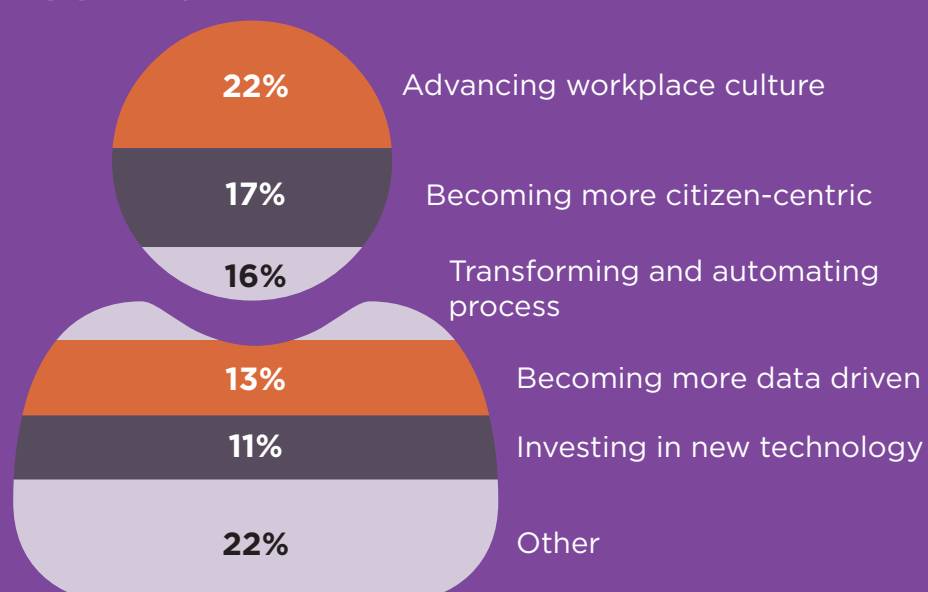


Improving Government from the Inside Out

Strategies to Attract Top Talent to the APS

You Can't Get More Important Than People

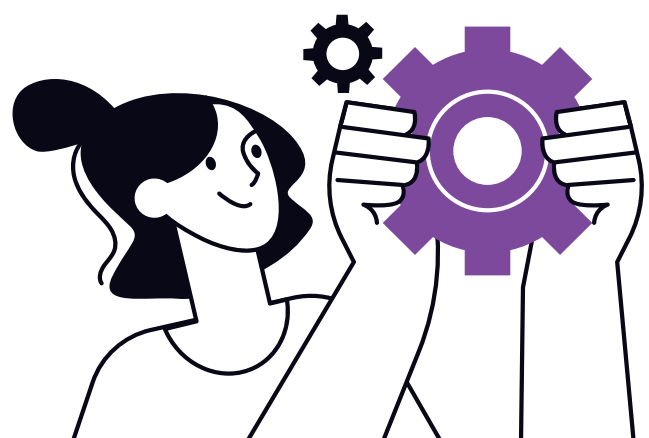
What is your organisation, department or function's top priority over the next 12-24 months?



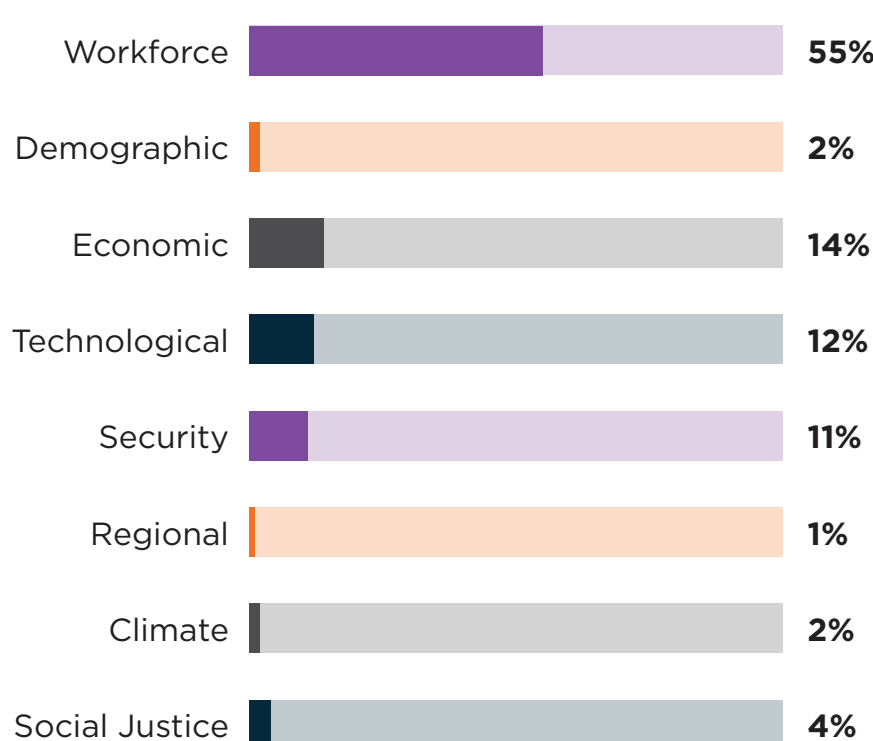
A recent survey of over 300 APS professionals found that in the coming 12-18 months the top priority for APS leaders is advancing workplace culture (22%). Culture even edged out the shinier process automation (16%) and new tech investment (11%). And rightly so - top talent is crucial for effective service delivery, innovation and to increase public trust and economic growth.

