Talent Shared Services offers career paths defined by experiential learning, opportunity, choice and mobility for the new generation of the federal workforce.

The challenge: Securing the workforce of 2020

Generation <30 is the largest in the US, representing 1/3 of the population

Yet, millennials only comprised 6.6% of the federal workforce in 2014 (and steadily declining since 2010¹), compared to 25% for the private sector

Only 12% of college grads chose the federal government as a top choice in 2015²

Tomorrow’s workforce demands versatility and growth

Millennials desire an environment that is...

- EXCITING
- INNOVATIVE
- COLLABORATIVE

And presents NEW CHALLENGES and opportunities to try NEW THINGS³
Career paths are no longer linear journeys. Employees once started with a foot in the corporate door, paid their dues and worked their way up the proverbial ladder. Now, employees are treating their careers as a series of tours using each new employer as a way to establish a self-determined path, build critical skills and grow outwards.⁴

**Government leaders see the light: Change is a must**

60% of federal executives⁵ stated at least some improvement is needed across a wide range of areas to identify and develop the next generation of leaders including **SKILL DEVELOPMENT** and **CAREER PATHS**.

**Top changes needed for faster RECRUITMENT and PROMOTION of talent⁶:**
- Defined skill sets and competencies
- Defined learning opportunities

**Top challenges in RETAINING talent⁷:**
- Lack of career development
- Lack of career paths
- Lack of mobility

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**One solution: Talent Shared Services**

Increased enrichment for the new generation of federal workers = Improved attraction, retention and engagement

**Today's Federal Rotational Programs:**
- A multitude of government-wide and agency-specific rotational programs
- Lengthy application processes
- Primarily target higher career levels

**Tomorrow's Talent Shared Services:**

**PURPOSE**
Help attract and retain talent through diversity of experiences tied to growth and mission impact

**FOCUS**
Mission-critical roles at all career levels and those with highest attrition rates among millennials

**TARGET**
Top millennial talent

**SCALE**
Grow incrementally with budget allocations while meeting mission objectives
A transparent application and assignment process that is well marketed, fast and easy

Defined program metrics rooted in workforce analytics to continually measure for value and improvement

A Talent Shared Services Career Journey

Achieving new heights: A win-win

Talent Shared Services holds the potential for retaining top millennial talent and ensuring the next generation of federal leaders.

FOR THE EMPLOYEE

- Multiple career paths and job roles
- Varied assignments
- On-the-job learning opportunities
- Assignment choices
- Upward and lateral mobility
- New challenges
- Collaboration and networking

FOR THE AGENCY

- Keeps employees within the organization
- Brings new ideas to achieve the mission
- Grows employees skills & knowledge
- Promotes engagement
- Defines succession paths
- Ties to career progression
- Offers new perspectives on best practices
Leading companies like Google,⁹ Facebook,¹⁰ Boeing,¹¹ Banana Republic,¹² and Dropbox¹³ recognize the value of rotational programs for entry-level millennials, offering a variety of project experiences and mentorship. Banana Republic offers a project-based action learning program to help engage and retain millennials. Program participants are 44% more likely to remain at the company than their peers.

According to the National Association of Colleges and Employers, new graduate hires were more likely to still be with a company at both the one-year and five-year benchmarks if they participated in a rotational program.⁸

Take your agency to new heights by escalating the career journey with Talent Shared Services. For more information, please contact:

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6. Ibid.
7. Ibid.