

ICMA

INNOVATIVE TALENT MINING: New Approaches to Recruiting Local Government Leaders

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TODAY'S SESSION

- Emerging Recruitment Trends
- Let's Charla: We all have a story to tell
- Practical Tools & Recruitment Strategies
- Let's Charla: What's in your toolbelt?
- The ICMA Breaking Into Local Government Guide
- Let's Charla: Transferrable Skills
- Q & A



UNDERSTANDING EMERGING RECRUITMENT TRENDS

- Latest Recruitment Trends
- Innovative Recruitment Practices

WE ALL HAVE A STORY TO TELL!



Let's Charla: What's Your Story? 10 Minutes

- Name, Current Position, Agency
- What's your breaking into local government story?
- What transferrable skills have helped you the most since you broke in?



DEVELOP PRACTICAL TOOLS AND RECRUITMENT STRATEGIES

- Let's talk data!
- Tailor strategies to your community

Let's Charla: What's in your toolbelt? 10 Minutes

- What recruitment challenges have you faced?
- What are the go-to recruitment tools in your toolbox that you have found to be successful?



ICMA'S BREAKING INTO LOCAL GOVERNMENT GUIDE

- The BILG Task Force
- Stories from the Field
- Transferrable skills: Can we change our perspective?

Let's Charla: Transferrable Skills 10 Minutes

- What skills do we often see in job descriptions or positions where there is an opportunity to get creative?
- What are some non-public-sector positions or skills that could align with what we're looking for if we change our perspective?



LET'S MAKE CHANGE!

WHO DO WE NEED TO INFLUENCE TO MAKE THIS WORK?

- City Manager
- Human Resources
- Executive Team
- Managers / Supervisors
- Potential Candidates
- Ourselves
- Our Staff and Mentees (future leaders)



WHAT NOW?

- Will you share your story and be a resource?
- Are you willing to be a mentor?
- What conversations will you have with your leadership team?
- Will you share the BILG Guide with your City leadership?
- Can you share the Guide on your HR webpages, LinkedIn and at recruiting events?



QUESTIONS?

LET'S CONNECT!

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Thank You Panelists, Attendees and Sponsors

