



An Institution That Works

Staff Perceptions on a Strong Legislative Workplace

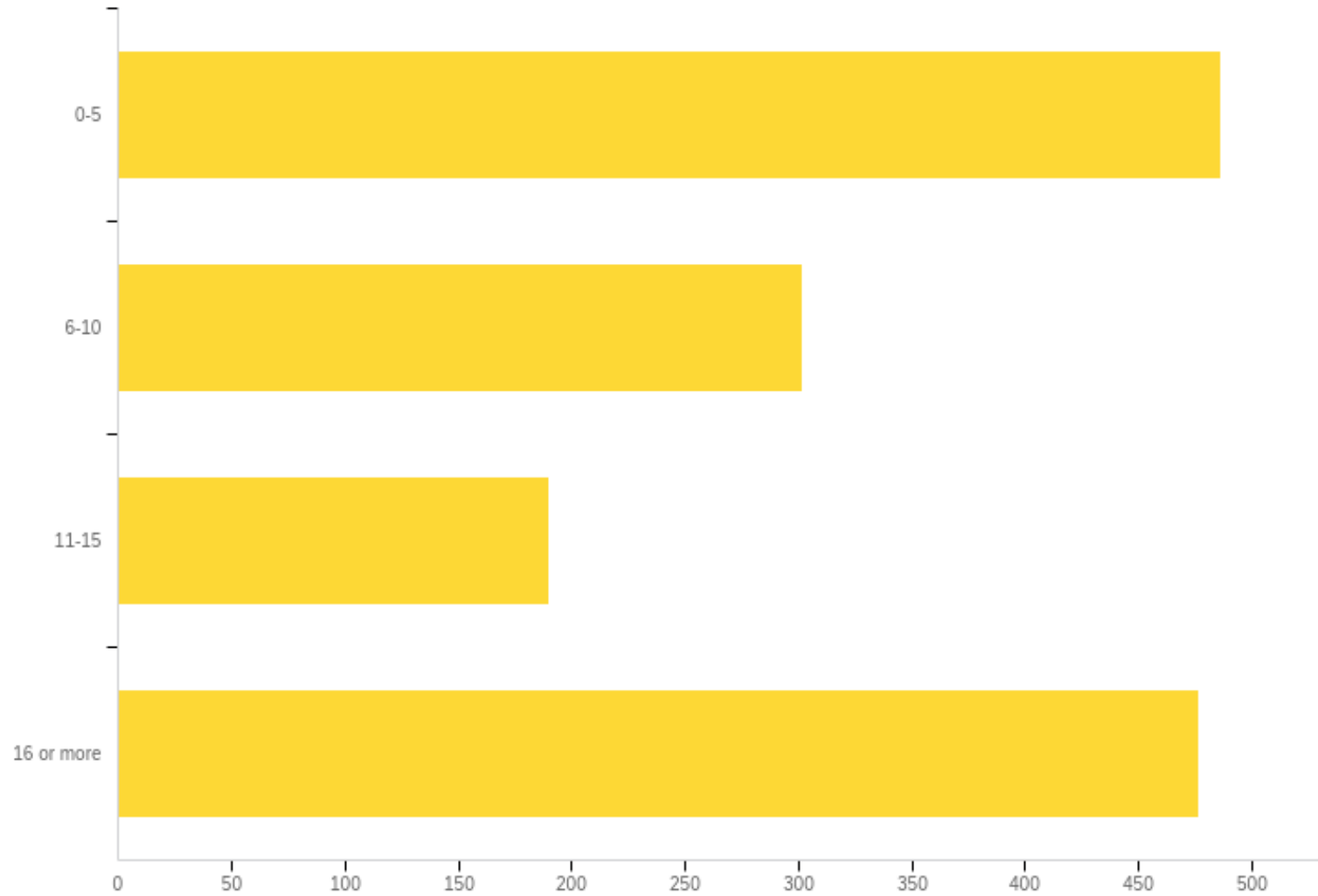
Natalie Wood, Center for Legislative
Strengthening



