An Institution That Works

Staff Perceptions on a Strong Legislative Workplace

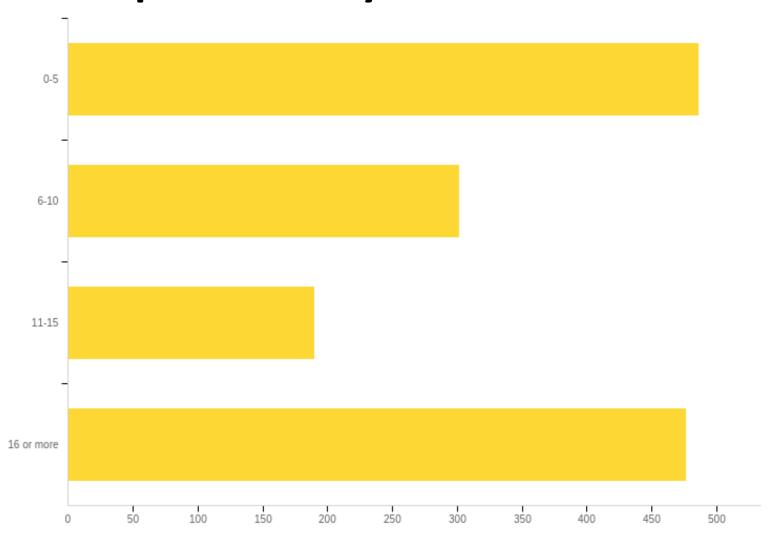
Natalie Wood, Center for Legislative Strengthening





