



# **The State & Local Workforce: Employee Sentiment & Employment Outlook**

**Webinar | March 24, 2021**



**NATIONAL INSTITUTE ON  
Retirement Security**

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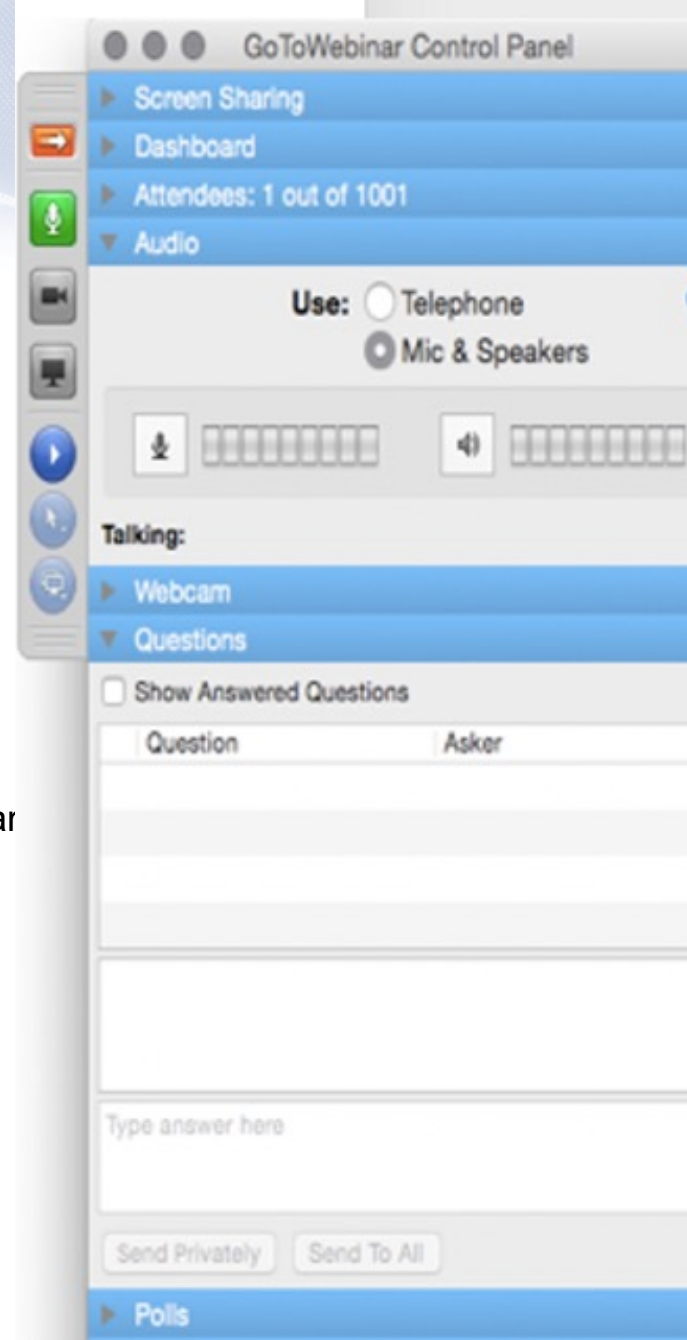
# Agenda

- Logistics
- Speaker Introductions
- Employment Outlook
- Employee Sentiment Research Review
- Questions



# Logistics

- Attendees in listen only mode.
- Questions welcome. Type question using “Question” function on control panel, and we will answer.
- Audio, technical issues during webinar, call GoToWebinar at 1-800-263-6317.
- We are recording this session, and webinar replay and slides will be posted at [www.nirsonline.org/events](http://www.nirsonline.org/events).