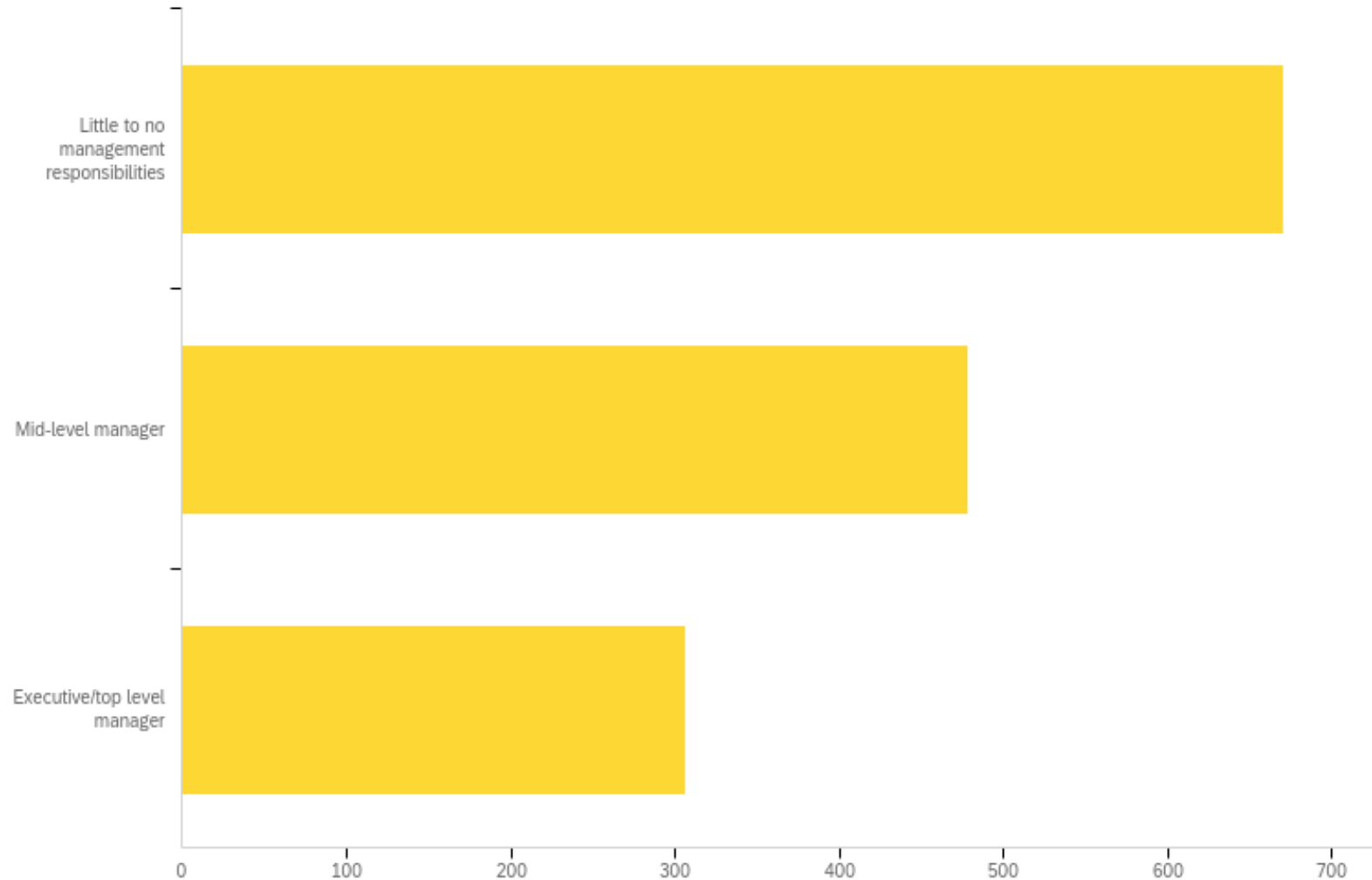
Respondent Demographics



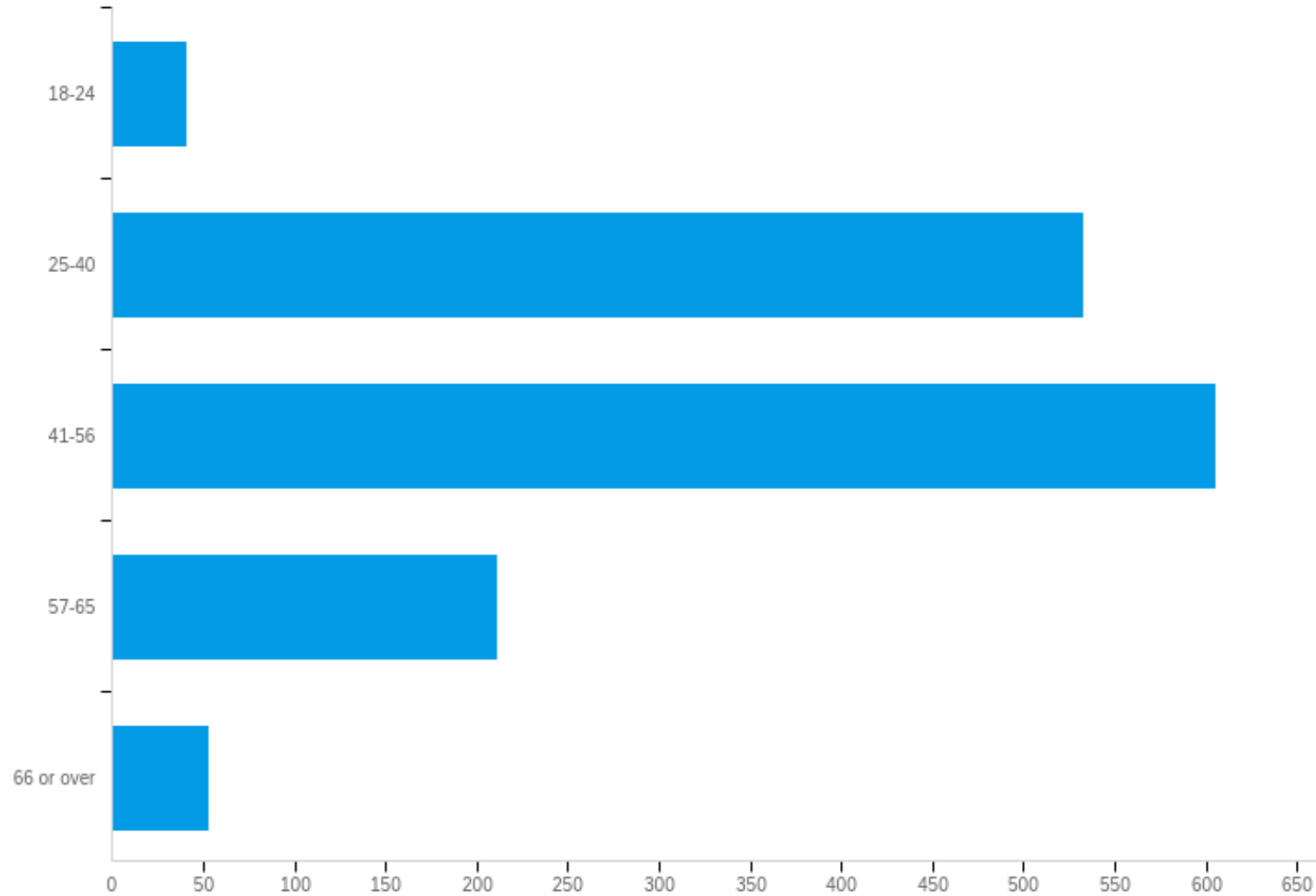
Respondents by Years of Service



