

Department of Administrative Services

Lead. Empower. Collaborate.

FY2021 State Workforce Data

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January 14, 2022

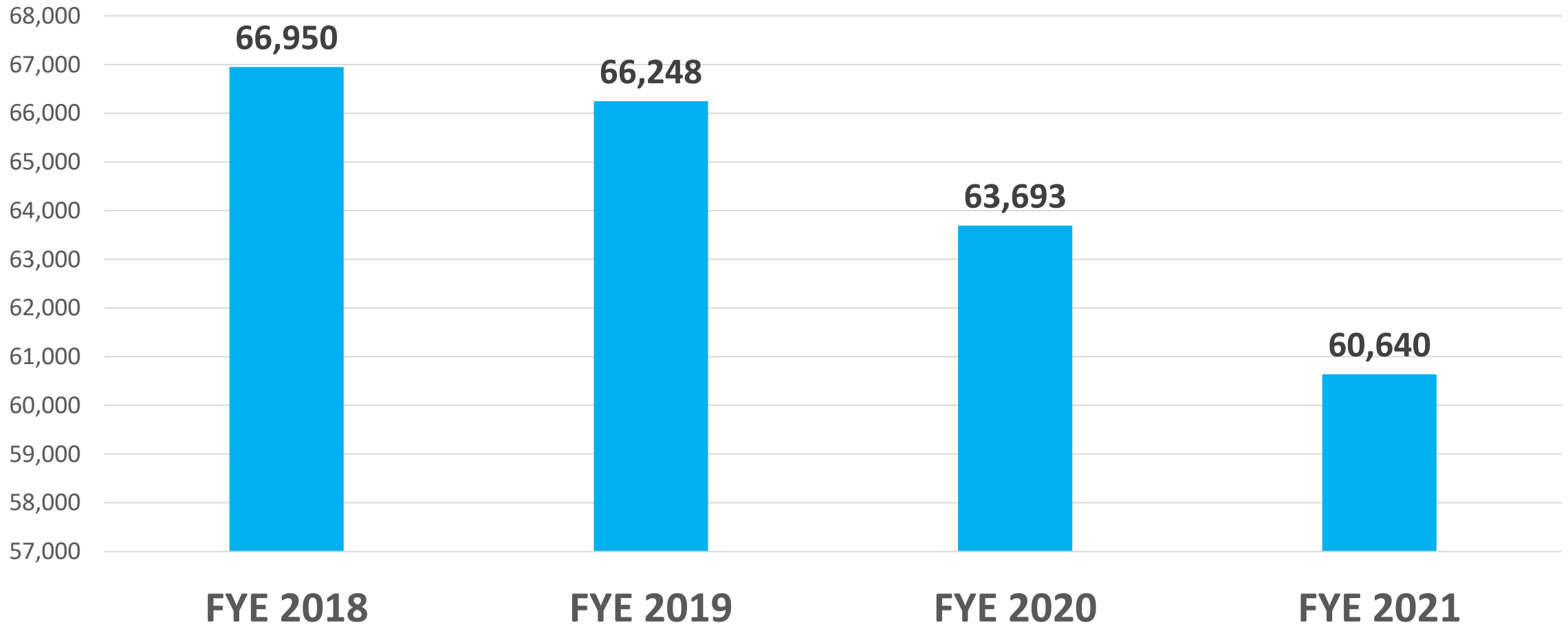


Today's Focus

- Staffing
- Hiring
- Turnover
- Retirement
- Compensation
- Q & A

Full Time staff has fallen by 10% over 4 years.

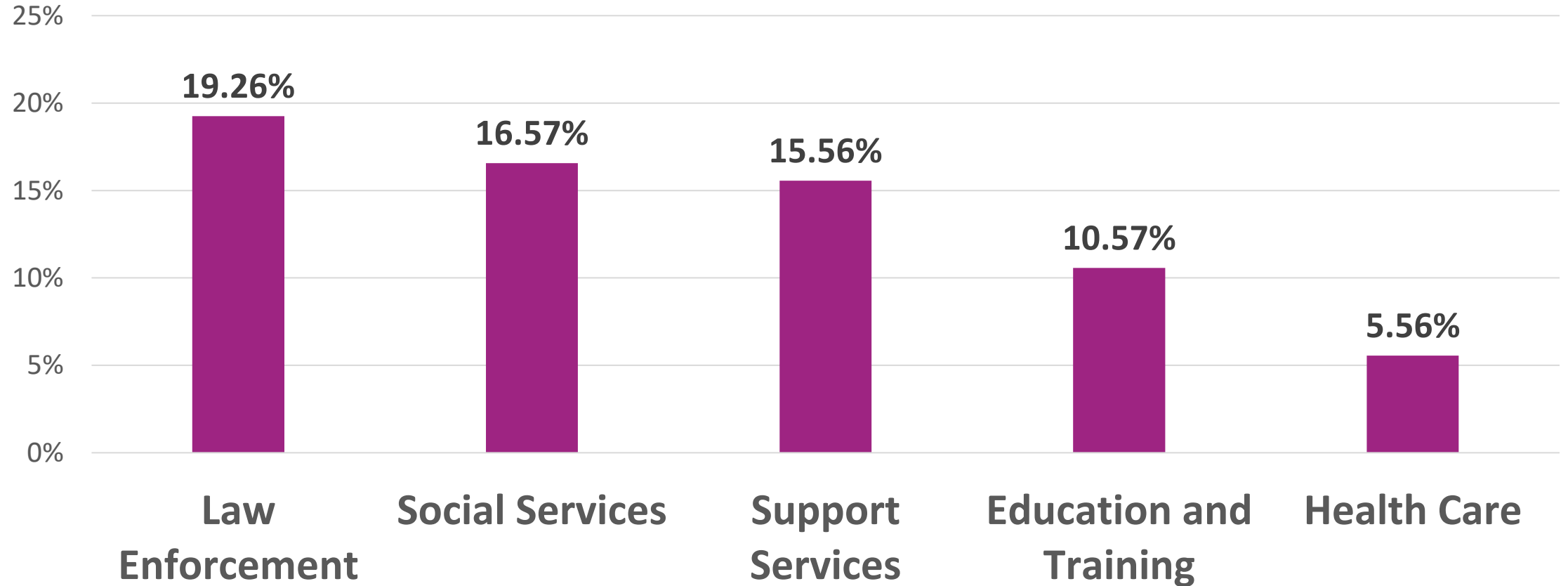
Total Full Time Staff



1 in 5 state jobs are in the
Law Enforcement Job Family.