# Speakers



**Dan Doonan**

National Institute on Retirement Security  
Executive Director



**Joshua Franzel, Ph.D.**

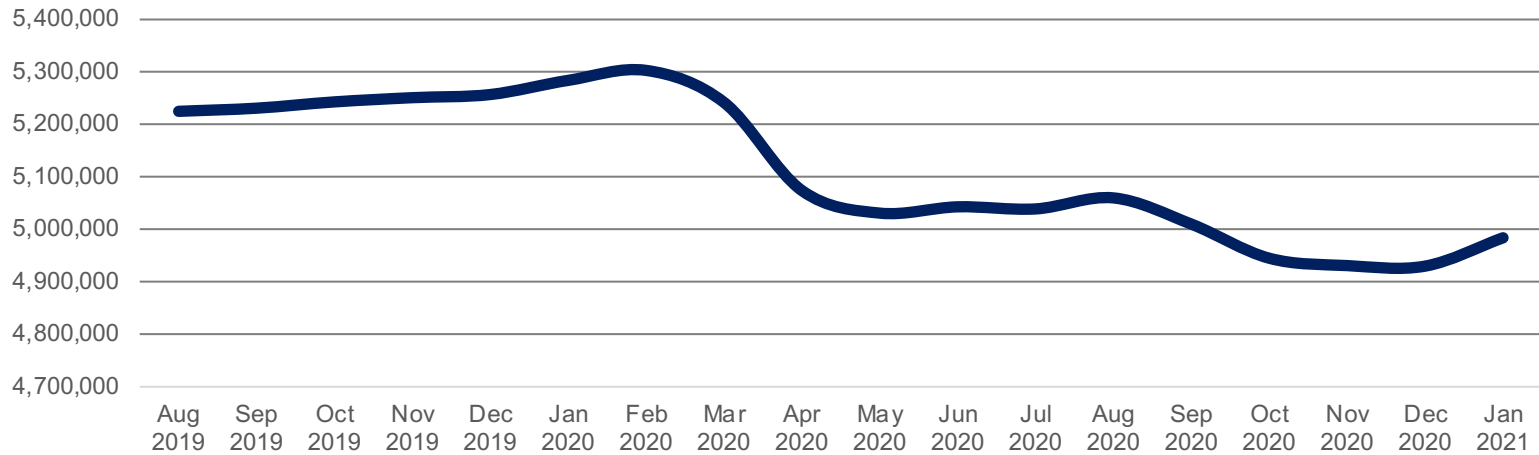
Center for State & Local Govt. Excellence  
at ICMA-RC  
Managing Director