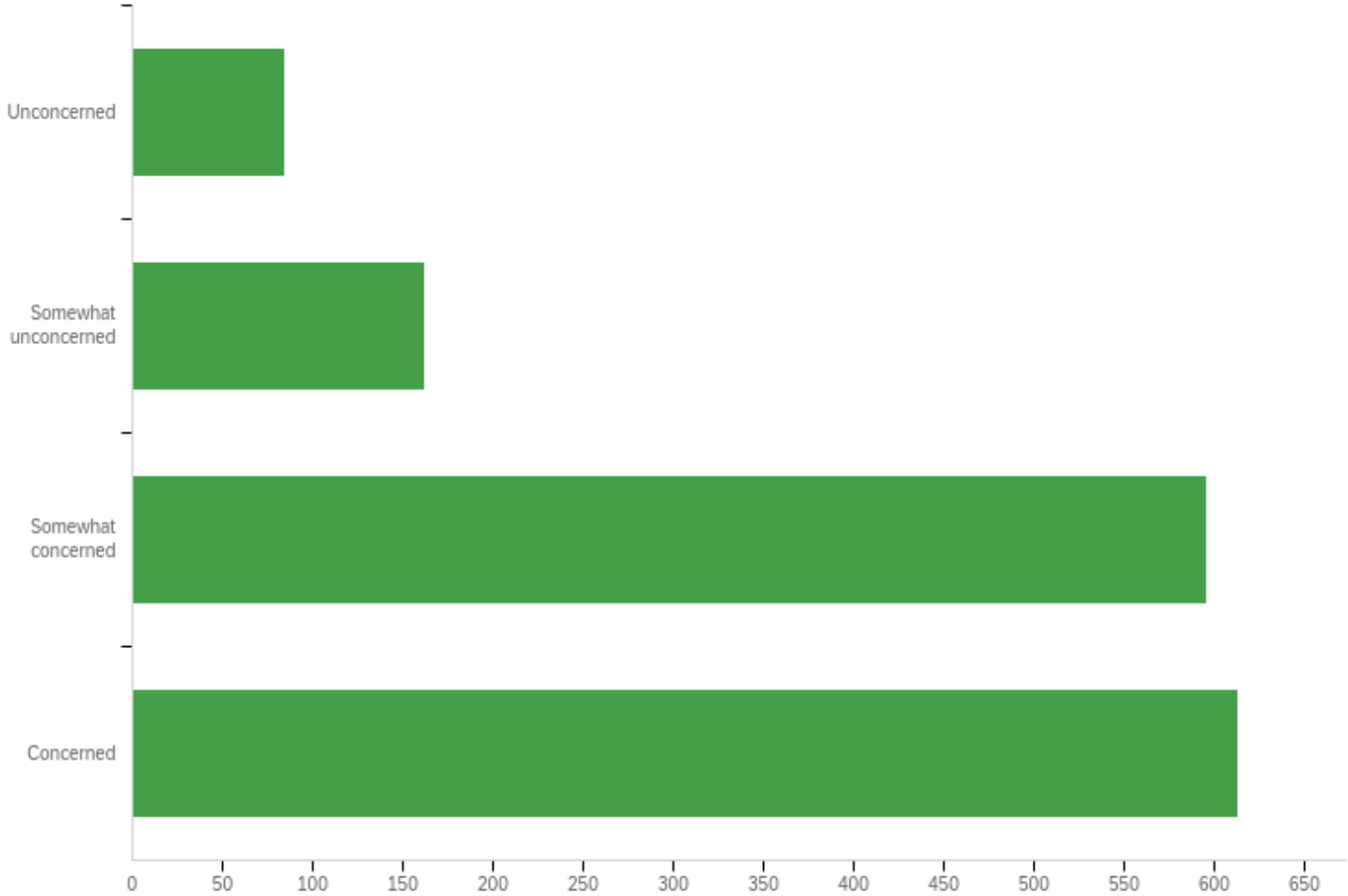
Level of Management Responsibility



Respondents by Age Group