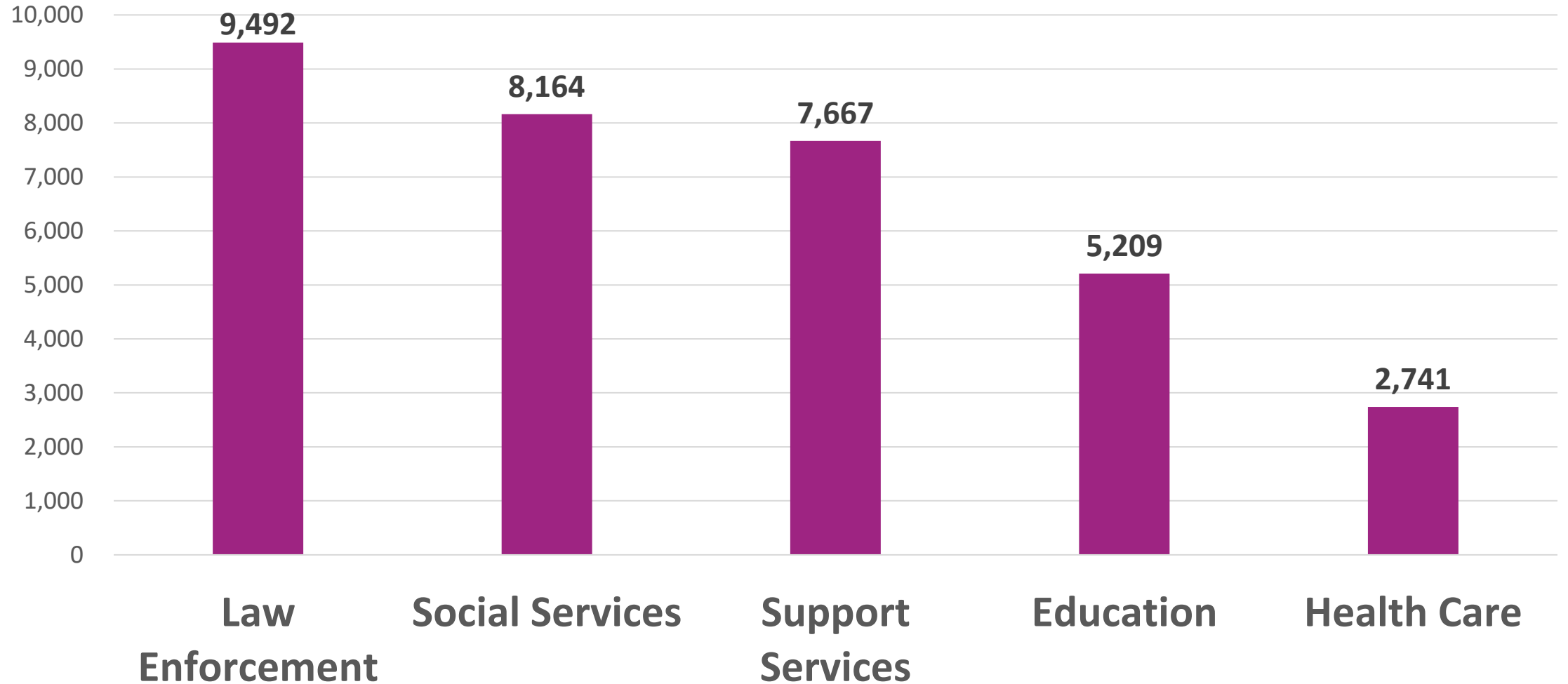
5 Most Populous Job Families

(FYE 2021, Active, Full-Time, Non-Temporary, Primary in the Executive Branch)



Staff in Most Populous Job Families

(FYE 2021, Active, Full-Time, Non-Temporary, Primary in the Executive Branch)

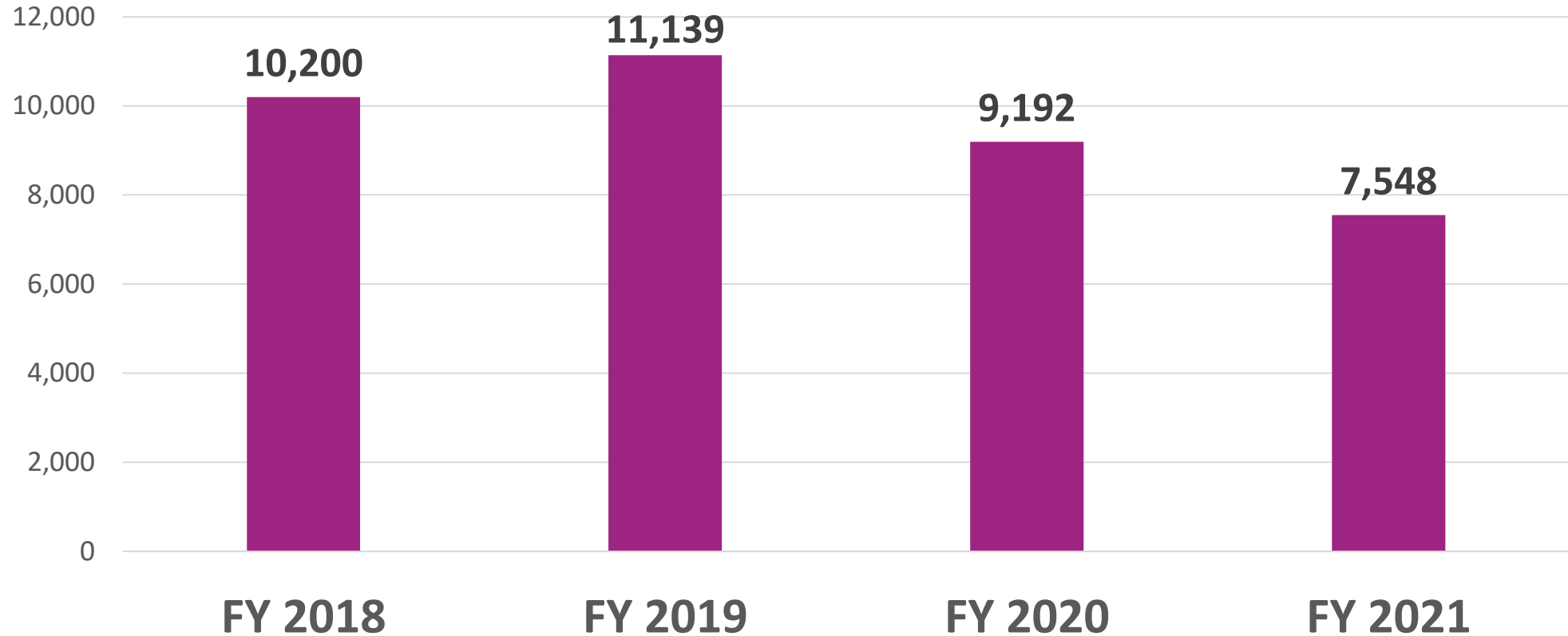


Hiring

Hiring is decreasing at an increasing rate.

Total Full Time Hiring

(FY 2021, Executive Branch, Non-Temporary, Primary Records)