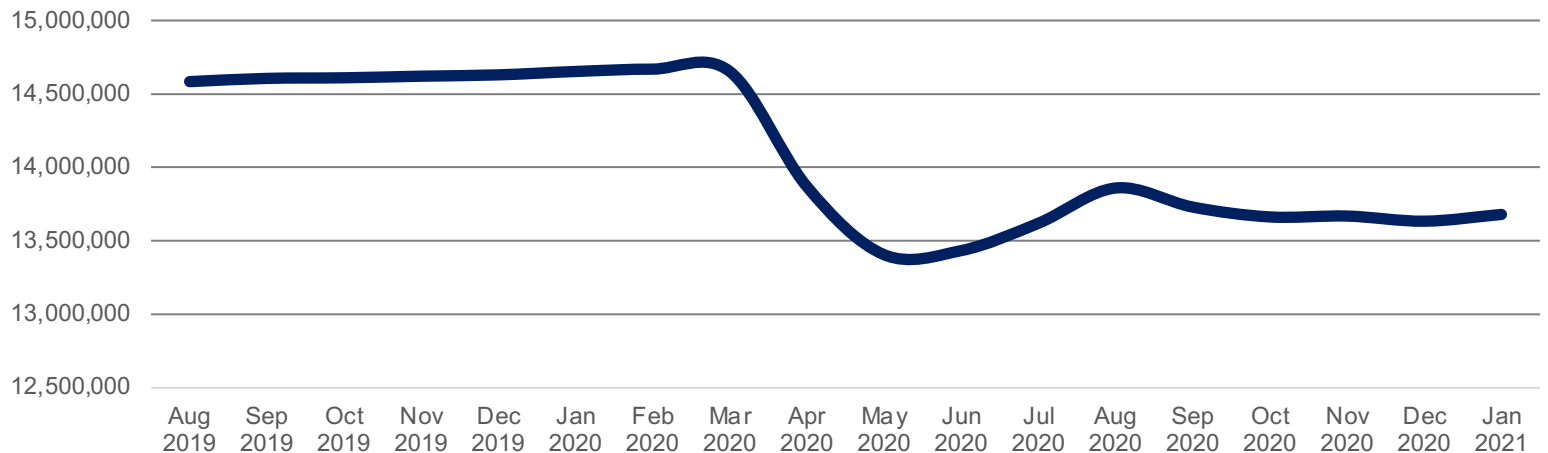
**Rivka Liss-Levinson Ph.D.**

Center for State & Local Govt. Excellence  
at ICMA-RC  
Senior Research Manager

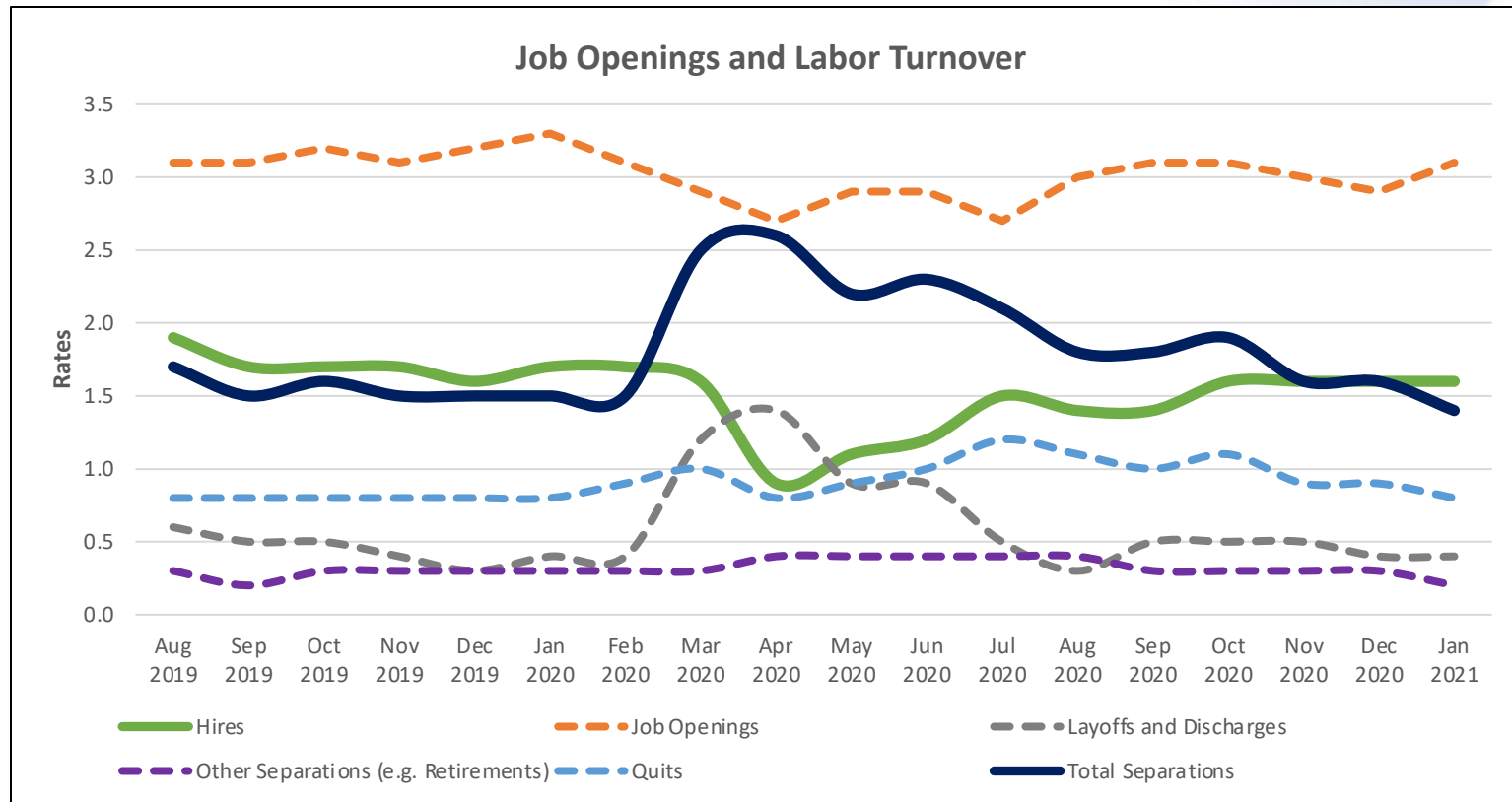
## Size of State Government Workforce, August 2019 - January 2021



