Key Strategies for Maximizing Recruitment & Retention.

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For Public Sector & Government Contractors



Key to Recruit Top Talent



a strong brand...

3/4

of contractors agree

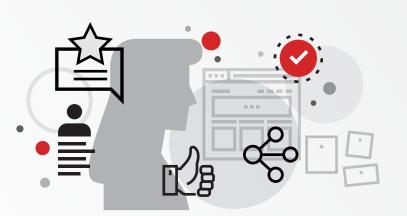
WHILE LESS THAN

of public sector

respondents agree

Attracting Talent

USAJOBS Top Resource Among Public Sector, While Other Tools & Channels Used Significantly Less Than Contractors



75% of Public Sector Uses			
PUBLIC SECTOR	OTHER TOOLS & CHANNELS	CONTRACTOR	
57%	Organization Site	74%	
46%	Referrals	88%	
42%	Job Boards (Monster, CareerBuilder, etc.)	80%	
34%	Social Media Sites	66%	
23%	Digital Advertising	46%	
11%	Online Ratings/Reviews	50%	

Hiring Experience Falls Short of Expectations

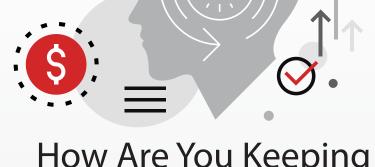
Patings Even Lower Among the Public Sector

Ratings Even Lower Among the Public Sector

740 of total respondents rated the candidate hiring experience 32% of public sector respondents rated it as poor or below average

11%
of contractors





How Are You Keeping Your Key Staff?

Top Strategies to Retain Talent

MORE THAN

1/2

OF RESPONDENTS

Creating a more positive work environment

Providing flexible schedules

HOWEVER

Contractors implement strategies at a higher rate than public sector

STRATEGIES	CONTRACTOR	PUBLIC SECTOR
Diversity and inclusion	54%	37%
Equitable compensation for performance	52%	29%
Career navigation tools	46%	28%
Creative benefits packages	44%	11%

