

King County Recruitment and Retention Overview

August 2022

The Great Resignation and COVID-19

Mission Square Research Institute Report Data

Public Sector Employees are Considering Leaving Their Jobs

52%



of state and local workers are considering leaving their jobs **voluntarily** due to COVID-19 to do **any or all** of the following: change jobs, retire, and/or leave the workforce entirely.

Working during the COVID-19 pandemic has made them consider:



36%
Changing
jobs



33%
Retiring



28%
Leaving the workforce
entirely for the
foreseeable future

These individuals are significantly more likely to be:

Under age 40
African American
In K-12 education
At high risk of exposure
to COVID-19 at work

Age 60+
Earning a household
income of \$100,000+
At high risk of exposure
to COVID-19 at work

Under age 40
African American
At high risk of exposure
to COVID-19 at work

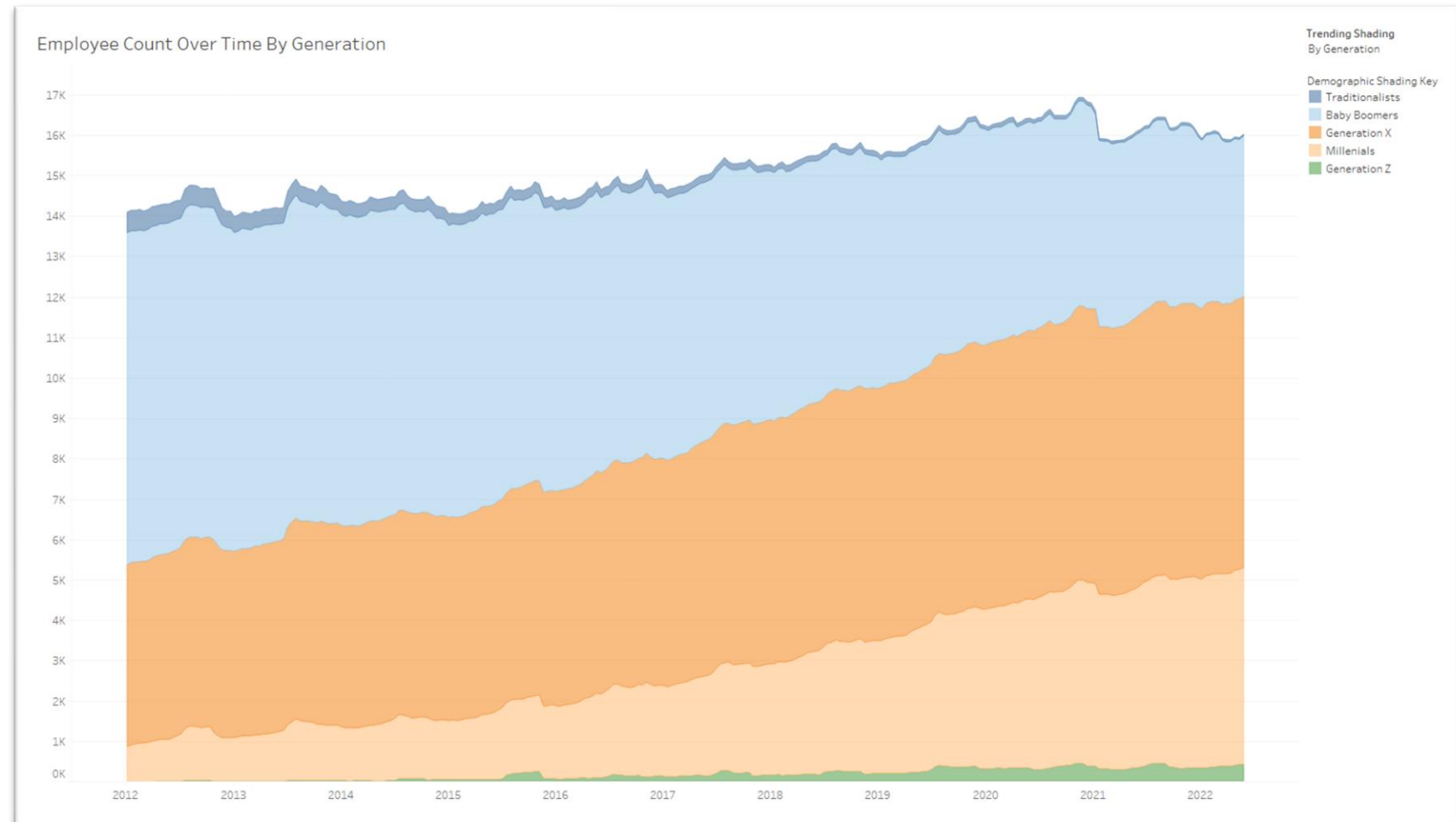
Employee Count Over Time by Generation

2012

- Traditionalists – 3.57%
- Baby Boomers - 58%
- Generation X – 32.04%
- Millennials – 6.15%
- Generation Z - 0%

2022

- Traditionalists - .27%
- Baby Boomers – 24.73%
- Generation X – 41.79%
- Millennials – 30.53%
- Generation Z – 2.67%