## Size of Local Government Workforce, August 2019 - January 2021

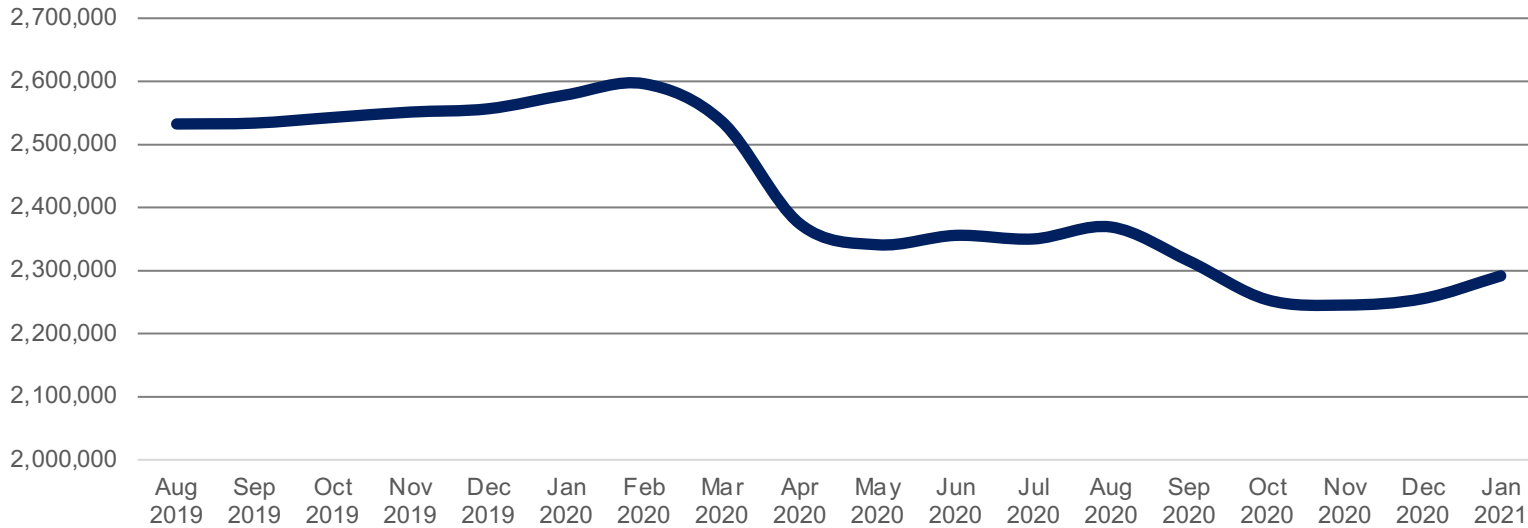


# State & Local Government Workforce Now and in the Future...

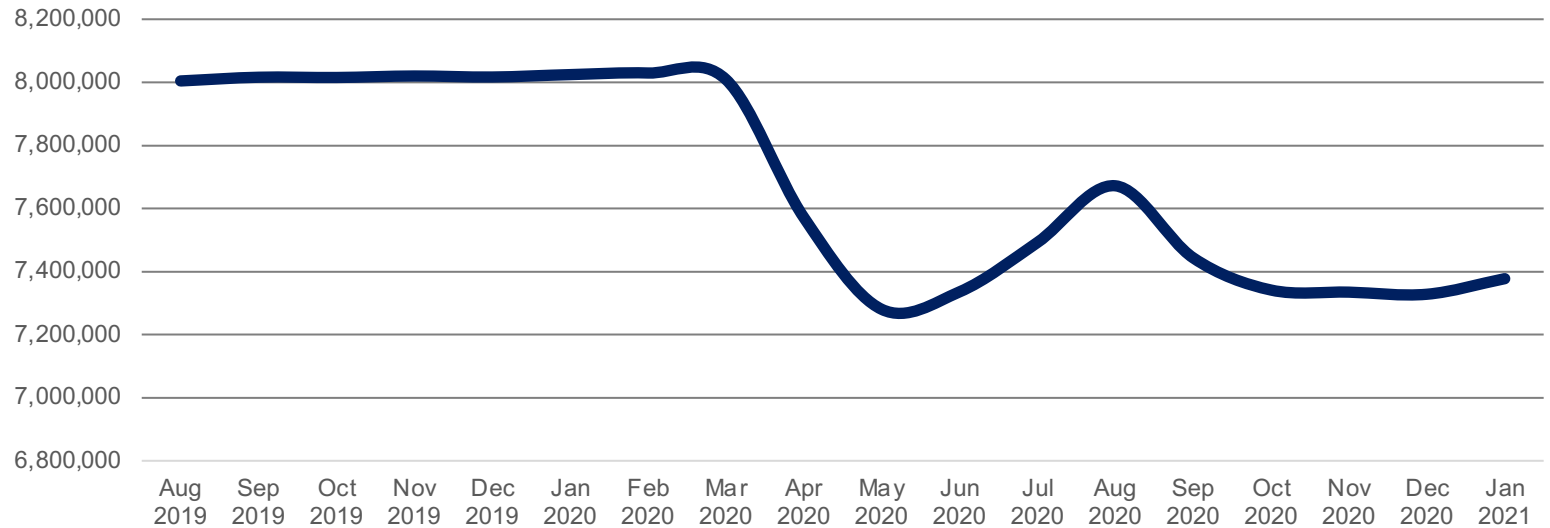


- Tenure rates have been decreased by 12% from 2010-2020: 5.6 years for state and 6.6 for local employees.
- Overall sector projected to increase by 5.3% between 2019-2029.

**Size of State Education Workforce, August 2019 - January 2021**



**Size of Local Education Workforce, August 2019 - January 2021**





# K-12 Workforce

## Now and in the Future...

- **Overall:** K-12 workforce represents 41% of total state and local government workforce.
- **Workforce Additions:** Between 2016 and 2028, the level of K-12 teacher hiring will have to increase by an additional 9%, above the past two decade's relatively flat levels, to keep up with student population growth.
- **Workforce Separations:** Between 2019 and 2029, 6.5% of K-12 teachers projected to retire or change occupations.
- **Future Projections:** Total K-12 teaching job positions projected to increase by 4% between 2019 and 2029.



# About the COVID Impact Survey

- Online survey of 1,205 full-time state and local government employees fielded Oct. 14- Nov. 2, 2020