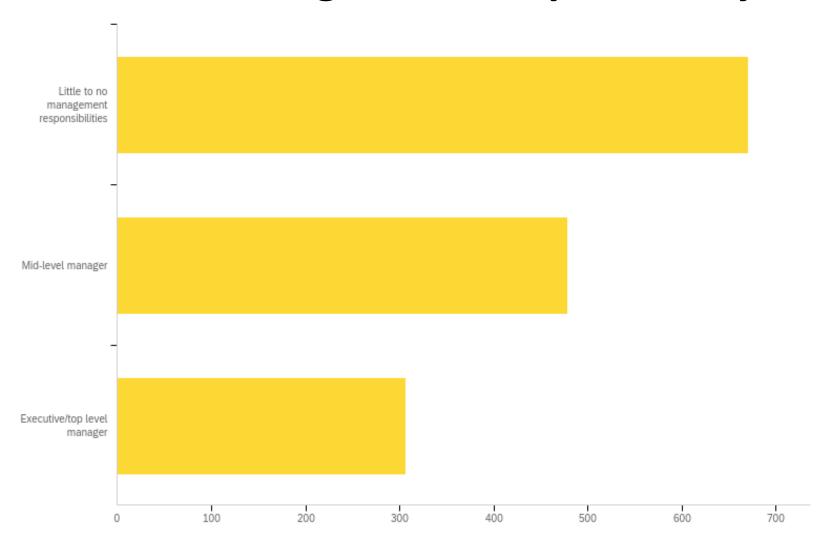


Respondents by Years of Service



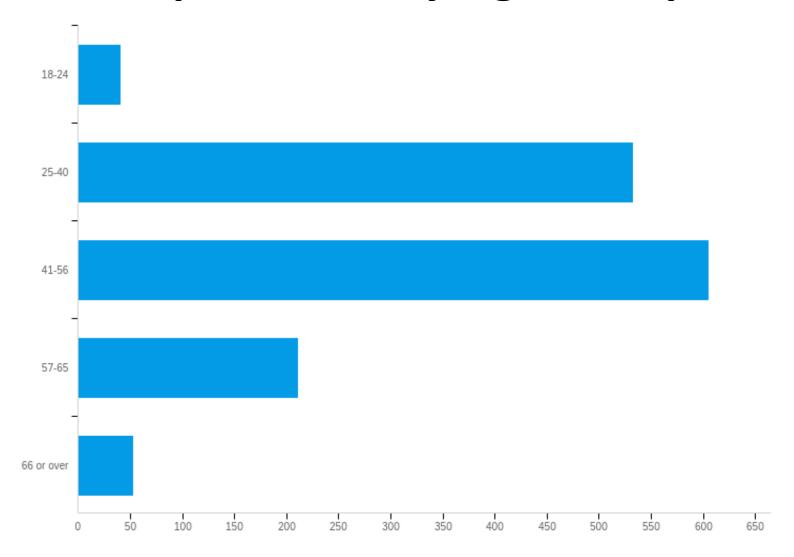


Level of Management Responsibility



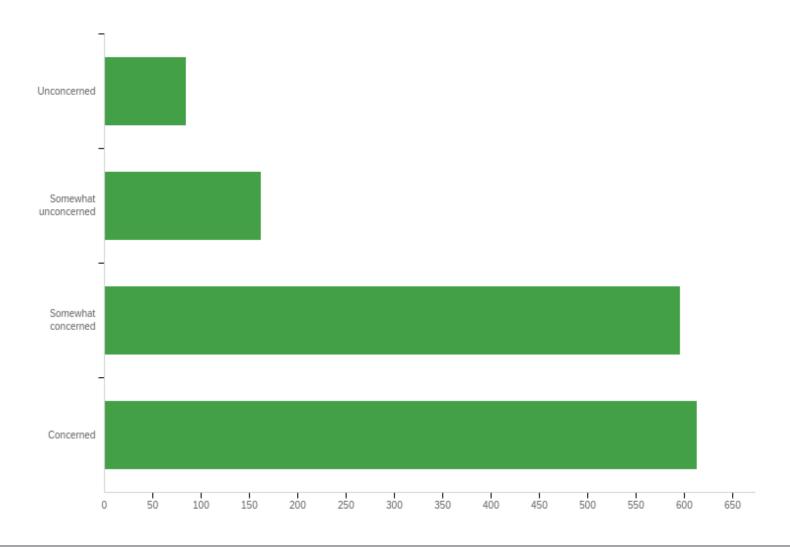


Respondents by Age Group





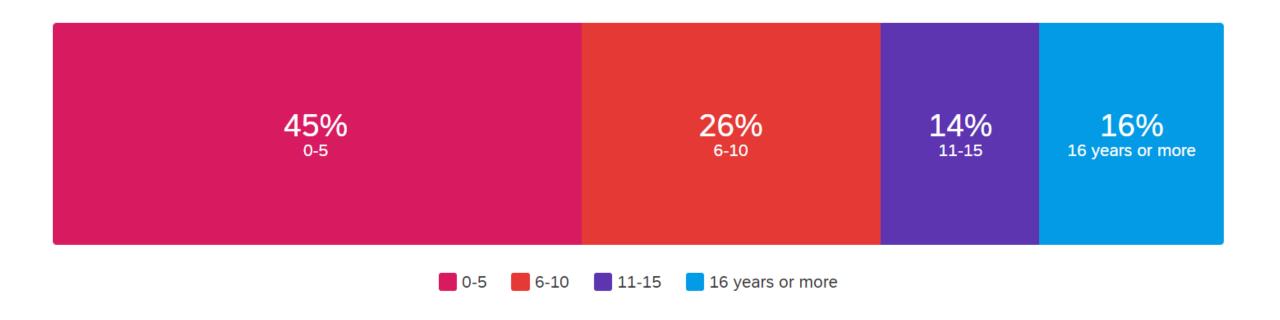
How concerned are you about the issue of staff retention in your legislature, chamber or office?