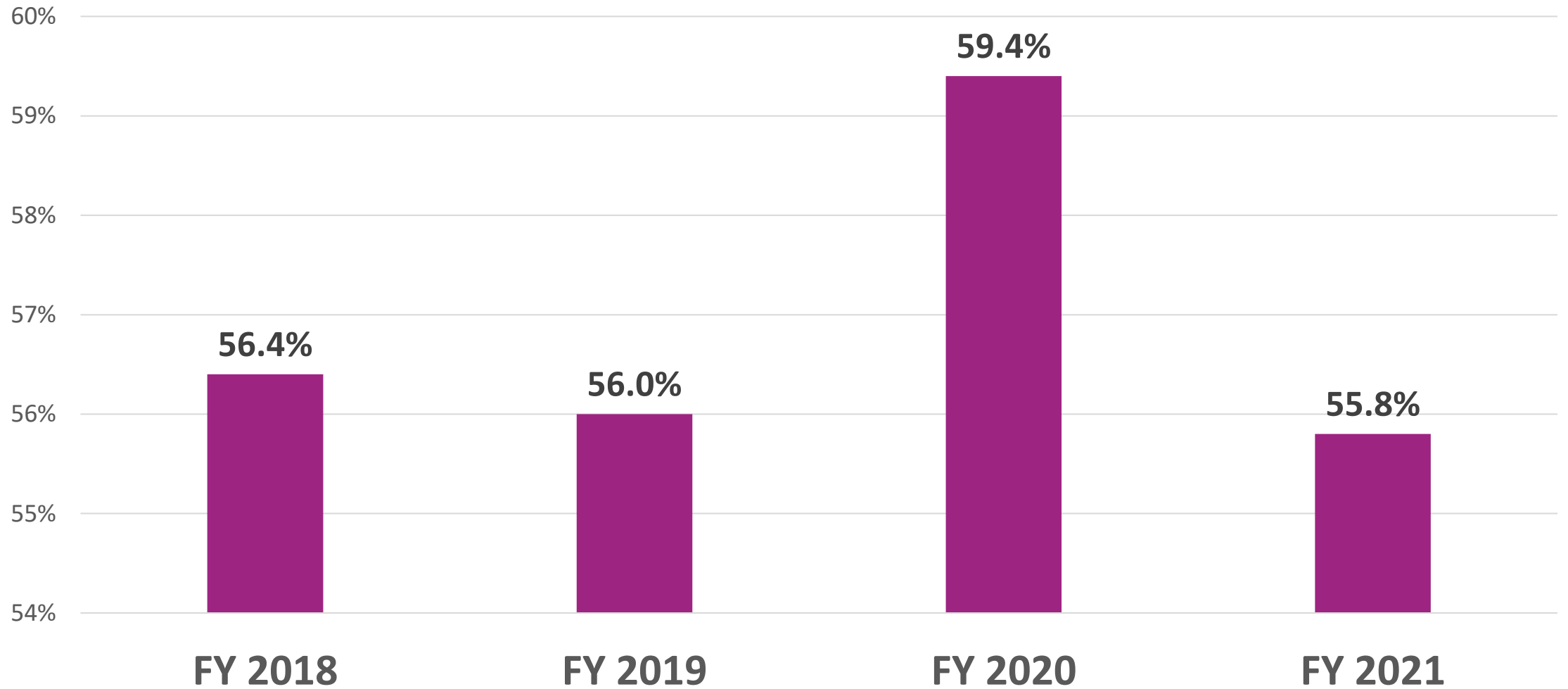


The two youngest generations produce the most hires.

71% of new hires are Millennials or Gen Z.

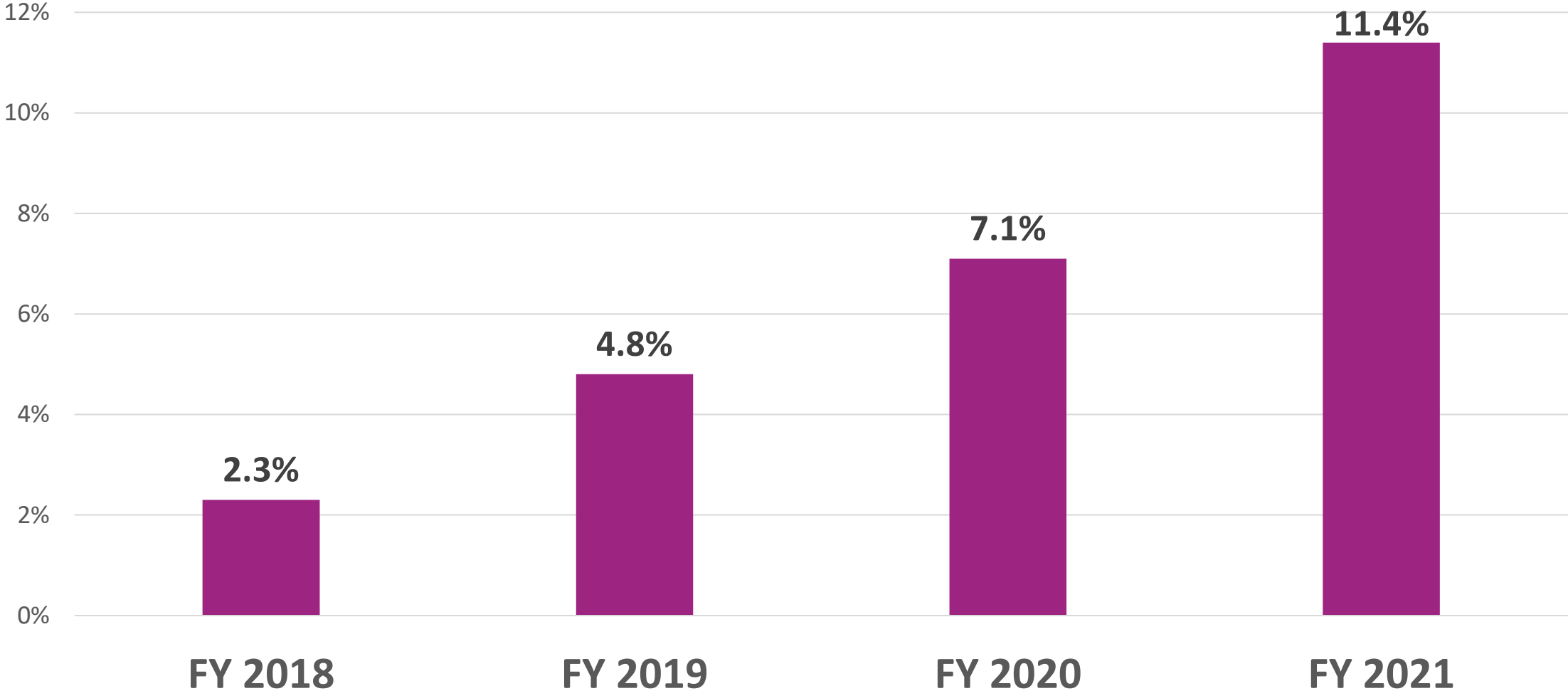
Millennial Hiring

(Executive Branch, Full-Time, Non-Temporary, Primary Records)



