

FAQS

Q: What other assistance can I get under this project regarding how to use this information?

A: Provisions in this project are available for a Human Resources professional consultant to come on-site and help your HR personnel, administrators, commissioners, and managers (you decide whom to bring to the table) to discuss and customize plans for your organization – all at NO CHARGE!

Q: I need to learn how to implement a Workforce Retention Plan; where can I get help?

A: This project will give your organization a “jump start” to implement a Workforce Retention Plan with the developed tools. TxLTAP stands ready to provide a consultant to come onsite and help you.

Q: How much detail needs to be in a Workforce Retention Plan?

A: As much as you desire. This project has identified five critical phases in the lifecycle of an employee. You can decide whether to use all the different stages or eliminate some of them. You can expand the tools and information at any stage, or you may choose to scale it down. It's your program; you are the ultimate decision-maker.

Q: Once a Workforce Retention Plan has been set up, can we change it?

A: Yes. As business functions change within any organization, the plan should be capable of changing if needed.

NOT SURE WHERE TO START? CONTACT US

For more information about the 5-Stage Model on How to Attract and Retain Public Works Employees, please visit our website at www.txltap.org and navigate to:

Library > Workforce Development, click on the PDF file for the 5-Stage Model to download.

You may also call us at 817-272-2581 to arrange for an on-site consultation on how to implement this program at your organization.



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MYTHS, FACTS, & FAQS

5

Stage Model to
Attract and Retain
Public Works Employees



An Overview of MYTHS, FACTS, & FAQS About Strategic Workforce Planning and Implementation



FACTS

Public agencies often refrain from implementing employee development or engagement programs for various reasons. Here, we look at more prevalent facts, myths, and frequently asked questions regarding employee development programs.

Fact: Your organization competes with the private sector and many other public sector organizations to attract and retain the best employees possible.

Fact: Whether you are a metro, urban or rural city, or county, you will have employee turnover. Your high turnover rate depends on the programs and practices you have in place today. The fewer practices you have to address turnover, the higher your turnover will be.

Fact: 94% of employees said they would stay with their company longer if it invested in learning and development. Source: (LinkedIn Learning Report, 2020)

Fact: Clear onboarding processes improve retention rates by 23%. Source: Employee Retention Statistics: A 2022 Overview | TeamStage

Fact: Higher early attrition rates are a result of 88% of organizations onboarding their employees inefficiently. Top 100 Hiring Statistics for 2022 (linkedin.com)

Fact: Inadequate employee training accounts for 40% of resignations. Source: TeamStage Employee Retention Statistics: A 2022 Overview | TeamStage

Fact: About one-third of employees resign within the first six months. Employee retention statistics in 2022 showed that of 1,000 employees, 31% quit their jobs within six months from their hire date. Employees listed onboarding experience and unclear job expectations as one of the top reasons for their resignation. Source: TeamStage Employee Retention Statistics: A 2022 Overview | TeamStage

The following facts are from the 2022 Department of Labor Statistics based on surveys of more than 100,000 employers and employees who have changed jobs within the last 2 years.

Fact: The top reason that employees leave is lack of opportunity.

Fact: One-quarter of employers admitted they did not provide employees the opportunity to grow.

Fact: One-third of employees do what they are best at or trained to do.

Fact: Fifty-seven percent of workers are open to new job opportunities.

Fact: Half of the employees who changed jobs did so because they felt they were undervalued and unappreciated at their jobs.

If any of these facts apply to your organization and you have experienced high turnover rates, look at the tools, training, and other resources this project can bring to your organization to help retain your employees.



Find out more information.
Visit txltap.org

MYTHS

Myth: We don't need a retention program; lots of people want a city or county job.

Reality: A successful retention plan can decrease employee points of separation or attrition by engaging and motivating employees for the long term. Your organization's goals are critical to a successful employee retention strategy.

Some of the elements of a sound strategy include:

- Salary and benefits that are in alignment with the local area.
- A transparent onboarding process.
- Support a work-life balance.
- Productive leadership.
- A culture of open communication.
- Employee engagement.

Myth: Implementing a Workforce Retention Plan sounds like a lot of work, and I don't have the time to mess with it.

Reality: The real question is, how much time and work production are you losing right now by not having a full staff? Implementing a plan takes time and effort, but it will pay for itself in terms of reduced re-work, increased productivity, and not tied to a constant hiring cycle.

Myth: If we adopt this model and training plans are put in place, as a supervisor, it puts my employees and me in a box, not having any flexibility in how I develop and train them.

Reality: Not so. The TxLTAP retention and training plans provided to you are based on your needs, not a "one size fits all" approach. Your program can be flexible.