- Comparisons, where applicable:
  - All respondents and May 2020 survey of 1,008 S/L employees
  - 494 K-12 S/L employees and 711 non-K-12 S/L employees
  - K-12 employees and March 2020 survey of 400 K-12 workers
- Final data weighted by gender, age, income, and industry type to reflect the distribution of the S/L government workforce

A stylized graphic of the American flag, featuring a blue field with white stars and a white field with blue stripes, positioned at the top of the slide.

# **COVID-19 IMPACT ON EMPLOYEE OUTLOOK: MAY VS. OCT. 2020**

# SURVEY FINDINGS

Update on Public Sector Employee Views on Finances and  
Employment Outlook Due to COVID-19: May vs. October 2020

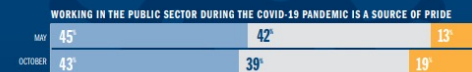
## OVERALL

## PUBLIC SECTOR EMPLOYEE VIEWS ON COVID-19

MAY 2020 VS OCTOBER 2020

### FEELINGS ABOUT WORKING IN PUBLIC SECTOR DURING COVID-19

Positive feelings about working in the public sector during COVID have decreased from May to October 2020.

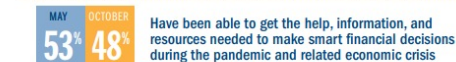


Negative feelings about working in the public sector during COVID have increased from May to October 2020.



### FINANCIAL OUTLOOK

Overall, there has been **little change** in state and local government employees' financial outlook from May to October.