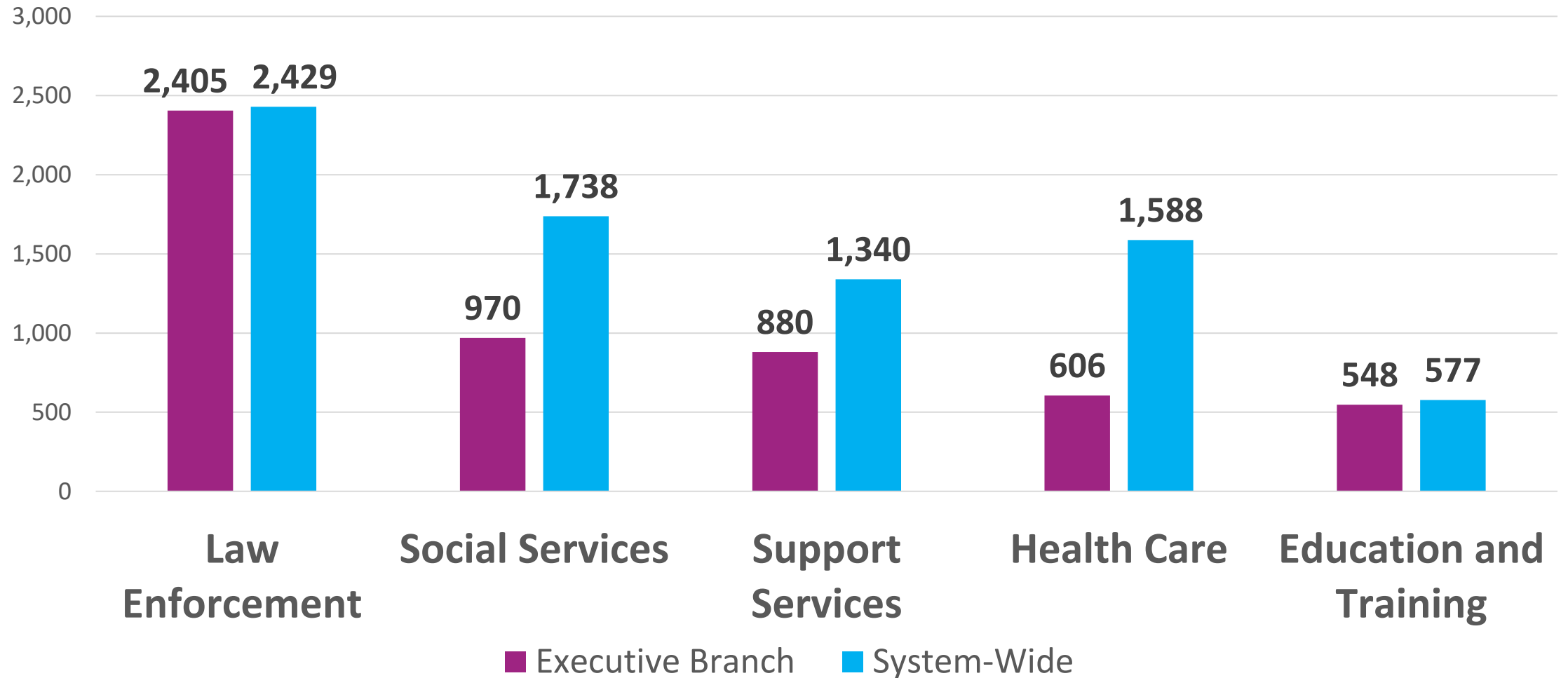
Generation Z Hiring

(Executive Branch, Full-Time, Non-Temporary, Primary Records)



Full Time Hires By Job Family

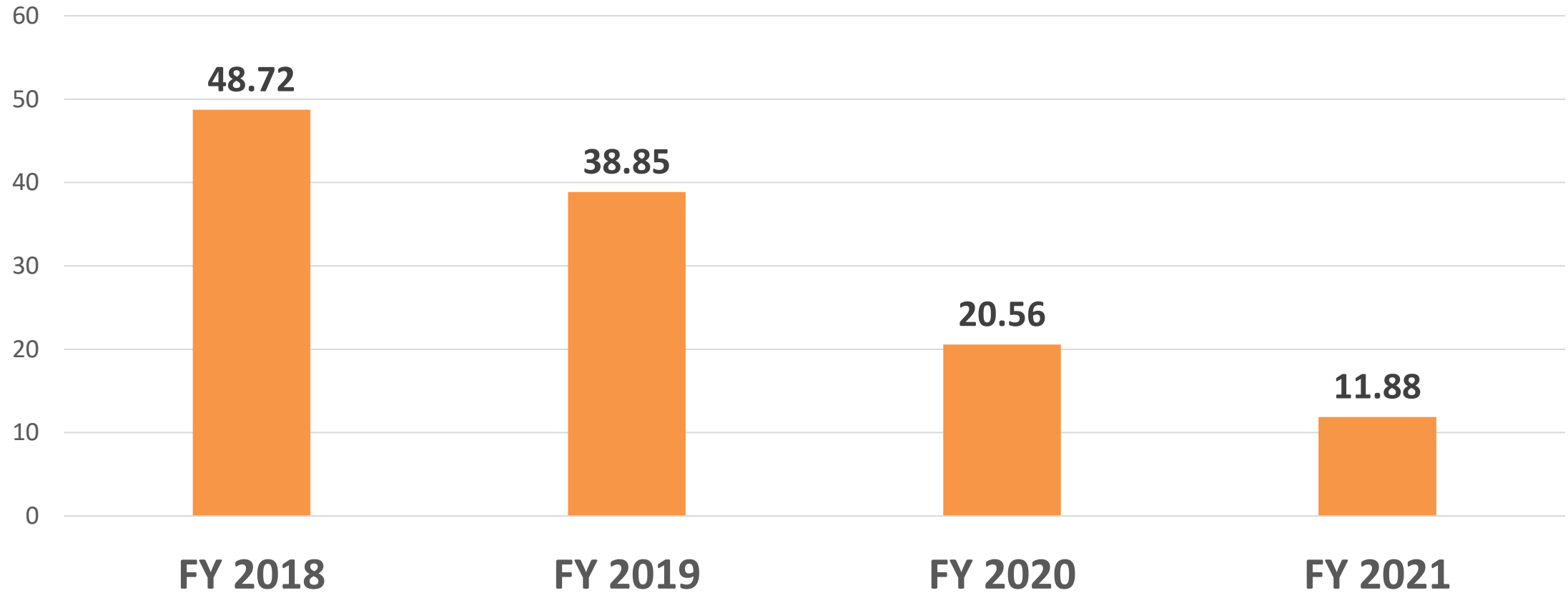
(FY 2021, Non-Temporary, Primary Records)



Applicant pools are shrinking dramatically.

Average Applicant Pool

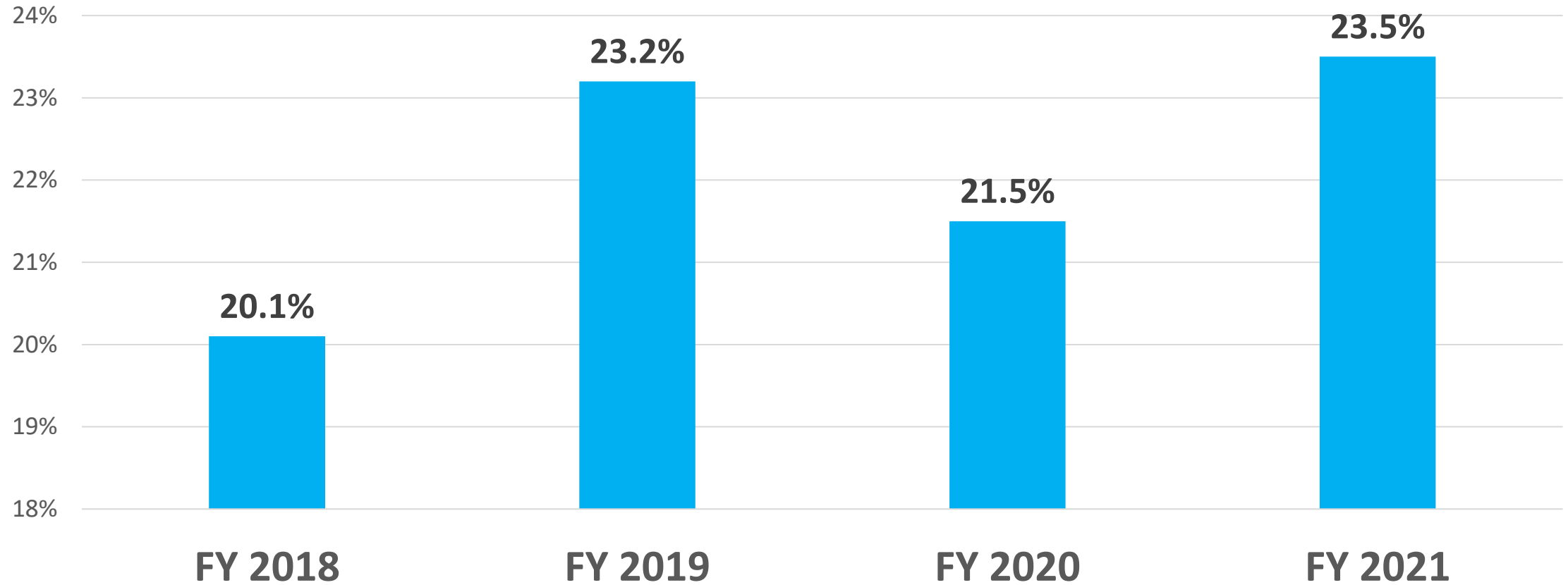
(Team GA Careers, All Postings)