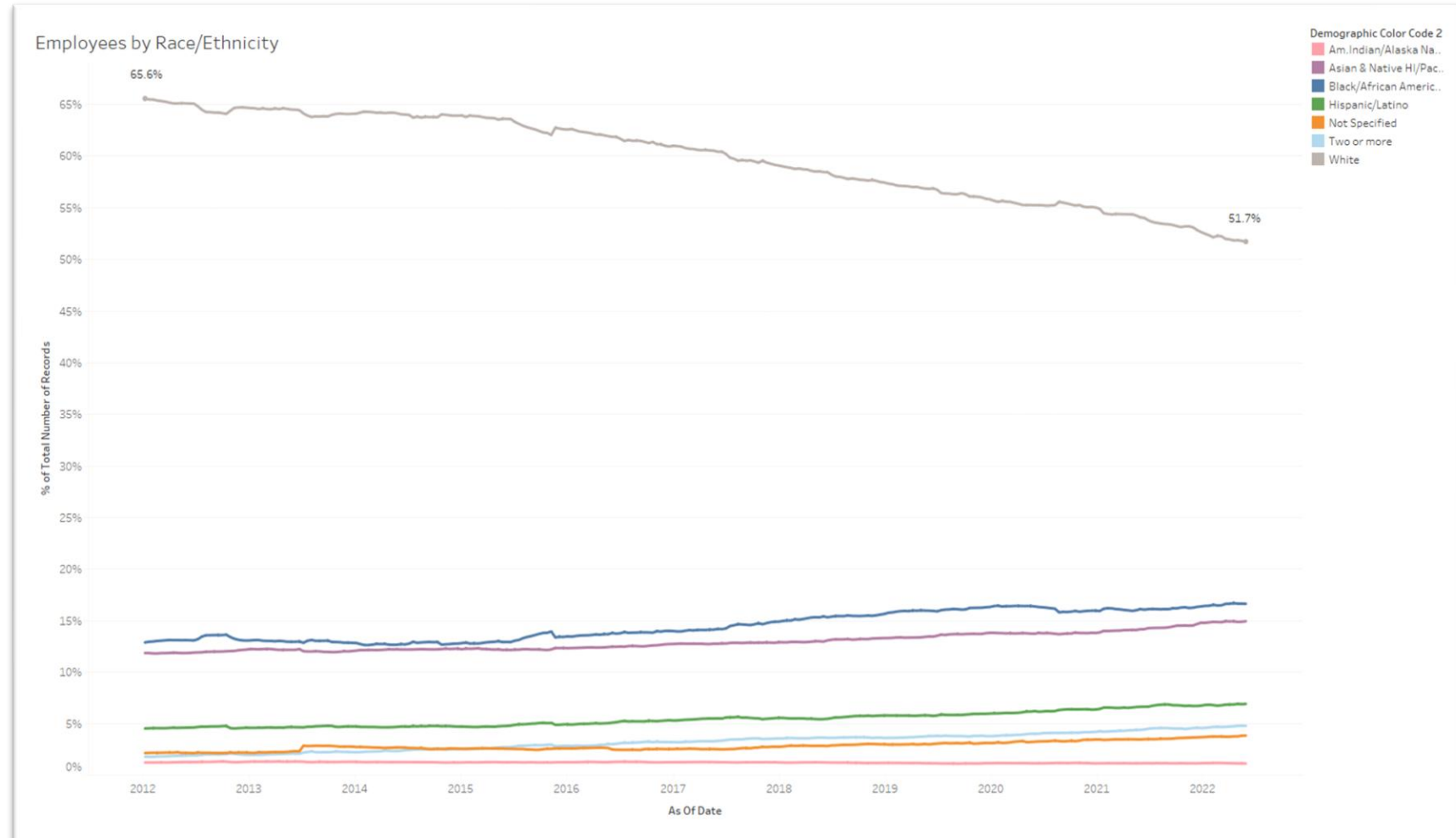
All Employees by Race/Ethnicity

2012

- Am. Indian/Alaska Native – 1.2%
- Asian & Native HI/Pacific Islander – 11.9%
- Black/African American – 12.9%
- Hispanic/Latino – 4.5%
- Not Specified – 2.1%
- Two or More – 1.8%
- White – 65.6%

2022

- Am. Indian/Alaska Native – 1.1%
- Asian & Native HI/Pacific Islander - 15%
- Black/African American – 16.7%
- Hispanic/Latino – 6.7%
- Not Specified – 3.8%
- Two or More - 4.8%
- White – 51.7%



Employee Retention

2012

• 5.7%

