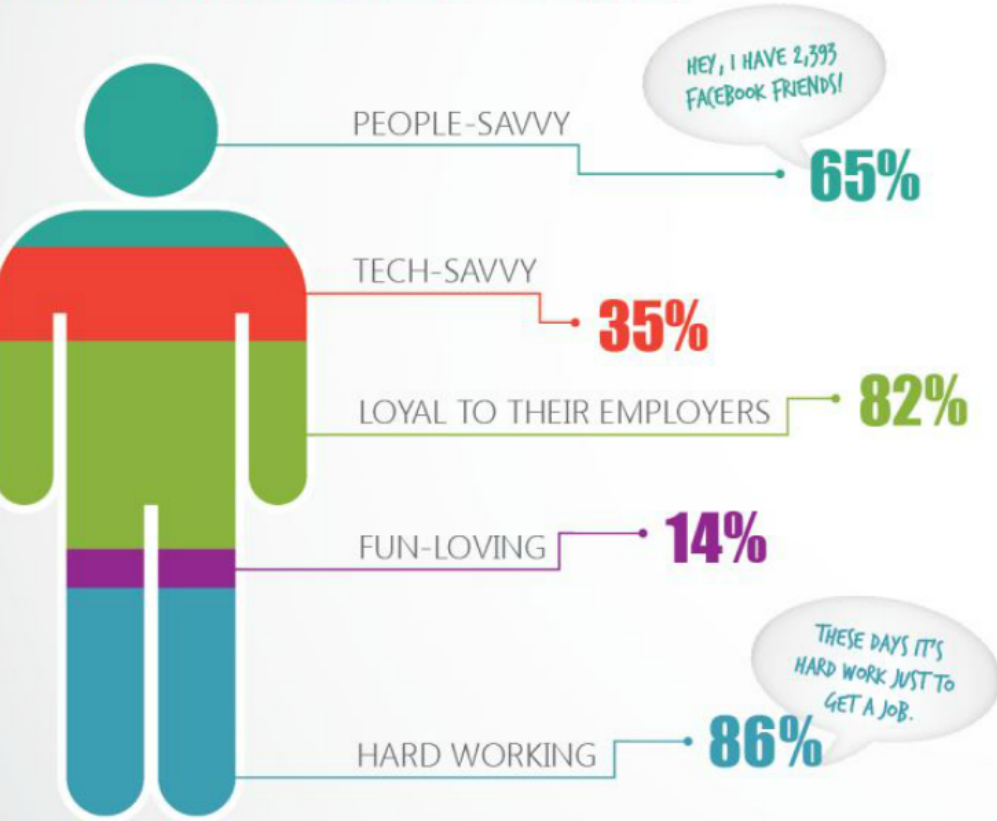
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YouTube

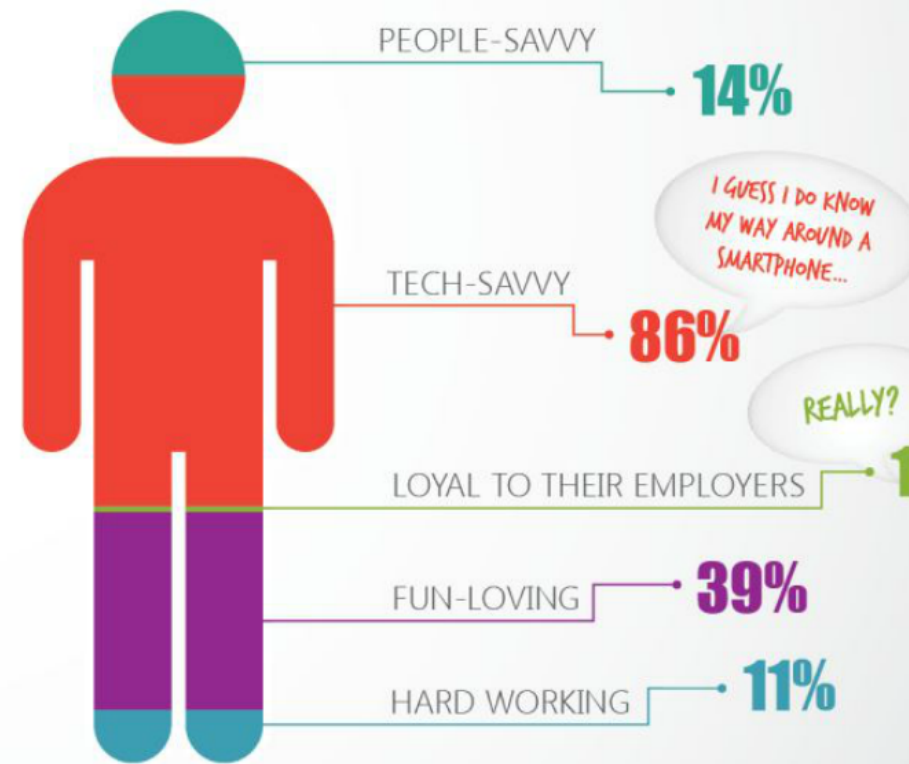
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Best Practices - Virginia