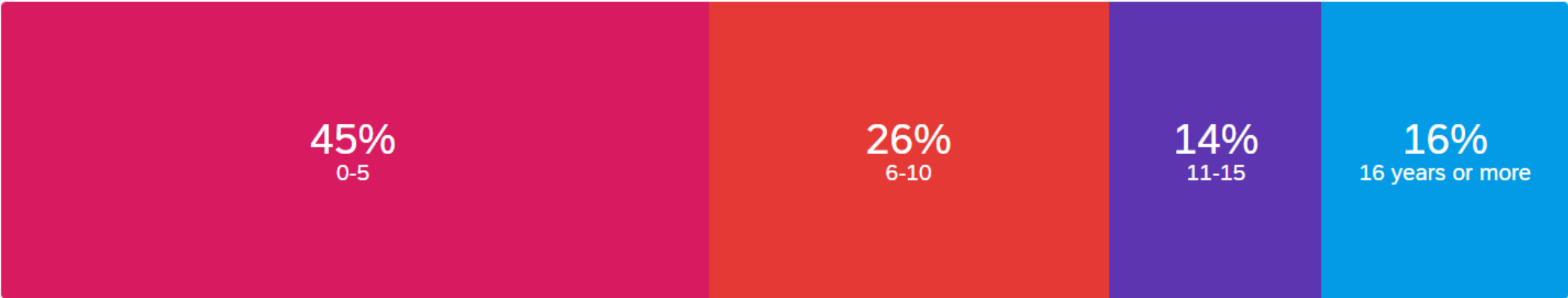
How concerned are you about the issue of staff retention in your legislature, chamber or office?