2021

• 8.9%

Employee Retention

Turnover

Detailed View

About

Select Your Filters

Action and Reason Code(s)
Multiple values

Reg/Temp
Regular

Department(s)
All

Division(s)
All

Race/Ethnicity
All

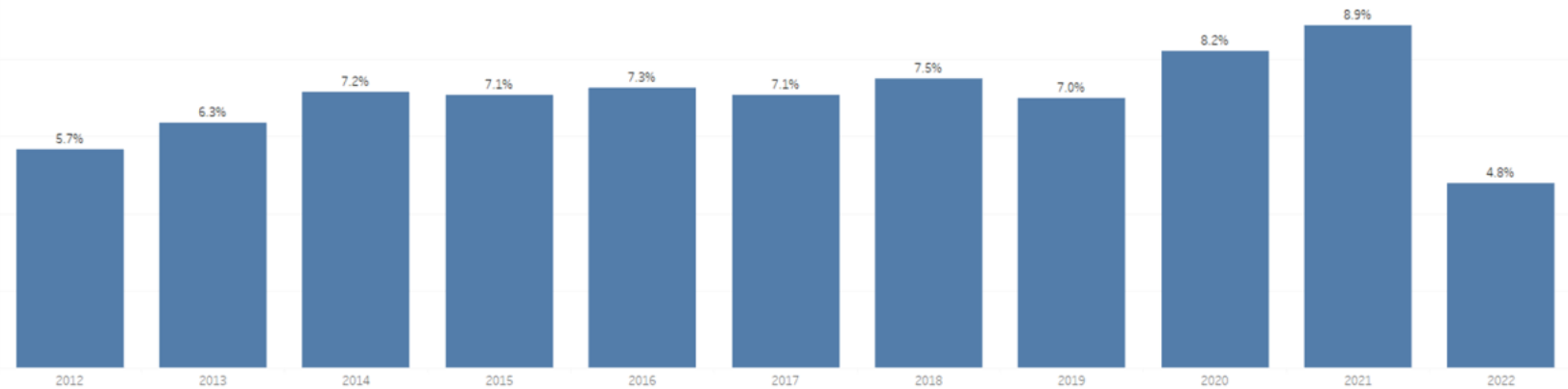
Turnover Count

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
778	891	995	989	1,045	1,047	1,141	1,099	1,285	1,366	706

Employee Count

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
13,706	14,040	13,867	13,960	14,375	14,814	15,201	15,707	15,580	15,347	14,714