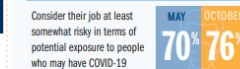
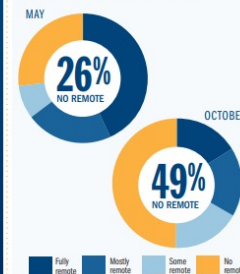


The most significant change was for spending: In May, 59% expected to spend less than normal (on either essential or non-essential expenses) in comparison to what would have spent had the pandemic not occurred. In October, only 46% said they had reduced the amount they are spending.

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TO VIEW THE FULL REPORT

### JOB OUTLOOK

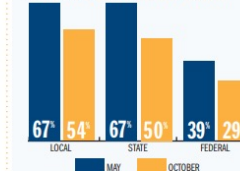
Respondents were nearly 2x more likely to report no remote work in October as in May.



### TRUST IN GOVERNMENT LEADERS

Trust in government leaders to make appropriate decisions about employee safety during the pandemic has decreased for all levels of government from May to October.

% WITH FAIR AMOUNT/GREAT DEAL OF TRUST



Information for this infographic is from an online survey of full-time state and local government employees fielded by Greenmail Research in May 2020 (n=1,000) and October 2020 (n=1,200). Field data were weighted by gender, age, household income, and industry type to reflect the distribution of the state and local government workforce as found in the U.S. Census Bureau's Current Population Survey.

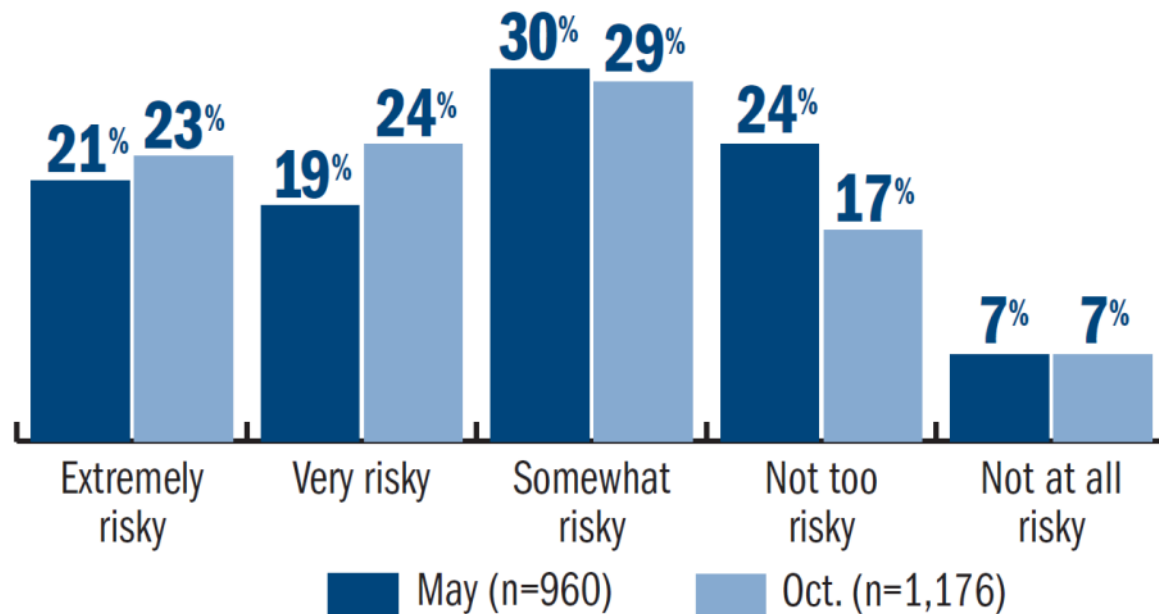
[SLGE.ORG](https://slge.org)