Key Findings – Turnover

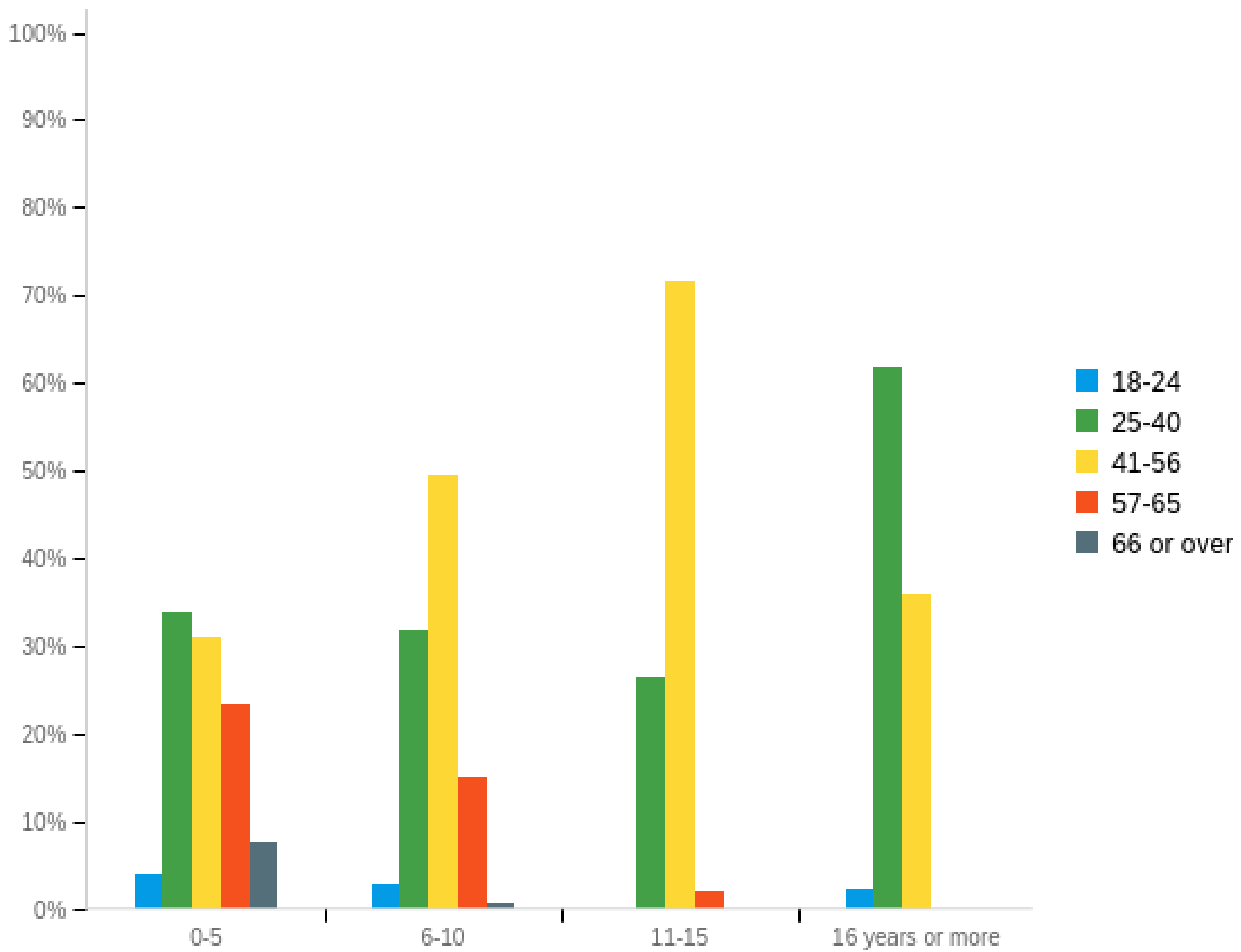


How many years from now do you anticipate leaving legislative staff service?



