

# FOSTERING NEXT-GEN EMPLOYEES

Kayla Moncayo | NEOGOV

#ICMA2018

**ICMA**  
conference

**BALTIMORE**  
104th Annual Conference  
SEPTEMBER 23-26 **2018**





# AGENDA

1

Recognizing **MILLENNIAL TRENDS**, and creating **STRATEGIC PARTNERSHIPS** to keep up with those trends

2

**UPGRADING** antiquated technology

3

**MARKETING** your organization  
(you already have what millennials want!)

“ It all comes down  
*to the* fact that *the*  
**JOB-HOPPING**  
allows **MILLENIALS**  
*to* have their **SAY** *in the*  
direction their **CAREER**  
*is* going. ”

FORBES

“ **ATTRACTING** *and*  
**RETAINING** Millenials  
begins *with* workplace  
**CULTURE.** ”

DELOITTE

# COCONINO COUNTY, ARIZONA



Identify **TOP PERFORMERS** in various departments



Participants are matched with departments to achieve the **HIGHEST DEGREE** of **LEARNING** and to **DEVELOP NEW SKILLS**



Departments get a chance to receive **ADDITIONAL SUPPORT** for completing **OUTSTANDING PROJECTS**

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2 0 1 7  
**TALENT**  
miniDOT

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# NEW MEXICO STATE UNIVERSITY

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REAL  
WORLD  
WORKING  
CHALLENGE

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— FIRST —  
IMPRESSIONS







# Boulder County Careers

powered by  
NEOGO<sup>®</sup>

Boulder County is a forward-thinking community with over 2,000 employees serving the needs of more than 300,000 residents. From the peaks of the Rocky Mountains to the thriving agricultural lands and urban centers on the plains, Boulder County's 740 square miles include some of the most diverse, natural landscapes and smart-growth development along the Front Range.

Our county's leaders and employees have long held a commitment to being stewards of our land, environment, and community. From visionary open space, land use, and sustainability policies to award-winning wellness and public service programs, our county government helps foster a vibrant, healthy, and active community. As individuals and an organization, we value and respect diversity, striving for a high quality of life for all employees and residents. Our policies and practices reflect our dedication to providing the very best in public service.

SHOW LESS

Q Search

20 jobs found



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Filter ▾

## Accountant II

New

Boulder, CO

Full-time - \$52,764.00 - \$55,410.00 annually

Division: Workforce Boulder County

Workforce Boulder County is hiring an Accountant II. The Accountant II performs a variety of non-routine and specialized professional accounting duties requiring independent judgment in accordance with generally accepted accounting principles. This person will join a dynamic team that acts as a gatekeeper for Workforce accountin...



Posted 6 days ago | Closes In 1 week





Onboarding Portal [Parks and Recreation](#)

### Welcome!

Welcome to Pinto County's Parks and Recreation Department, where employees are **family** and our jobs create **lasting fun** for our community!

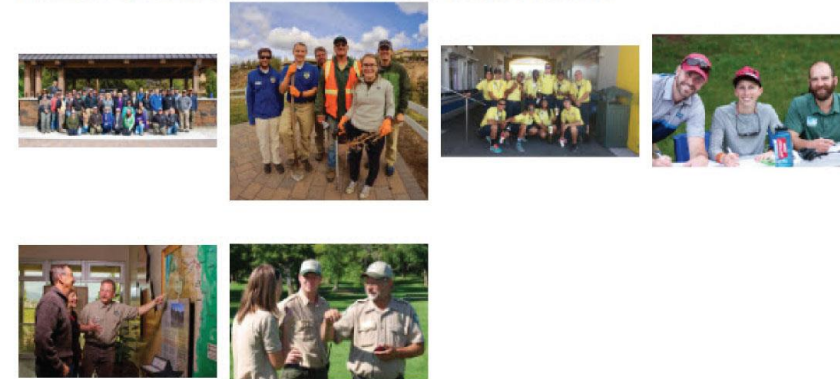
### A message from our Director, Jason

Pinto County's Parks and Recreation team believes in bringing fun to our community through Parks, Programs and Fun. As you join our Parks and Recreation family, it is my goal that your career and our community will experience growth because you joined us. Welcome to the family! - Parks & Rec Director Jason Nemeth



### Meet the Family

We have so many team members at Pinto County Parks & Recreation that make us the family that we are, and the family that you are joining! Here's a few family photos for you to check out.