Turnover Rate



Data Current As Of: 5/27/2022

Questions: HRSystemsandAnalytics@kingcounty.gov

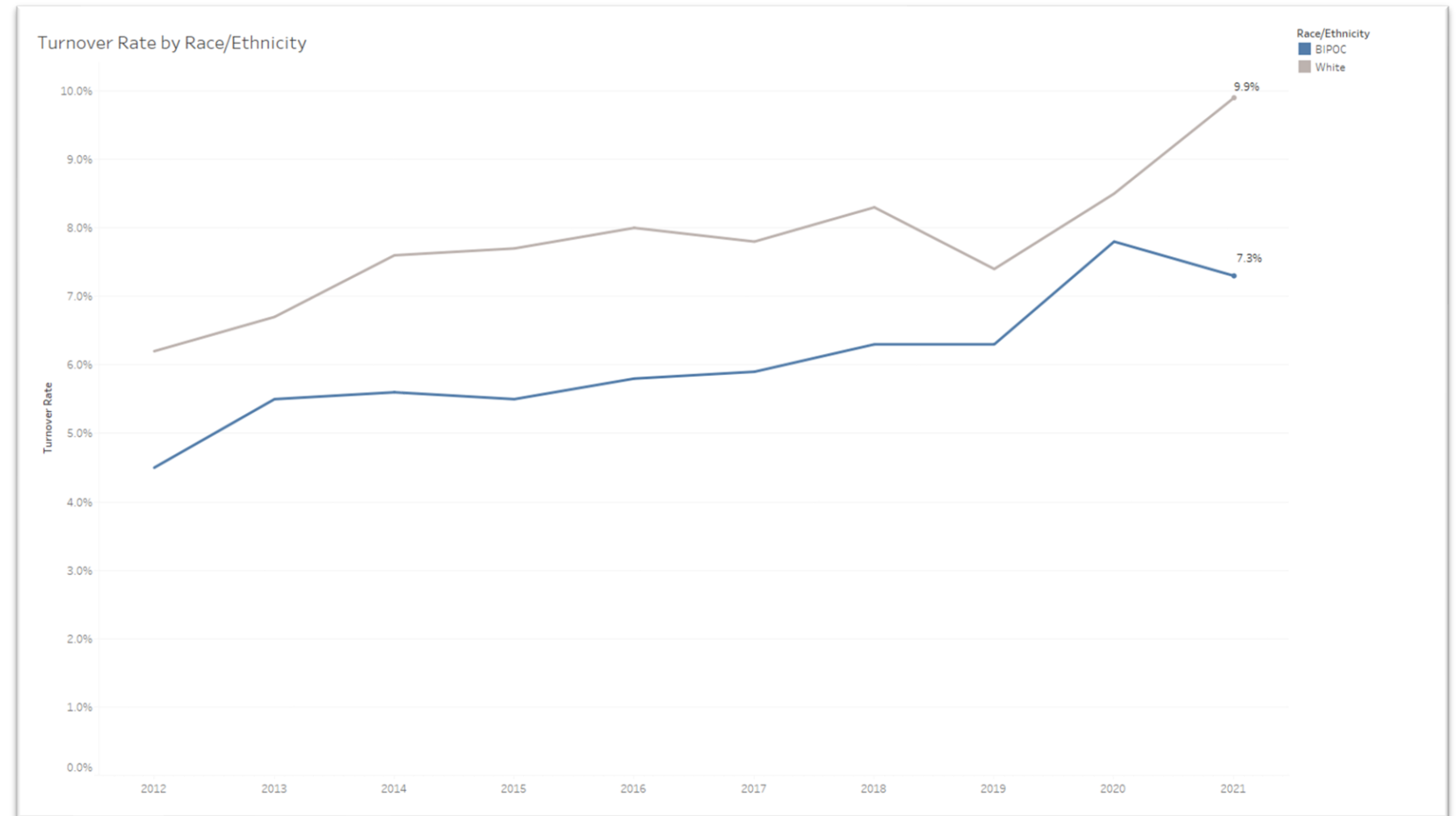
Turnover Rate by Group

2012

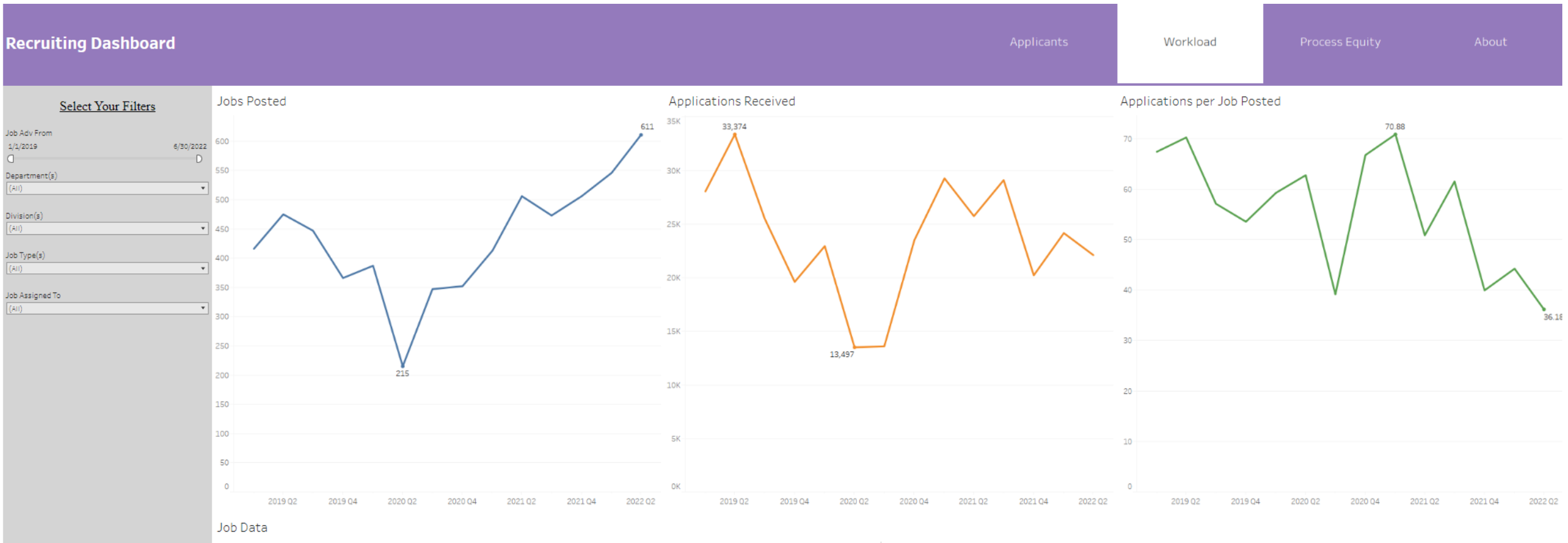
- BIPOC – 4.5%
- White - 6%

2021

- BIPOC – 7.2%
- White – 9.9%



Recruitment Volume



What the Data Tells Us?

Our workforce is getting younger, and there is a shift in our generational make-up

We are getting more diverse

Our workforce has less tenure

Turnover is increasing countywide, but still good overall compared to public sector averages

Some jobs experiencing significantly higher turnover

Recruitment volume is up and applicants are down

Centralized Pilot Program

Providing 3 levels
of recruitment
service for
Departments

Creating banners
for job
announcements

Developing social
media concepts
and materials for
broad use

Coordinating and
supplementing
recruitment events



Examples of Social Media Marketing

Department Specific Efforts - DAJD

Job Fairs

Social Media Platforms

Billboards And Mailers

 King County - Department of Adult & Juvenile Detention
August 16 at 6:17 AM · 🌐

We're hiring for our fantastic team of Correction & Juvenile Detention Officers. We offer competitive compensation, full medical benefits, retirement, Veterans' benefits, hiring incentives & much more. Make an impact today and apply.

WE'RE HIRING!

GET UP TO
\$15,000
SIGN-UP
BONUS!



**CORRECTION
& JUVENILE
DETENTION
OFFICERS**

APPLY TO JOIN THE TEAM ONLINE TODAY  King County

KINGCOUNTY.GOV
Apply For A Role With King County Today
Make a difference in your community.

Apply now

 **Corrections & Juvenile Detention Officers**

\$15,000 **Signing Bonus**
Get Up To:

KingCounty.Gov/CorrectionsJobs

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DEPORTES**




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Department Specific Efforts - KCSO

Community Events

Contract City Specific Recruitments

Lateral Outreach Recruitment Events



Jeffrey Flohr · 1st
Chief at King County Sheriff's Office
2w · 🌐

So far in 2022 we have hired 40 new deputies! In all of 2021 we hired 39. We have a long way to go, but something special is happening at KCSO. Join us and make an incredible difference. [#recruitment](#) [#community](#)



King County Sheriff'... · 2nd ✓ Following
Recruiter at King County Sheriff's Office
6mo · Edited · 🌐

As a large county and the most populous in Washington state, King County has a total of 2,307 square miles. That's larger than the states of Rhode Island or Delaware.