Turnover

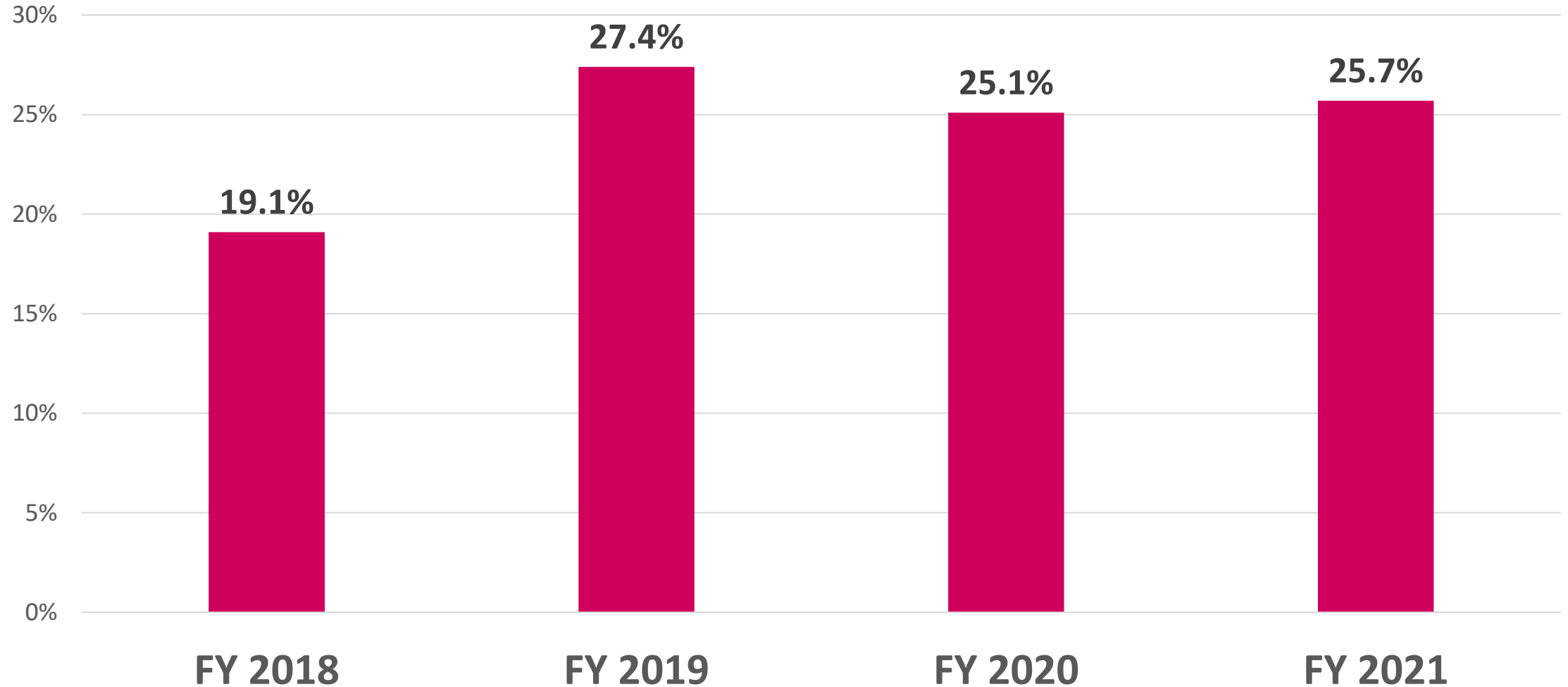
Overall Turnover Rate

(Active, Full-Time, Non-Temporary, Primary Records)



