Asking the Applicants

What are Local Government Fellows Looking for in a Job?

Rather than guessing what benefits package or work environment is most appealing to newer generations of public servants, MissionSquare Research Institute partnered with Lead for America to survey 102 local government fellowship applicants about what they are looking for in a job. Key findings are below, and the full results appear in: New Career Entrants to Public Service: Lessons for Employers from Fellowship Applicants.

(Fellows serve their communities in a paid, full-time capacity, with training and mentorship from local leaders.)

Among the Key Survey Highlights



expect to serve in an entry-level position for 1-2 years prior to receiving a promotion



found state/local salaries competitive, while 83% found benefits to be competitive



identify the likelihood of applying for a position to be influenced by personal recommendations



see it as very important that their employer is mindful of creating an inclusive and welcoming environment for all identities

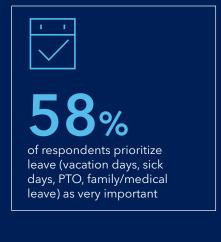


indicate that COVID-19 has

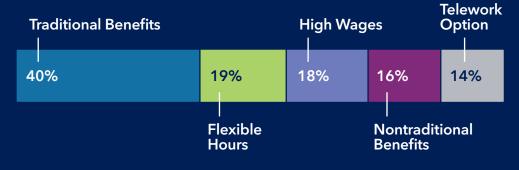
made them more interested in employment in public service.

Telework is Not the Most Important Benefit

With respondents having a median age of 22, the high percentage identifying paid leave as very important should be considered in the context of a fellowship likely being their first full-time employment that would offer vacation or sick leave.



Other compensation/benefits identified as very important:



Among Benefits: Insurance and Retirement Were Considered Lower Priorities Given a list of eight benefits to public employment, the personal satisfaction the job provides

was ranked highest, and life insurance and retirement benefits ranked lowest. For employers looking to make the case for public sector over private sector employment, the fellowship candidates' low ranking of benefits reinforces the need to communicate the full value of the compensation package provided.

considerations in order of their personal priorities, with 1 being the highest priority. The average priorities assigned are shown to the right.

Respondents were asked

to rank potential workplace

#1: Personal satisfaction the job gives me (Priority Average: 2.3/8) **#2: Salary/monetary compensation** (Priority Average: 2.8/8)



#3: Health insurance (Priority Average: 4.1/8) **#4: Job security** (Priority Average: 4.2/8)

#5: Leave (Priority Average: 4.4/8)

#6: Nontraditional benefits (Priority Average: 6/8)

#7: Insurance other than health (Priority Average: 6/8) #8: Retirement benefits (Priority Average: 6.2/8)

Work Environment and Professional Development Are Important

of respondents prioritize a workplace that is mindful of creating an inclusive and welcoming enviorment for all identities

of respondents prioritize a workplace that develops your professional skills

Helps you with your career advancement

Other top priorities:

Has strong team dynamics

Workforce; Look Forward to Moving Up In Their Positions COVID has influenced candidates' Most expect to be in a job 1-2 years

Candidates Value Being Part of a Multi-Generational Public Sector

62% are more interested in public service

desire to work in public service.

31% say COVID has had no impact/influence 5% Don't know 2% Other

Overall, candidates do recognize the

14% Expect to recieve a promotion in less than 1 year **71%** Expect to recieve a promotion in 1-2 years

before receiving a promotion.

14% Expect to recieve a promotion in 2-3 years **1%** More than 3 years

it is very important the organization

83% stated that they felt the benefits offered by the state and local government

competitiveness of public sector benefits.

employers are competitive with the labor market

has other young people

There's comfort in being part of a multi-generational workforce.

This infographic was prepared by Gerald Young (MissionSquare Research

Missi*nSquare Institute) and summarizes the results of a survey conducted in collaboration with Lead For America. The author gratefully acknowledges the assistance and

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