0-5 6-10 11-15 16 years or more





When I'll Leave by Age Cohort





Director/HR Staff Survey: Factors Contributing to Turnover

Compensation

Limitations on career advancement

Tie: Retirements and lack of workplace flexibility

Workload

All Staff Survey: Factors Contributing to Turnover

Compensation

Workplace Flexibility

Tie: Colleagues and/or managers and career opportunities

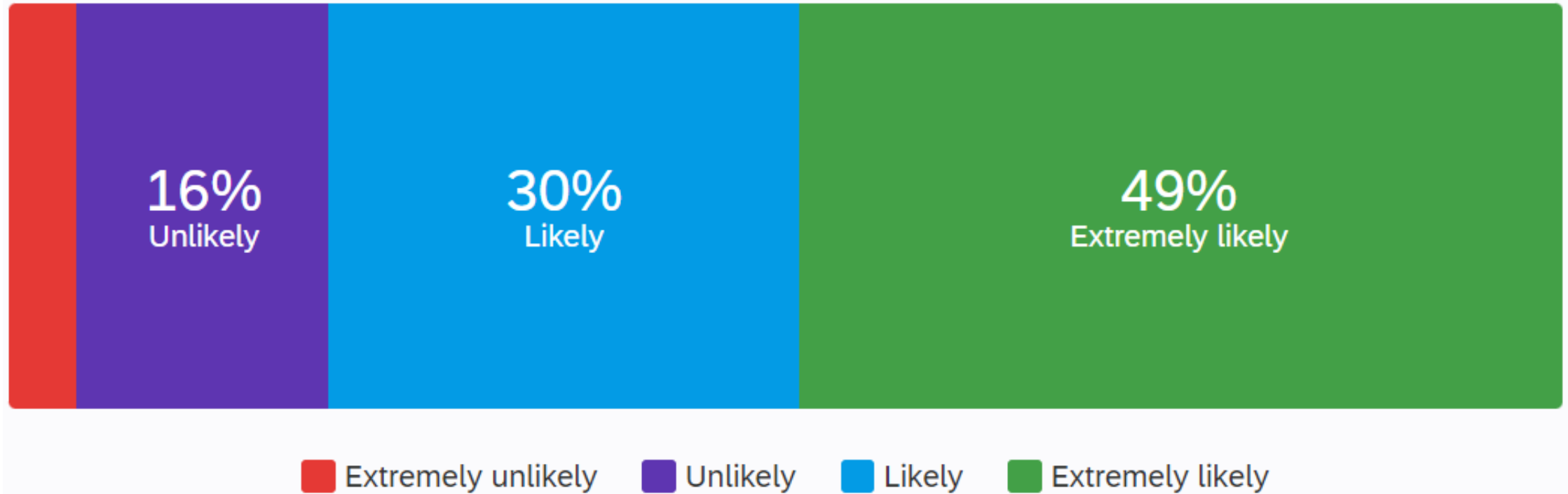
Tie: Benefits/nature of the work itself

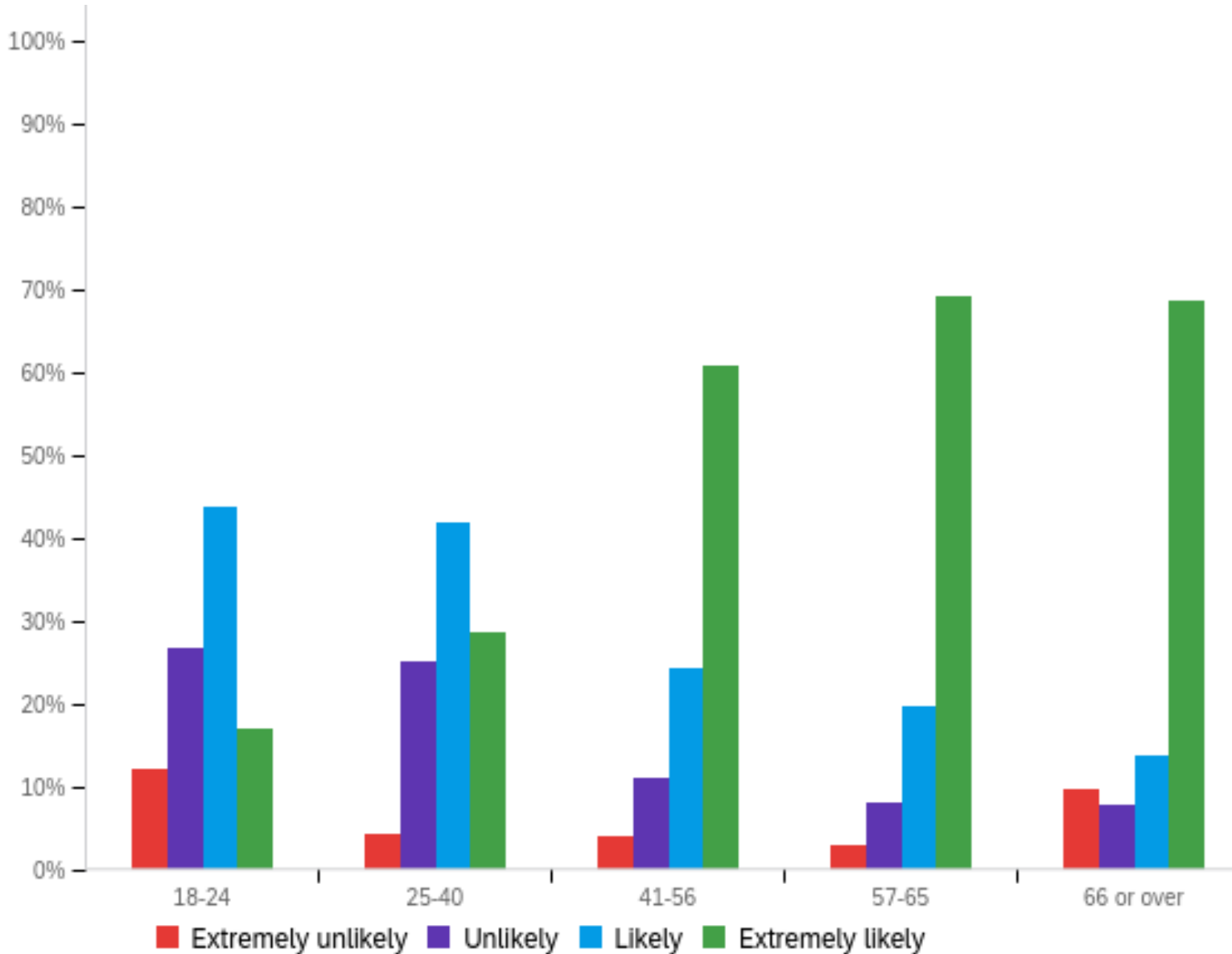


Key Findings – Retention



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

Nature of the work

Benefits

Colleagues and/or managers

Tie: Strong organization culture, workplace flexibility, compensation

All Staff Survey: Factors Contributing to Retention

