



Why is now the best time to invest in training and leadership development for government employees?



71% OF STATE AND LOCAL GOVERNMENT EMPLOYEES ARE NOT ENGAGED AT WORK.¹

Focusing on professional development can help re-engage them.

EXPERIENCED EMPLOYEES ARE GOING TO RETIRE SOON.

By September 2017, nearly 31% of federal employees will be eligible to retire, government-wide.²



THEY NEED THE HELP.

44% of surveyed government employees said training is their biggest challenge when it comes to human capital management.³



THEY NEED AN INCENTIVE TO STAY.

51% of surveyed government employees said new hires didn't last more than five years.⁴



MILLENNIALS WANT JOBS WITH DEVELOPMENT OPPORTUNITIES.

87% of millennials stated development is important in a job.⁵



GOVERNMENT LEADERSHIP IS LACKING WOMEN.

Only 30% of local government department leaders are women⁶ and 30% of Senior Executive Service positions in the federal government are held by women.⁷



Let psychometric assessments be your first step to train new and experienced leaders. PSI's experienced team can help you build a comprehensive leadership development program with a range of assessments and services, including 360 degree multi-rater reviews, feedback presentations and coaching.



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¹Gallup 2016 State of Local and State Government Workers' Engagement in the U.S.
²GAO January 2014 Recent Trends in Federal Civilian Employment and Compensation
³GovLoop 2015 Future of Government Hiring
⁴Gallup 2016 How Millennials Want to Live and Work
⁵Tom Miller, National Research Center, Inc. Session presented at 2013 ICMA Annual Conference
⁶EEOC Annual Report on the Federal Work Force Part II, Workforce Statistics, Fiscal Year 2011