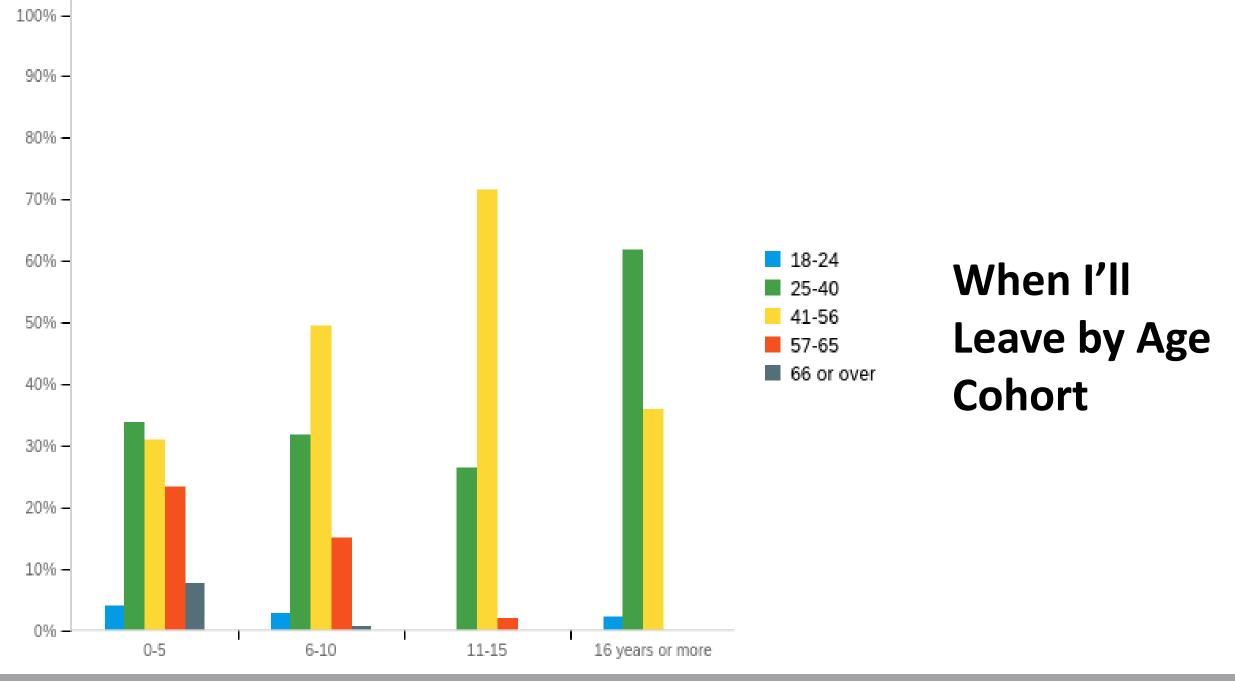
Key Findings – Turnover



How many years from now do you anticipate leaving legislative staff service?











Director/HR Staff Survey: Factors Contributing to Turnover

All Staff Survey: Factors Contributing to Turnover

Compensation

Limitations on career advancement

Tie: Retirements and lack of workplace flexibility

Workload

Compensation

Workplace Flexibility

Tie: Colleagues and/or managers and career opportunities

Tie: Benefits/nature of the work itself

Unfair favoritism/benefits

Diffrent ways of thinking

Lack of trust in workers Job Instability/Term limits

Communication Competitive Job Market

Lack of support Work/Life Balance

COVID-19

Clear Goals Bad leadership

Continuity Appreciation

DEI Adaptability

Long Hours

Safety

Wellness Burnout Culture

Partisanship and Polarization

High Demand/ Work Load

Flexibility/Remote Work

Career Advancement/ Prof. Development

HR issues

Lack skills

Compensation/Benefits

Accountability

Respect/Civility

People change jobs more often

Returning Staff

Turnover is self perpetulating

Need Exit Interviews

Pride (beneath them attitude)