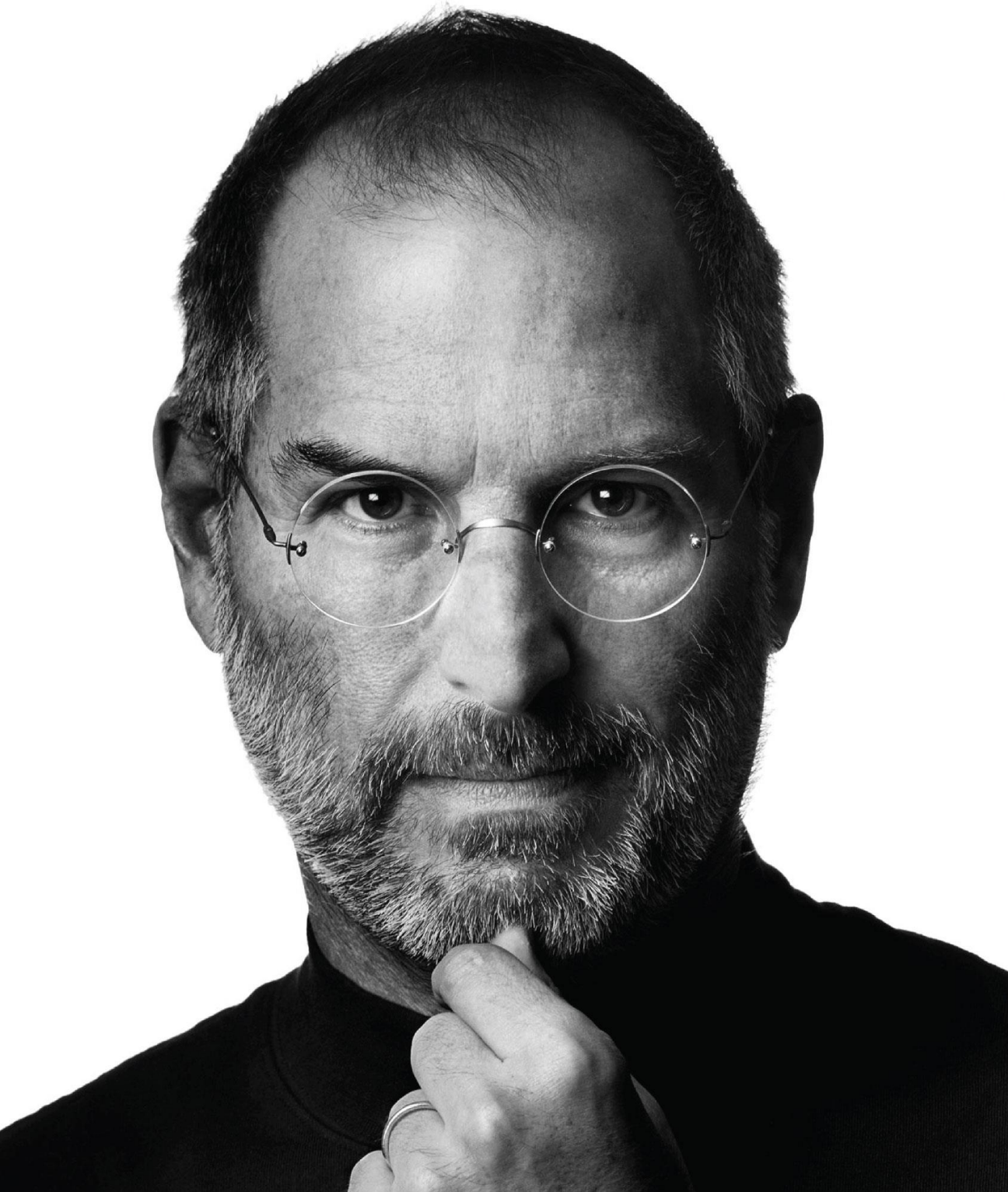
### Pinto County Fair

The Pinto County Fair is our biggest event of the year, with hundreds of thousands of citizens enjoying food, games, prizes, and more! As a Parks & Rec Team Member, you will get to be part of this incredible event. Check out last year's recap video of the Fair to see what fun you get to join!



Pinto County Fair, Pinto Arizona

01:50



“ It doesn’t make sense *to* hire **SMART PEOPLE** and **TELL THEM** what *to* do; we **HIRE** smart people *so* **THEY** can tell **US** what *to* do. ”

**STEVE JOBS**



“...to get **THE MOST** out *of* **MILLENNIALS**,  
you must provide **OPPORTUNITIES** *to*  
**contribute** *to* society - *because* millennials  
care *about* **DOING GOOD.**”

**JENNIFER J. DEAL & ALEC LEVENSON**

What Millennials Want From Work



This *is* a generation that has *a* **PERSPECTIVE** *of* the WORLD  
*it* has inherited. **MILLENNIALS** understand *the* **ROLE** that corporations  
play *and* **BELIEVE** that *the* work they do *and* the corporations they work *for*  
should make *a* **WIDER CONTRIBUTION.** ”

**JENNIFER J. DEAL & ALEC LEVENSON**

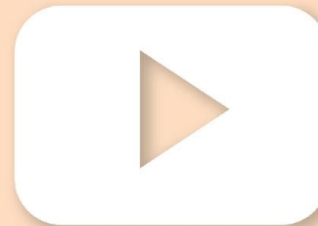
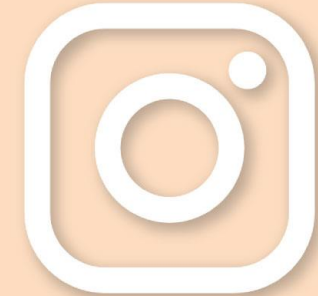
What Millennials Want From Work

82%

*of*

MILLENNIALS

UTILIZE SOCIAL MEDIA





They need to know  
**YOU**



“ I became *a* City Manager because *it is* the best way to **HELP** *the* **MOST PEOPLE**. City Managers **IMPROVE LIVES**... City government **TOUCHES** people’s **LIVES** every day... being part *of that* process brings me **JOY** every day. ”

CYNTHIA SEELHAMMER

# RECAP

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QUESTIONS?