

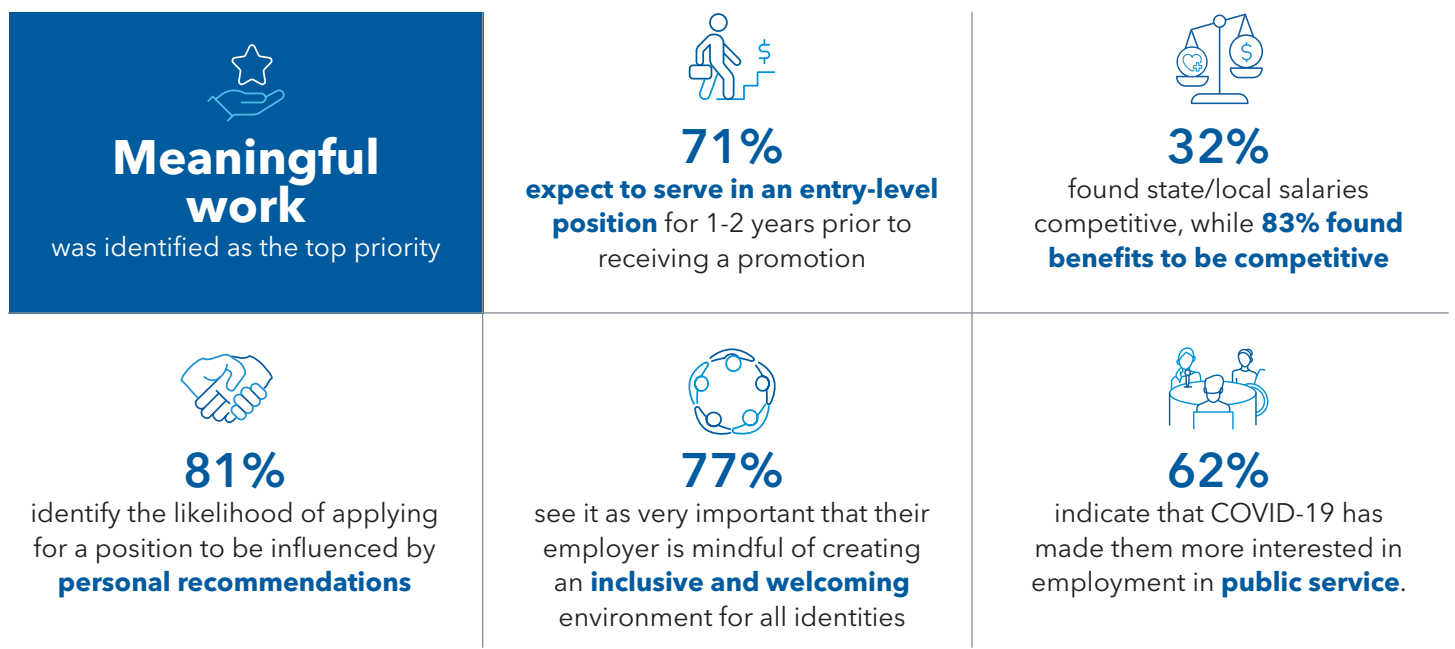
Asking the Applicants

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](#).

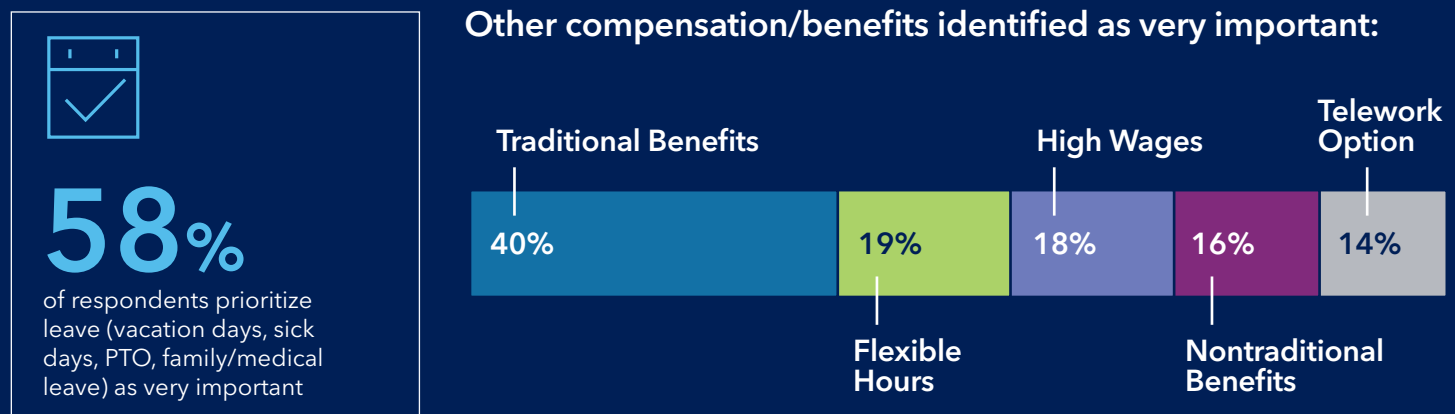
(Fellows serve their communities in a paid, full-time capacity, with training and mentorship from local leaders.)

Among the Key Survey Highlights



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.



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.**



Work Environment and Professional Development Are Important



Candidates Value Being Part of a Multi-Generational Public Sector Workforce; Look Forward to Moving Up In Their Positions



This infographic was prepared by Gerald Young (MissionSquare Research Institute) and summarizes the results of a survey conducted in collaboration with Lead For America. The author gratefully acknowledges the assistance and insights of Cam Watts and Reed Shafer-Ray (Lead For America), and Joshua Franzel, PhD, and Rivka Liss-Levinson, PhD (MissionSquare Research Institute).