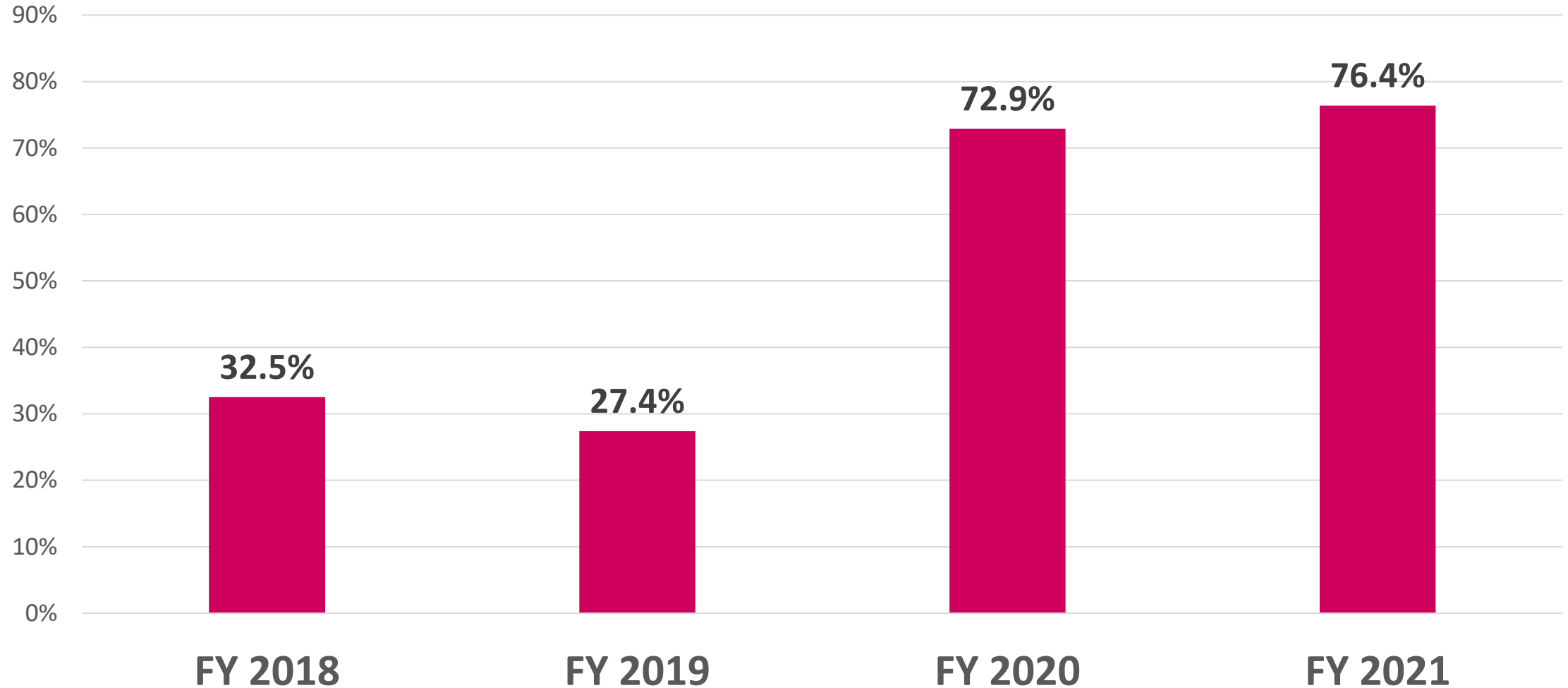
Millennial Voluntary Turnover Rate

(Executive Branch, Full-Time, Non-Temporary, Primary Records)



Generation Z Voluntary Turnover Rate

(Executive Branch, Full-Time, Non-Temporary, Primary Records)

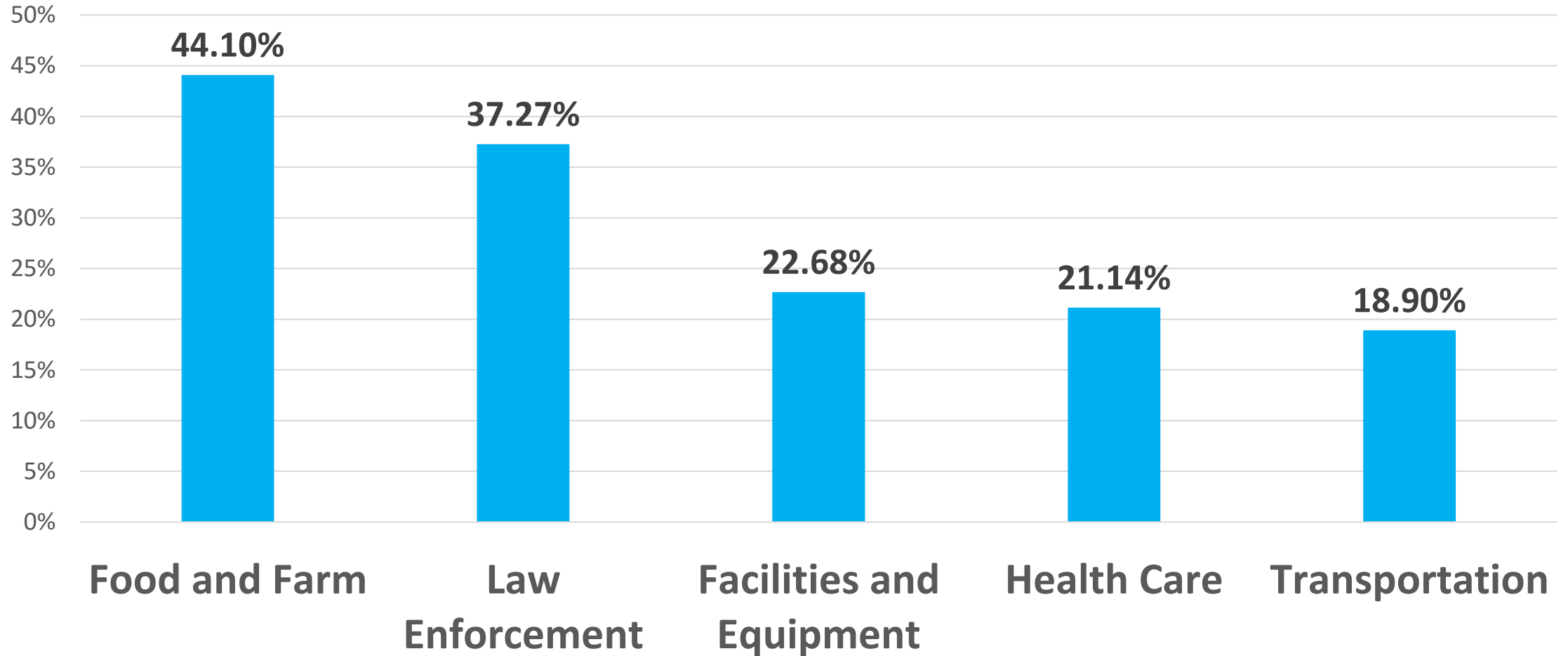


Top 5 Turnover Reasons

- Resignation – 6,647
- Retirement – 1,625
- Presumed Resignation - 521
- Dismissal - 514
- Reduction in Force - 253

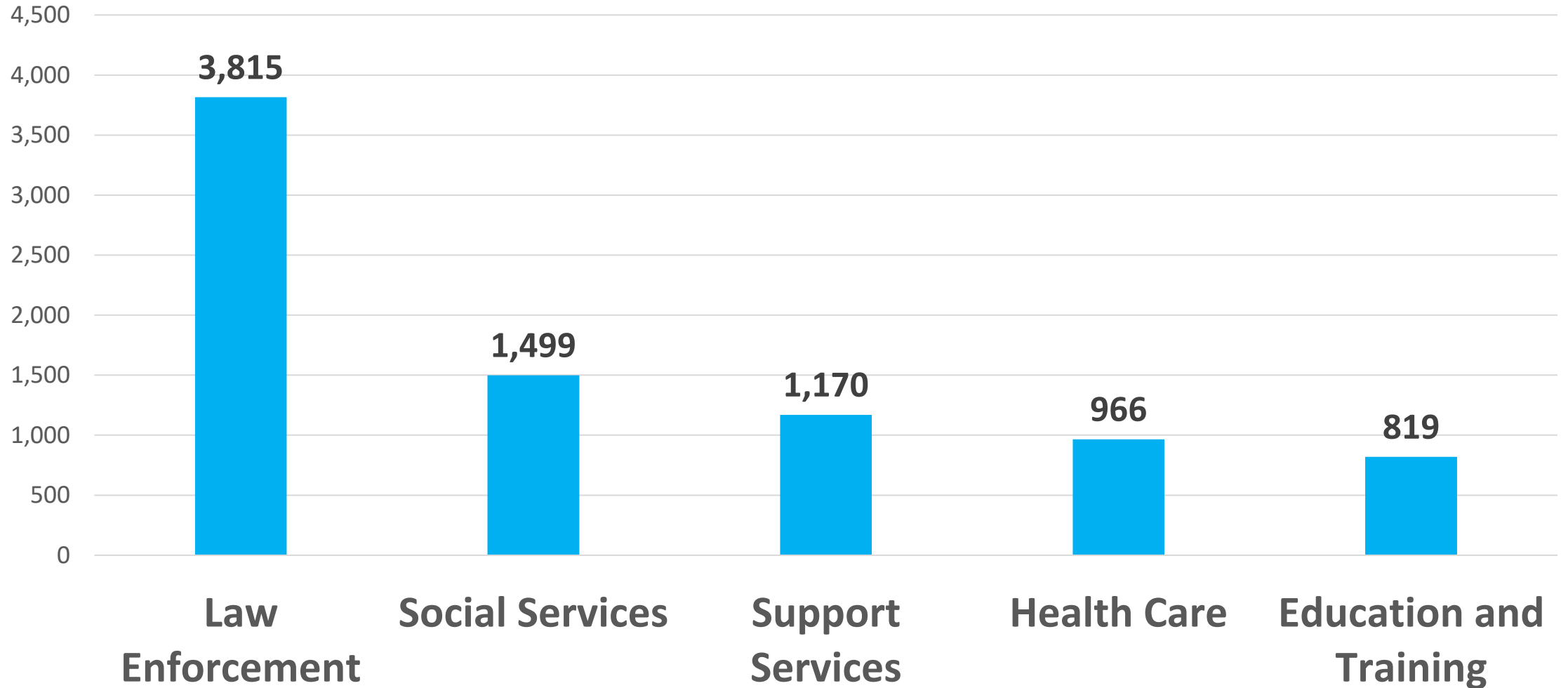
Turnover Rate By Job Family

(Full-Time, Non-Temporary, Primary Records)



