



# Developing Public Service Human Capital for a VACU world: Public Servants the Key to a People-Centric Approach

DR. REX L FACER II, SHRM-SCP

FACER MANAGEMENT CONSULTING

# High Quality Public Servants are the Key

- ▶ How do we ensure we have high quality public servants?
  - ▶ Recruitment
  - ▶ Development
  - ▶ Retention

# Recruitment

- ▶ High competition for labor
  - ▶ Becoming an employer of choice
  - ▶ Offering competitive compensation
  - ▶ Understanding work-life balance expectations
- ▶ Increasing Wage Pressures from Inflation and Global Supply Chain Challenges
- ▶ Recruitment strategies

# Development

- ▶ Competency Management – what competencies do we care about?
- ▶ Performance Appraisal – how do we communicate our expectations?
- ▶ Training – how do we provide the resources our employees need?

# Retention

- ▶ Is our agency a place people want to stay?
- ▶ Are our remuneration policies competitive?
  - ▶ What is our total rewards philosophy, it is about more than direct compensation
- ▶ Are their career paths or ladders for employees?
  - ▶ Or is the only way for them to progress to leave the organization?

# High Quality Public Servants

- ▶ In a VACU world we need the best and brightest to tackle the wicked problems that we face in the public sector.
- ▶ What are you doing to recruit, develop, and retain the high quality public servants that your organization needs?