

# Morale, & Millennials,

## (Non) Monetary Rewards

The State of Human Capital in Federal and Defense Agencies

### Top Agency Priorities

29%

say "leadership development" is the top priority for staff development

### Biggest Challenges

Finding qualified candidates 68%

Staff training and development 63%

### Recruiting Millennials

22% Have a Millennial recruitment strategy in place

30% Have a strategy but not implemented yet

48% No strategy

### Millennial Recruiting Strategies

Internships 78%

Career fairs 62%

Social Media 60%

### Addressing Gaps in Resources

78%

current programs fall somewhat short or significantly short "of where they need to be"

### Investment in Talent Management in 2015?

Same investment 63%

Increased investment 25%

Reduced investment 12%

### Strategies Used to Improve Engagement

73% Teleworking and work-time flexibility

63% Non-monetary recognition

59% Work/life programs

58% Mentorship programs

### Barriers to TM and Performance Goals?

Culture 80%

Organizational structure 49%

Internal collaboration and communication 41%

Technology solutions 31%

#### How does your agency compare?

If you're worried about the Baby Boomer exodus, finding great candidates, or training and development, let's talk. Cornerstone's talent management solutions can help you nurture, engage, and get more out of your human capital in 2015.

Let's Talk

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