Gender	%
Male	36
Female	64
Prefer to self-describe	<0.5

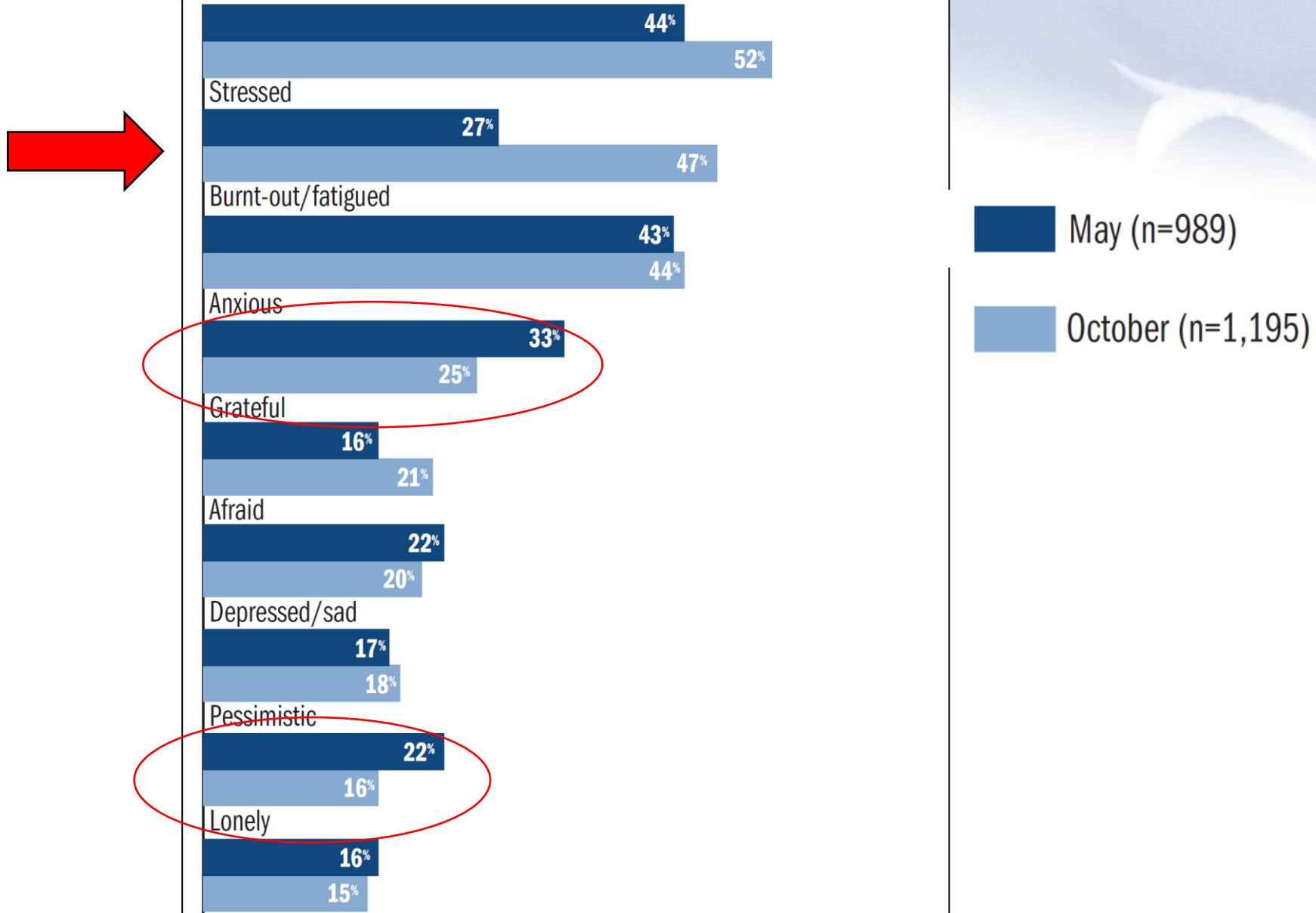
Age	%
Under 40	38
40-59	48
60 or older	14

Industry	%
Administration and Finance	4
Education	53
Health & Human Services	13
Public Safety	16
Parks & Recreation	1
Public Works/Utilities	4
Transportation	5
All Other	3

