

# Recommendations Across the Talent Journey

Based on the information collected throughout the Retention Study, the team developed 14 recommendations for the State of Georgia to consider.

## ATTRACT



1. **Design employer brand strategy** with mission and impact at the center
2. **Expand talent sourcing** to include nontraditional populations
3. **Review compensation philosophy** that includes regular compensation and benefits analysis and transparent communications
4. **Redefine/define job architecture and requirements** and expand successful apprenticeship/internship programs
5. **Modernize technical infrastructure** to support current and future work demands

## ENGAGE



6. **Standardize and expand opportunities for hybrid and remote work**
7. **Increase change management and communication efforts** to elevate transparency
8. **Conduct regular employee engagement activities** to gather ongoing employee sentiment
9. **Develop accessible reporting mechanisms** and escalation processes

## DEVELOP

10. **Design pre-management and management training programs**
11. **Establish Employee Training and Continued Education Programs**
12. **Formalize role progression** and expand rotational programs
13. **Define State-wide desired outcome of performance management processes** to develop uniform evaluations and encourage ongoing feedback
14. **Establish a succession planning framework**