Separations By Job Family

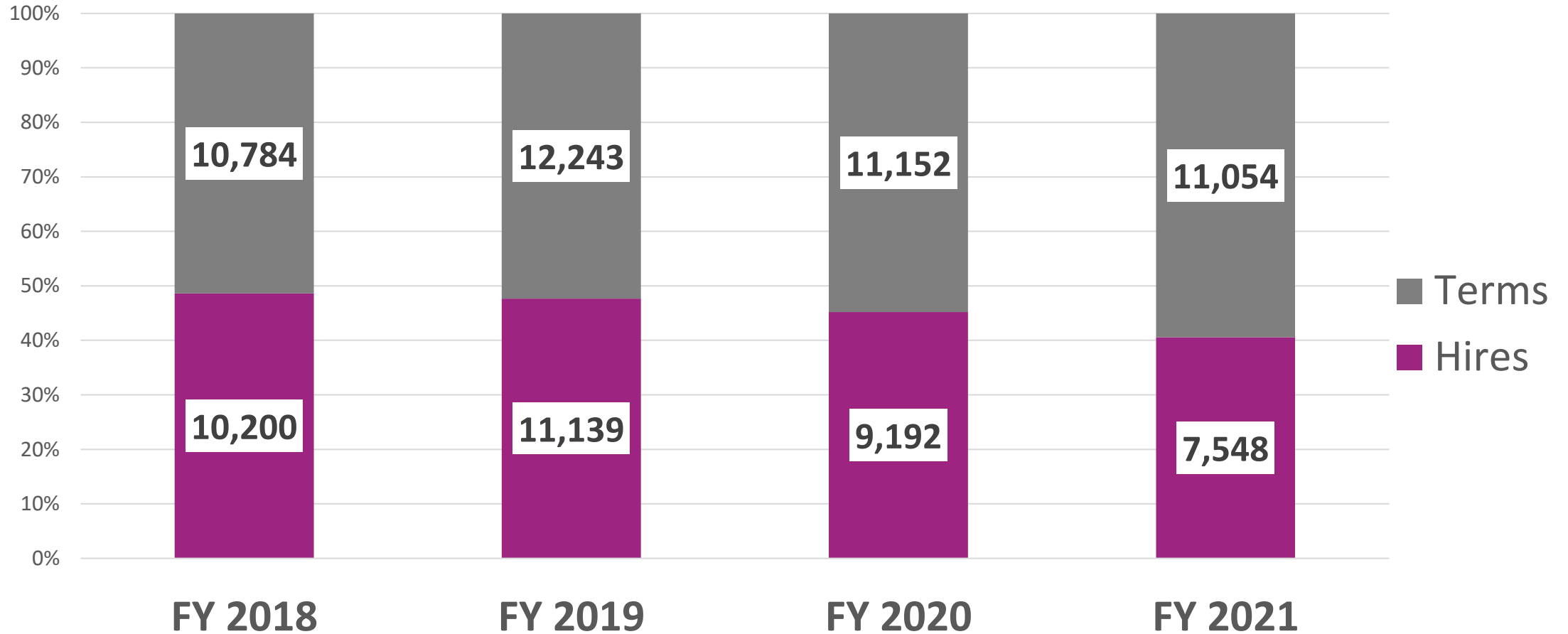
(FY 2021, Full-Time, Non-Temporary, Primary Records)



Hiring is not keeping pace with turnover.

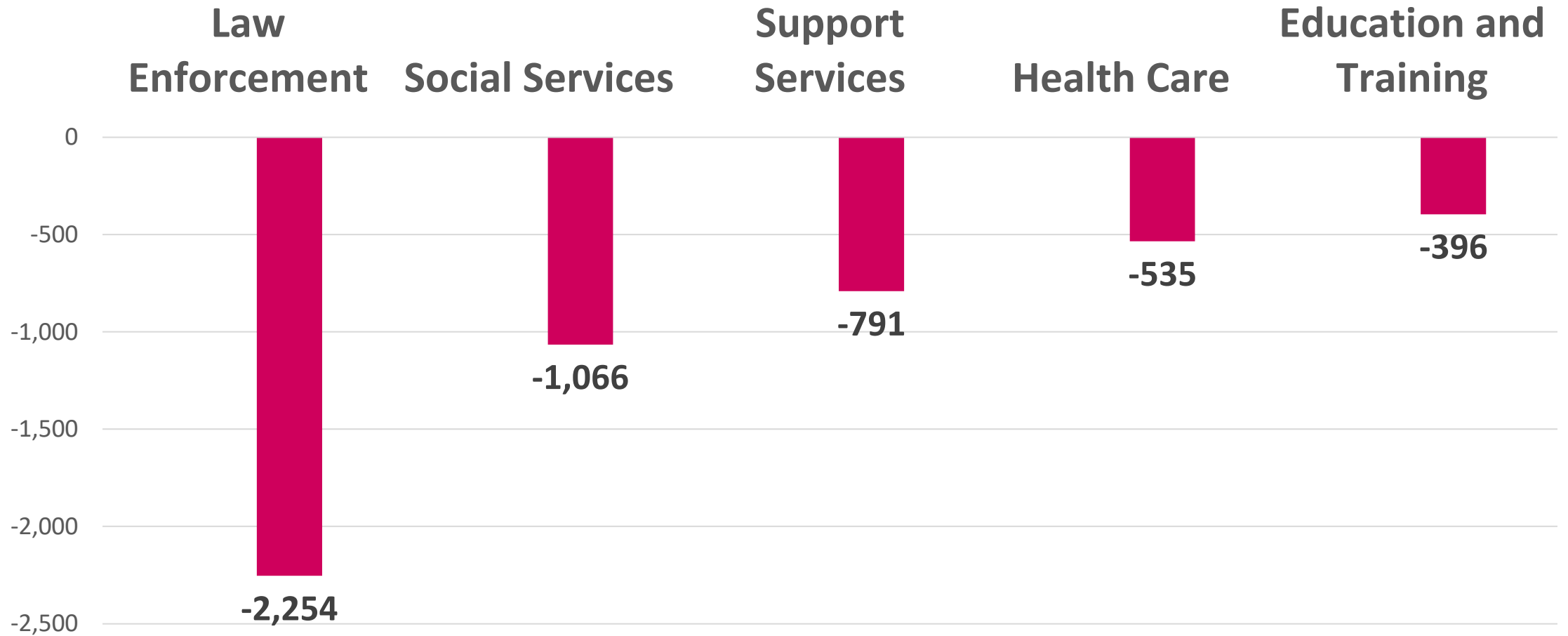
Hires vs. Separations

(Executive Branch, Full-Time, Non-Temporary, Primary Records)