Government Peacock Feathers Aren't Proving Bright Enough

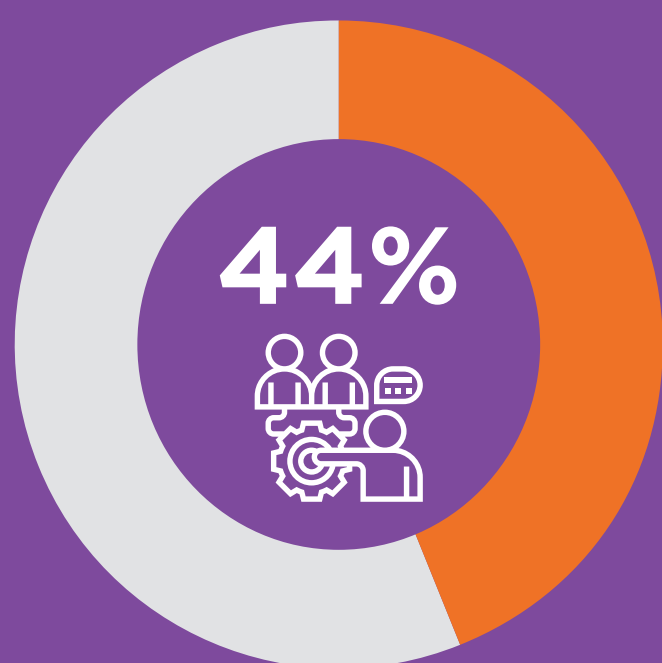
Ahead of challenges such as budgets and competing priorities and the digital divide, 55% of our respondents stated that workforce talent attraction and retention was their most significant challenge. Still almost as high globally, 48% of public sector professionals agree that it's the single biggest challenge they face.



What do you see as the most significant current challenge facing the Public Sector in Australia?



Government Needs to Win Great Talent!



Recruiting, retaining and upskilling people to meet skills demands

With a whopping 44% of respondents maintaining that recruiting, retaining talent and upskilling people to meet skills demands will be Australia's greatest strength to overcome challenges, it is clear that government will need creative approaches to filling the skills gap, recruitment, retention to become the employer of choice against the private sector.

No Money for People?!

While it's obvious that government needs to find and keep top talent in order to continue to innovate and improve its services, 27% of respondents say their biggest barrier to building an innovation culture is budget constraints. So without the proper funds to upgrade systems and strategies, how do you attract the right, quality talent?

To become an employer of choice the public sector should focus on the unique value proposition it offers by delving into the new realm of WX - the 'workforce experience':



Flexible Work



Professional Development



Sense of Purpose

When the APS asked its public servants what they could do to attract and retain talent, many believe that not many employers (public or private) want to train staff anymore. So the APS should be generous in this respect and offer not just jobs, but distinct career paths. More effort needs to be put into monitoring and mentoring people which involves investing in training programs, promoting lifelong learning initiatives, and partnering with educational institutions and private sector organisations.

Interested in getting involved and learning more about how to make government the employer of choice in a face-to-face environment?

Then join us at the Innovate Australia Federal Government Showcase on May 29th

REGISTER TODAY