- **SCC** has a mentor program
- **DSS** uses Wilder School Fellows
- **APA** emphasizes flexibility and community service
- **DEQ** has a career development program
- **DMV** uses a combination of internships and social media
- **DGIF** has a Leadership Development Program and increased social media presence



Best Practices - Government

- Multiple states survey their current employees
- North Carolina - Young Employees Initiative
 - Use of Facebook, LinkedIn and Governmentjobs.com for Recruitment
- Wyoming - Fellowship Program
 - Leadership Development in Community Colleges
- California - Sacramento Agency Millennial Group



Best Practices - Fortune 500 Companies

- Integration of social media
- Unlimited leave, both personal and sick
- Flexible work schedules
- Work/family life balance
- Pay for performance
- Tuition reimbursement and loan forgiveness
- Clear career path
- Promote talent over tenure
- Organizational transparency
- Volunteer opportunities
- Time to hire



#WhatAreWeGoing ToDoAboutIt



Development of a Millennial Task Force

Formation

- The Millennial Task Force (MTF) will report to the Council on Virginia's Future.
- Propose Secretary of Administration or a Cabinet member of the Council serve as chair of the MTF.
- The MTF will encompass a representative cross-section of millennials from governmental agencies.
- The MTF will serve to provide recommendations to the Council on Virginia's Future on recruiting, training and retaining our next generation of leaders.

Topics for the MTF to address

- How do millennials currently perceive state government?
- What changes to the governmental culture need to be made to better appeal to millennials while still integrating other generations?
- How well are current fellowship and internship programs functioning and should they be modified, expanded or continued?
- How can we better market the state to millennials? Can we market the Commonwealth as a whole instead of individual agencies?

First Steps for the MTF

- Deploy an employee engagement survey focused on why they entered public service and why they have remained in governmental service.
- Survey current Virginia college seniors on their attraction to and perception of governmental service.
- The surveys will be reviewed by the MTF recommendations to address survey results will be determined and an action plan will be developed for implementation.
- Research best practices from other states and private sector employers that may be used in Virginia.

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The Next Generation



Development of a Millennial Task Force



- Best Practices - Learning/HR Programs
- Integration of social media
 - Customized career paths
 - Flexible work schedules
 - Paid training/development
 - Pay for performance
 - Performance-based pay and merit increases
 - Career coaching
 - Program-based career paths
 - Organizational transparency
 - Individual opportunities
 - Transparency



- Best Practices - Government
- Multiple states using paid career employees
 - North Carolina - Young Employees Initiative
 - San Francisco - Leadership and Governmental Skills for Recruitment
 - Wyoming - Fellowship Program
 - Louisiana Development for Community College
 - California - Sacramento Agency Millennial Group



Best Practices - Virginia

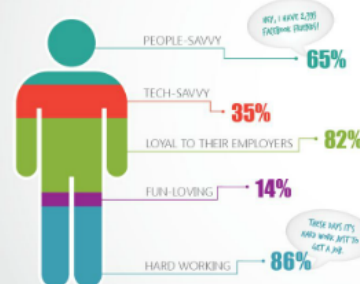
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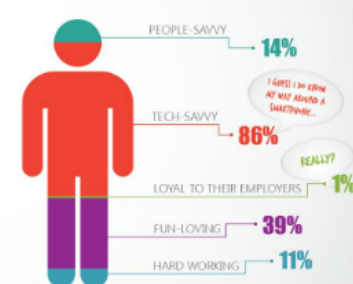
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