Compensation

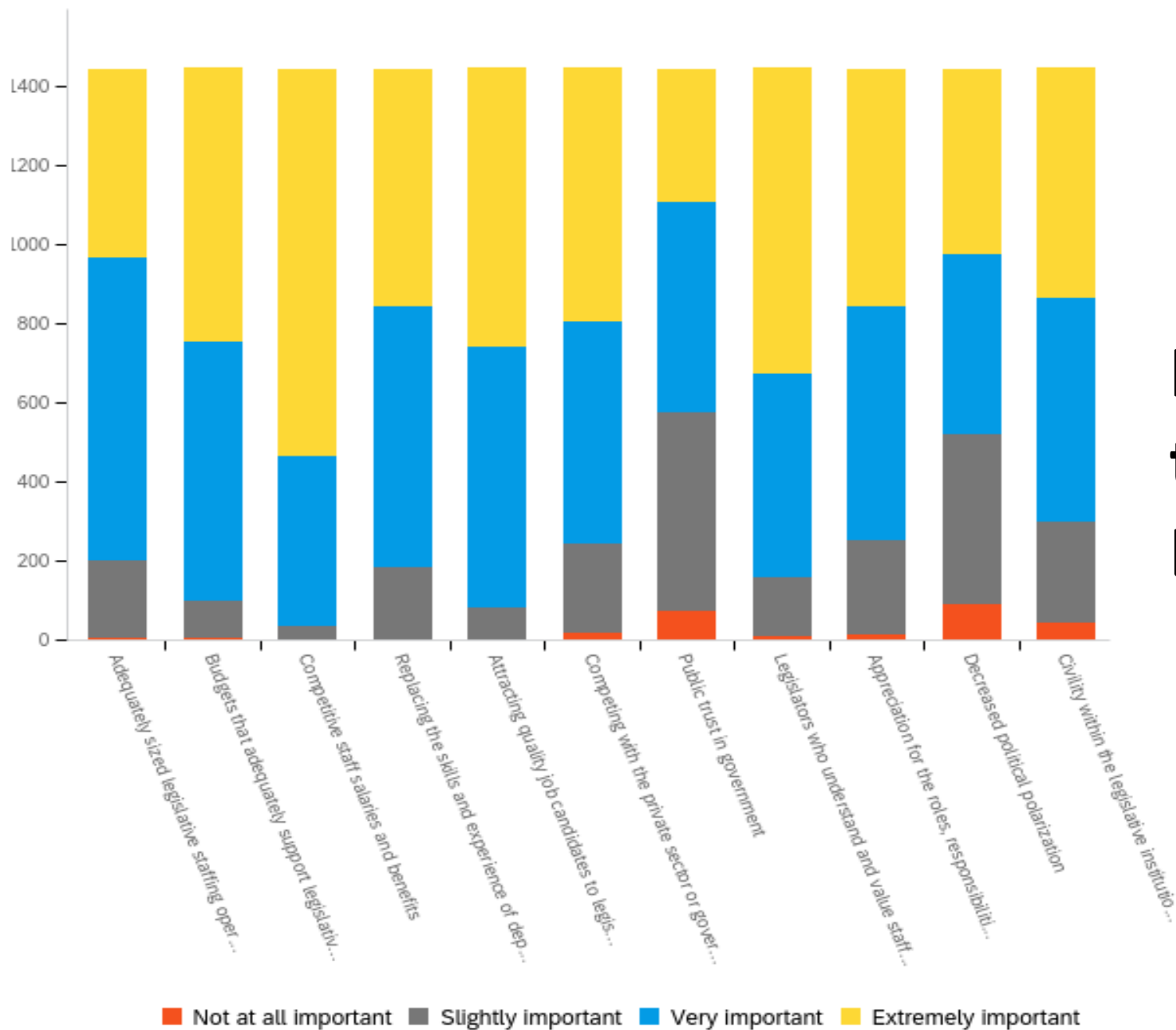
Workplace Flexibility

Colleagues and/or managers

Benefits

What Makes for an Effective Workplace, How NCSL Can Help





How Important is Each to an Effective Legislative Workplace?



Requested Resources from NCSL



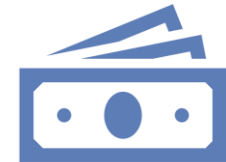
Best practices



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