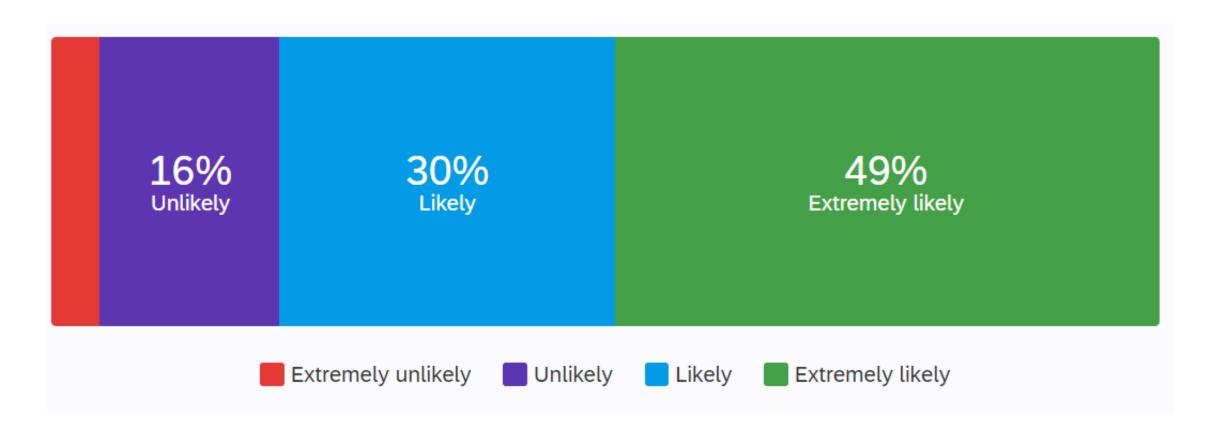


Key Findings – Retention

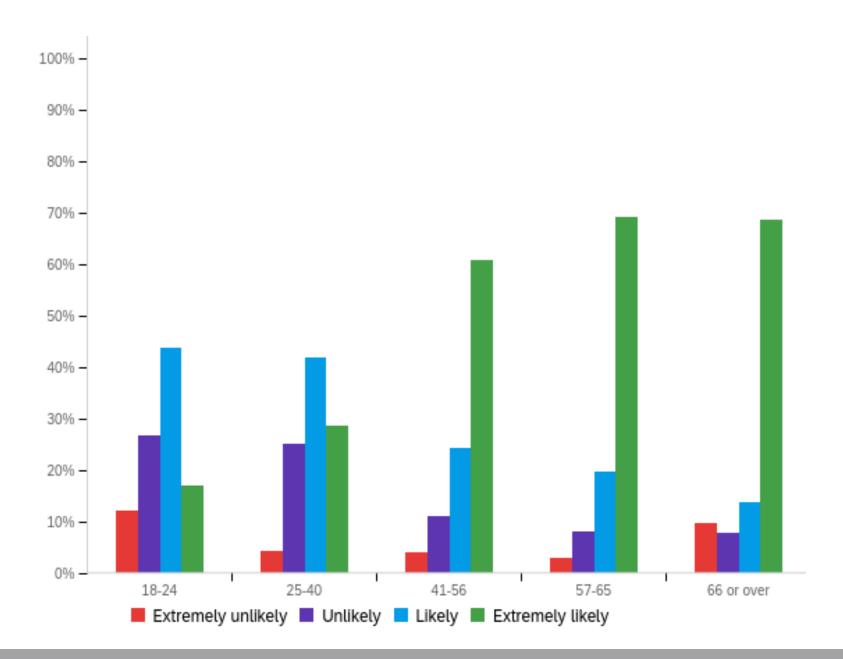




How likely are you to make legislative service your primary career?







Likely to Make My Primary Career by Age Cohort





Director/HR Staff Survey: Factors Contributing to Retention

All Staff Survey: Factors Contributing to Retention

Nature of the work

Benefits

Colleagues and/or managers

Tie: Strong organization culture, workplace flexibility, compensation

Compensation

Workplace Flexibility

Colleagues and/or managers

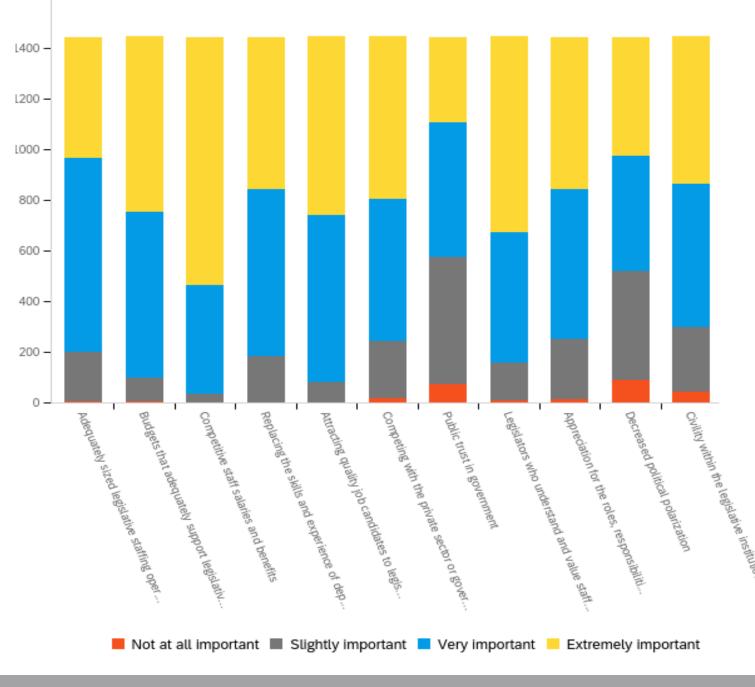
Benefits



Part time leg - Special session year round (weird calendar) Sexual Harassment Issues Nepotism/Unfair promotions/etc Hositlity toward institution Understanding/respect for Institution and Process Generational differences Competative Job Market Understanding of my job Underqualified Staff Bad Leadership Term Limits Ony 2-3 year commitments/Job hopping Ability to Unionize Career Advancement/Professional Development **Unaware Legislators** Job Security High demand/Work load Work/Life balance At will employment Communication/Collaboration Civility/Respect Poor team dynamics Internal politics DEI Partisanship and Polarization Appreciation Wellness Low Staffing Culture Flexibility/Remote Work Young staff Safety Continuity issues Clear Goals Compensation/Benefits No Innovation High Turnover team building Feeling supported Long hours/Inconsistent Schedule Accountability Adaptability Training/On-boarding Poor facilities/tools Work doesnt feel impactful Feeling micromanaged

What Makes for an Effective Workplace, How NCSL Can Help





How Important is Each to an Effective Legislative Workplace?

Requested Resources from NCSL









Best practices

Recruitment and retention strategies

Turnover rates

Salary research







What makes your legislative workplace effective?

What could improve it?



NCSL Base Camp 2023



Nov. 8-9, 2023