

# Human Capital SLED Solutions

A quarterly newsletter for State, Local and Education (SLED) agencies



## Welcome to the second issue of our Human Capital Newsletter!

As we continue our journey together in navigating the complexities of workforce management, this newsletter is designed to provide you with valuable resources and insights on recruitment, retention, and workforce development.

In this issue, we will delve into innovative strategies to attract top talent, methods to retain your valuable workforce, and powerful tools for employee development.

Thank you for joining us, and we look forward to supporting your journey in finding, hiring, and retaining the best and brightest talent for your organization.



## Approaches to Employee Recruitment, Retention, and Development

### EXECUTIVE RECRUITMENT

#### Avoid These Five Mistakes When Recruiting for Talent

MGT is often contacted by clients who have tried to recruit for positions on their own but have been unsuccessful. Below are some common issues we've seen with unsuccessful recruitment processes.

##### 1. Overly Restrictive Job Descriptions

Take a close look at your job description before you advertise for the position to ensure you are as flexible as you can be. Does the person really need a bachelor's degree or 5-10 years' experience in local government to effectively perform the duties? Using words like "preferred" or "ideally" when possible can open up your candidate pool to those with transferable skills. Also, pay attention to applicant's residency requirements.

[Click here](#) to learn more about our three recruitment type options:

- Executive Recruitment
- Limited Scope Recruitment
- Virtual Recruitment

For more information on recruitment services, please contact:

**Michele Morawski** at  
[mmorawski@mgt.us](mailto:mmorawski@mgt.us)

## 2. Cutting Back on Advertising

Sometimes organizations try to save money by cutting back on advertising their job postings. We encourage using social media sites like LinkedIn in addition to professional organizations or community sites to improve your candidate pool. MGT also has a Career Center which attracts more than 17,000 visitors and potential candidates per month. Visit our website to discover more about our packages.



## 3. Geographic Restrictions on Candidate Pool

Clients often prefer candidates from their state or region. Understandably, they want to avoid relocation costs and prefer a candidate to have familiarity with state laws. However, we encourage public agencies to open up the candidate search to either regional or even larger to safeguard against fierce talent competition, especially for those in specialty fields like finance, IT, and engineering.

Also, offering a one-time reimbursement for some or all moving and packing expenses can be less expensive than hiring temporary or contract help while you try to find a local candidate.

## 4. Failing to Advertise the Salary Range

This is a critical misstep. According to a recent LinkedIn survey, 85% of Gen Z job seekers ignore job postings that lack clear salary details. Postings that include salary information perform 30% hire on the site. When you don't disclose salary ranges up-front, many candidates who might be intrigued by your position may not follow-up due to timing or other factors. Salary information is public—include the salary range you are willing to pay in the job announcement, providing a range and specifying that experience correlates to starting compensation.

## 5. Complicated and/or Delayed Application Processes

Hopefully, every local government has an electronic applicant tracking system for candidates to use when applying for positions. Applicants will take note of this technology and if its cumbersome to use, may not complete their applications. Ensuring you follow up after receiving an application with the next steps or conclusion of the process is also important. If candidates have a positive experience with your process (*even if they don't get the job*) it will create a lasting impression of your organization and impact their willingness to apply for other positions.

Stay Tuned For  
Our Next Human  
Capital Webinar



WEBINAR

### The Temp Employee Experience

Insights from Frontline Professionals

MGT



For more information on interim staffing, please contact any member of our team:

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# 10 Ways Local Governments Use Interim Staffing



MGT has assisted public agencies with their short and long-term staffing needs since 2011, with more than 700 interim placements in 22 states over the last decade. Below are examples of how public agencies benefit with MGT as their partner.

## 1. Filling a Key Staff Position on a Temporary Basis

This is the top reason clients contact MGT. When a key employee resigns, an experienced interim staff member can assist with the workload during the recruitment process, helping keep operations running smooth during a staff transition.



## 2. Temp-to-Hire

A temp-to-hire (TTH) approach allows an employer to “test drive” a candidate before making an employment offer. MGT will help you find the right temp and, after a defined period, hire the employee direct.

## 3. Direct Hire

MGT can also solicit, vet, and present top recommended candidates for a direct hire per the client’s request.

## 4. Long Term (Outsourced) Placement

Often the best candidate for outsourced placements are retirees who want to continue their contributions. By working for a third-party employer like MGT, work hour or agency type restrictions will typically not apply.

## 5. Coach a New Department Head/Supervisor

MGT works with clients to provide coaches or mentors for a newly appointed leaders. We offer management skill development or coaching for specific topics.

## 6. Project Assignments

Interim staff members bring extensive knowledge and project management experience to your workplace. We offer placements on a project-by-project basis, allowing clients to select based on specific needs verses full-time role requirements.

## 7. Serve as the Interim & Assist with Selection Process

MGT can place interim managers and supervisors to both oversee the operations and assist with the selection process for the permanent position.

## 8. Manage Department Operations

Organizations sometimes go through cycles where several staff transition out at the same time. In these cases, MGT can place a team of employees at all levels to provide operational continuity.

## 9. Shared Services

MGT works with neighboring communities to share employees, creating split time arrangements--allowing both to save on health insurance and pension costs.

## 10. Managed Staffing Services

MGT can oversee the recruitment, on-boarding, payroll, and compliance for your staffing needs to streamline the process and ensure efficiencies.







# MGT's Comprehensive Supervisory Training Program



## LEADING THE FUTURE

### Mastering Essential Skills for Public Sector Supervisors

MGT's remote, live supervisory training program is designed to equip first-time, aspiring, and emerging supervisors in local government with the skills needed to lead with confidence. Taught by experienced former local government leaders and executives from diverse disciplines, this interactive program helps participants navigate evolving workforce dynamics, inspire and motivate teams, elevate performance, and drive innovation.

Offered on a rolling basis, organizations can enroll newly promoted or aspiring supervisors year-round to ensure consistent leadership development across all departments. Our program provides:

- Remote access
- Live instruction
- Engaging and interactive sessions
- Limited class sizes
- Options for different time zones

**For more information** on our Leadership Training Program, please contact **Mary Jacobs** at [MJacobs@mgt.us](mailto:MJacobs@mgt.us).



## CLASSIFICATION & COMPENSATION STUDIES

### Attract and secure the best and brightest by utilizing MGT's market-based approach

MGT's Classification and Compensation Studies aim to equip your organization with the tools and strategies to thrive in a competitive business environment. These studies not only attract top talent but also help organizations foster a workplace culture that values and recognizes excellence.

### Our Philosophy

We assist in developing a clear and effective compensation philosophy that aligns with your organization's goals and values while ensuring fairness and transparency in pay structures. Our thorough review of classifications allows clients to establish internal equity and includes input from all relevant parties, employees, and supervisors.

**Please visit our [Human Capital page](#) to learn more.**

Also feel free to contact us if you have questions about a classification and compensation study.



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