Hires vs Separations By Job Family

(FY 2021, Executive Branch, Full-Time, Non-Temporary, Primary Records)

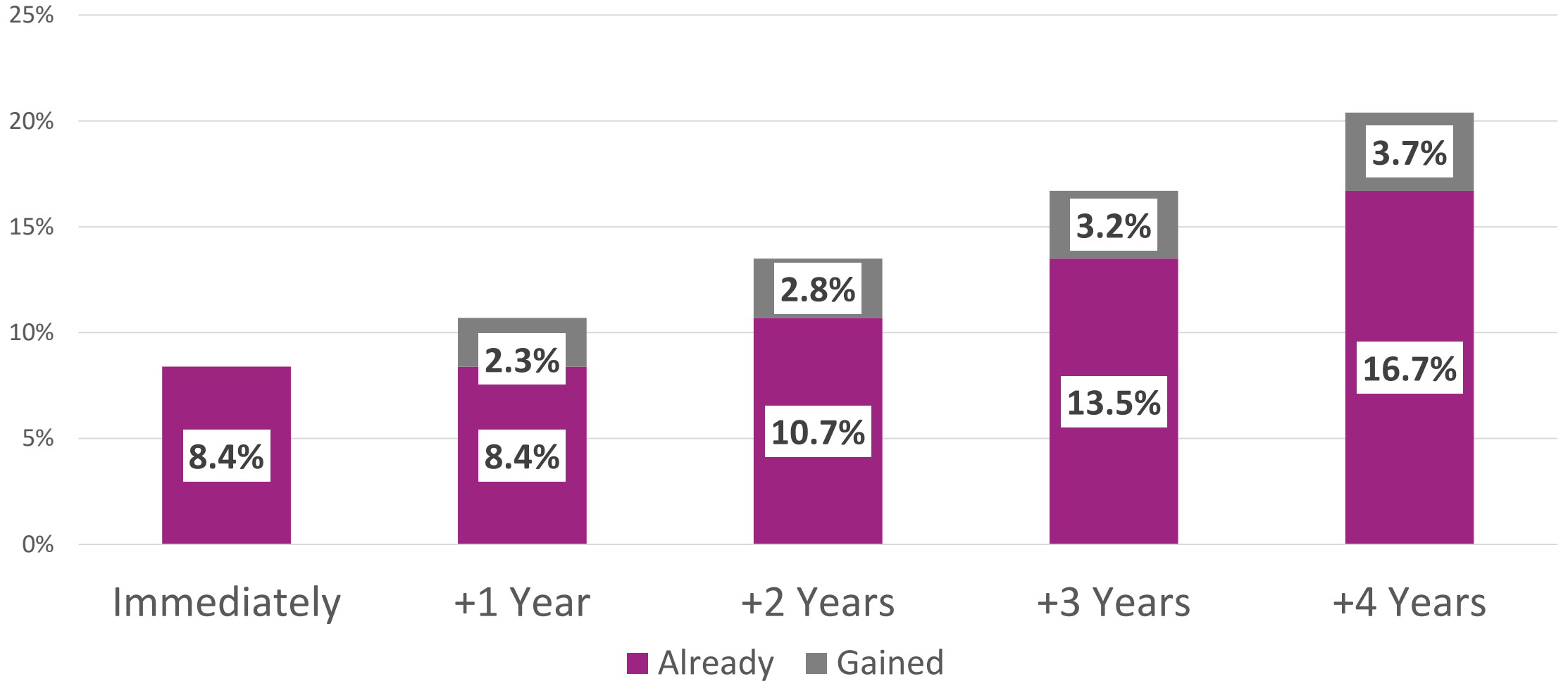


Retirement Eligibility

Over 8% of staff could retire today.

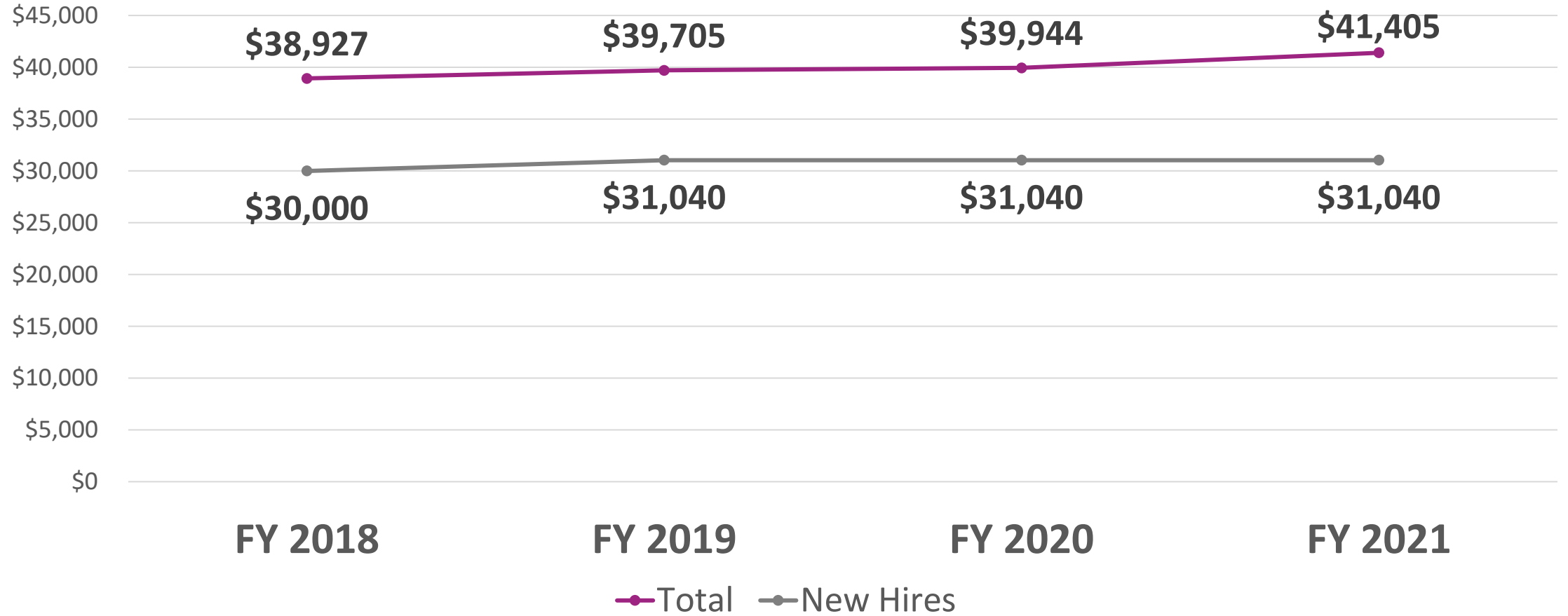
Full Retirement Eligibility

(FYE 2021, Executive Branch, Full-Time, Non-Temporary, Primary Records)



Compensation

Median Salary



QUESTIONS