



Developing a Sustainable Workforce Growth & Development

According to a 2015 Manpower Talent Shortage survey, globally, 38% of employers are having difficulty filling jobs, which is a seven year high. Two of the top five reasons reported are lack of technical competencies (hard skills) and lack of experience.

To combat these deficiencies we need to prepare our internal workforce to face the challenges of the future. How do we do that? By utilizing growth and development opportunities as part of our performance expectation conversations. Developing our employees helps to make our workforce sustainable and more resilient.

There are many things you can do as a supervisor/manager to ensure that you are growing the talent on your team and within your organization. It starts with a conversation.

To prepare for that conversation, talk to your manager/director. Make sure you understand what the future looks like for your team. What challenges are you facing? What deficiencies are you feeling now? If you are unsure how to start that conversation, take a look at the [Learning Roadmap](#). This tool will not only help you set up a learning and development plan with your employees, but it can

also help you have that same conversation with your manager.

While it is said that a person should “own their own career”, as a leader there are many things you can do to help your employees, including:

- Offering support
- Encouraging
- Removing obstacles
- Providing resources for development

You can also lead by example. Are you taking classes? Participating in a leadership development program? Talk about it with your staff. Tell them what you have learned and how it has made an impact on you.

If you are looking for resources to help you develop learning plans for your employees, start with the Pinellas County [Consortium Training Catalog](#). Besides consortium classes there is the [Certified Public Manager](#) (CPM) Program, the Innovation Academy, and stay tuned for a pilot mentoring program.

Don't be afraid to think beyond the classroom. Cross training and stretch assignments are also great ways to enhance skills.

For more information contact [Meagan Decker](#), FACE Coordinator, at 464-4394.

Upcoming Training:

June 28, Supervisory & Management Competencies Series (supervisors only), Studio B, 333 Chestnut Street, Clearwater

August 3, Performance Management, 22211 U.S. Highway 19 N., Clearwater

Register through [OPUS Learning Management](#).

Need help? Call 464-3796 or email training@pinellascounty.org

FACE Tech Tip

If you have employees that are leaving your chain of command, whether they are terminating employment or moving on to another area, make sure you complete all outstanding reviews and e-sign them before the chain of command changes.