

# Health and Human Services Workforce State and Local Governments Prepare for the Future

The magnitude and urgency of the challenges facing the Health and Human Services workforce are key drivers behind innovative management practices.

## Strategies to Combat Stress and Retain Talented Employees



## Trends and Issues

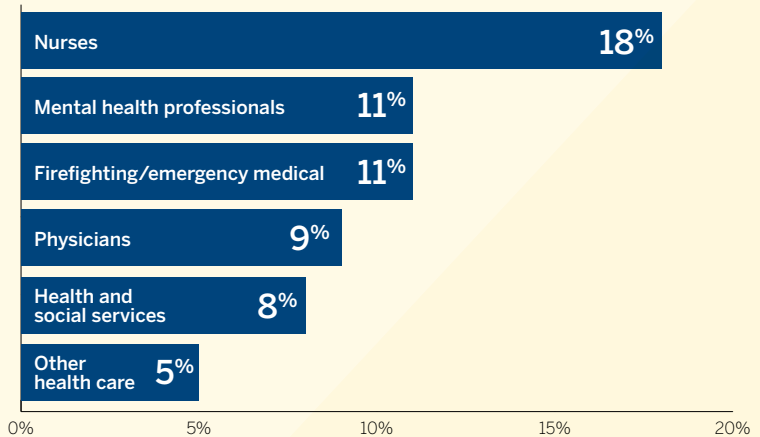
2016-2026: 18% increase in public and private healthcare occupations<sup>1</sup>

# 7.4%

**growth in these local government jobs:**

- Mental health counselors
- Substance abuse social workers
- Nursing assistants
- Registered nurses
- Personal care aides
- EMTs and paramedics

### Hardest HHS positions to fill in 2019:<sup>2</sup>



**RECRUITMENT, RETENTION, AND COMPENSATION ARE RANKED AS TOP CONCERNS.**

### About the Center for State and Local Government Excellence

The Center for State and Local Government Excellence (SLGE) helps local and state governments become knowledgeable and competitive employers so they can attract and retain a talented and committed workforce. SLGE identifies leading practices and conducts research on public retirement plans, health and wellness benefits, workforce demographics and skill set needs, and labor force development. SLGE brings state and local leaders together with respected researchers. Access all SLGE publications and sign up for its newsletter at [slge.org](http://slge.org) and follow @4govtexcellence on Twitter.



<sup>1</sup> Bureau of Labor Statistics Employment Projections for position with at least 100,000 employees as of 2016, <https://data.bls.gov/projections/occupationsProj>  
<sup>2</sup> State and Local Government Workforce: 2019 Survey, a survey of public sector human resources professionals conducted by SLGE in partnership with the International Personnel Management Association for Human Resources and the National Association of State Personnel Executives, July 2019.