From the waters of Puget Sound, to the Summit of Snoqualmie Pass, King County deputies have the opportunity to choose the view from their patrol car.

And for us, that's a big deal.

Will you join us?

You could say we're kind of a BIG deal.

Will you join us?

Delaware
1944 Square Miles

Rhode Island
1545 Square Miles

King County
2307 Square Miles

AIR SUPPORT, 1 MARINE, 1700 FRIENDLY DEPUTIES



King County Sheriff'... · 2nd ✓ Following
Recruiter at King County Sheriff's Office
2mo · 🌐

Valoramos y estamos orgullosos de nuestras relaciones con nuestros socios contractuales.

Por ejemplo, desde 1993, la Oficina del Sheriff del Condado de King ha brindado servicios policiales al Departamento de Policía de Burien. Esta vibrante ciudad tiene una población de más de 50,000 habitantes.

Deja que KCSO sea tu camino para servir a las diversas comunidades de la ciudad de Burien.

¿Te unirás a nosotros?

[See translation](#)

SIRVE A LA CIUDAD DE BURIEN COMO OFICIAL DE POLICIA.

La Oficina del Sheriff del Condado de King se enorgullece de brindar servicios policiales a Burien desde 1993. Deja que KCSO sea tu camino hacia la ciudad.

¿Te unirás a nosotros?

Take a hike.

4-Day Workweek.

3-Day Weekend.

Will you join us?

KCSO.Recruiter@KingCounty.Gov
(206) 263-KCSO (5276)

DREAMS DO COME TRUE.

We're also looking for humans. You belong.

KCSO.Recruiter@KingCounty.Gov
(206) 263-KCSO (5276)

KING COUNTY SHERIFF PATTI COLE-TINDALL

Department Specific Efforts - Metro

Adds running on the destination board, bus wrap arounds and posted for public view

Social media – Google and Youtube

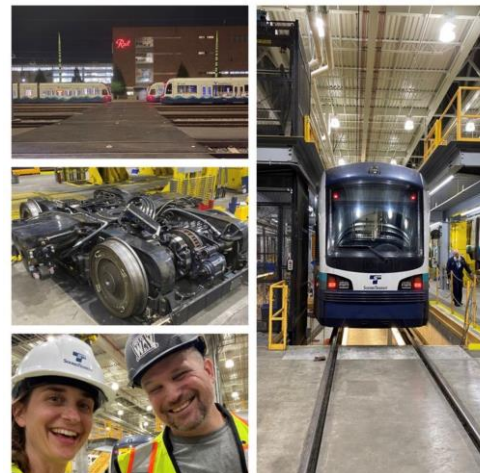
La Super Deportivo (radio)



Last night, I spent some time with our Electromechanic crew, learning about the ways we get trains ready to serve the public and observing the routine preventative maintenance completed every 5,000 miles on our trains. I'm proud to work amongst these folks who are working hard to keep us moving and keep us safe!

Edit: We are hiring Electro-Mechanics: <https://lnkd.in/gvPunvqE>. Come join our team!!

#linklightrail, #railmaintenance



Come join our team and help oversee the Facilities Maintenance of Sound Transit Stations along our expanding alignment. Within about the next four years, the system will more than double from 26 to 62 miles and from 25 to 50 stations. As we prepare for this expansion, we need great people to help us make this all work! Come join our team on the ground floor as a Facilities Maintenance Superintendent and work with an amazing team and great benefits: https://lnkd.in/g_qpW4Ev.

#facilitiesmaintenance, #LinkLightRail, #publictransit, #transitessentialworkers

Emily Clark can answer any questions you might have about this position!



Employer of Choice

Retention bonuses for represented and non-represented staff.

Hiring and referral bonuses Public Safety and Corrections positions.

Leader in Equity and Social Justice work.

Centralized team collaborating with departments to create standards and training for the HR community.

Updated equity toolkit and regular training for HR community.

Strong partnership with Labor that includes wages ensure we are an employer of choice today, while building the workforce of the future.