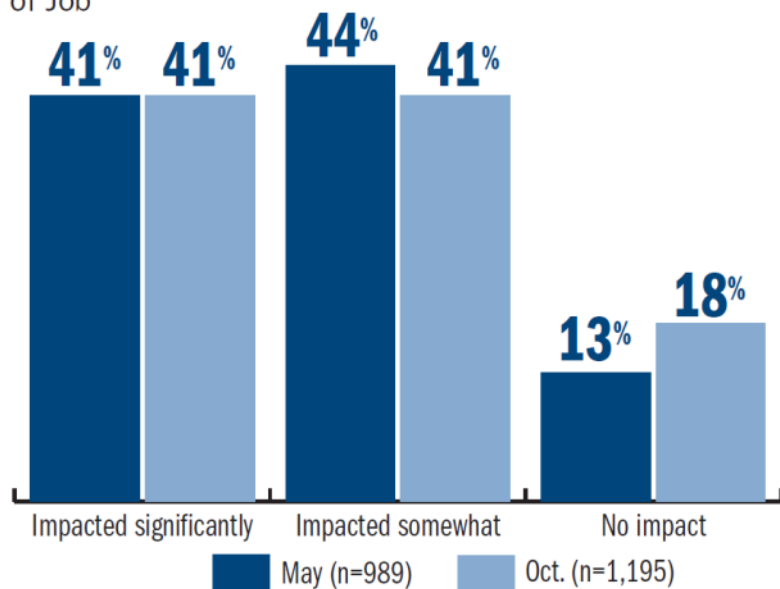
**Figure 8.** Perceived Risk of Exposure to COVID at Work



**Figure 11.** Emotions Feeling about the Pandemic While at Work

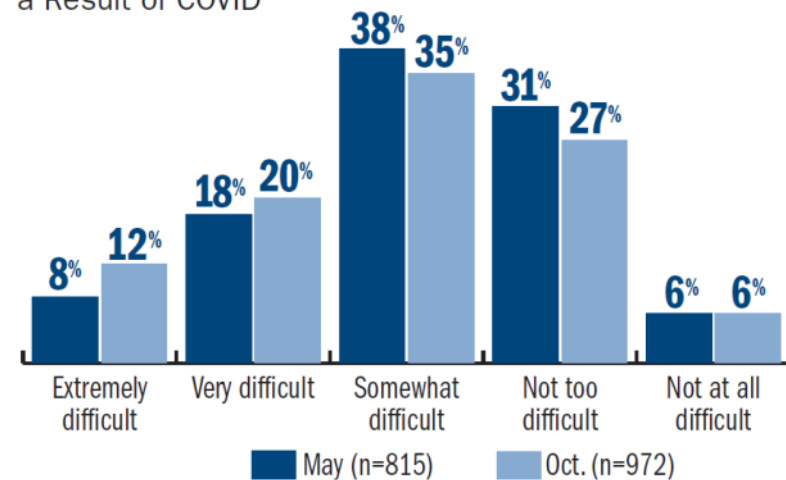


**Figure 1.** Extent to which COVID has Impacted Nature of Job



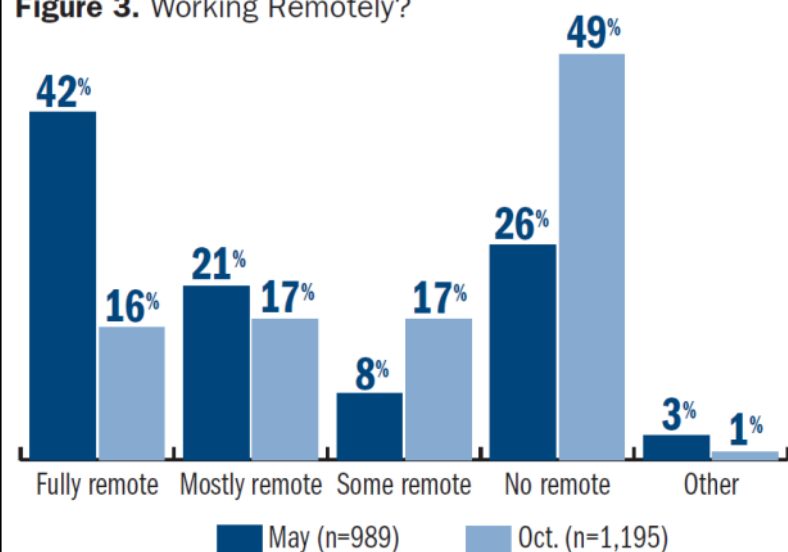
*Note: Percentages may not equal 100% due to excluding responses for "Not sure" from figure.*

**Figure 2.** Difficulty Adjusting to Changes to Job as a Result of COVID

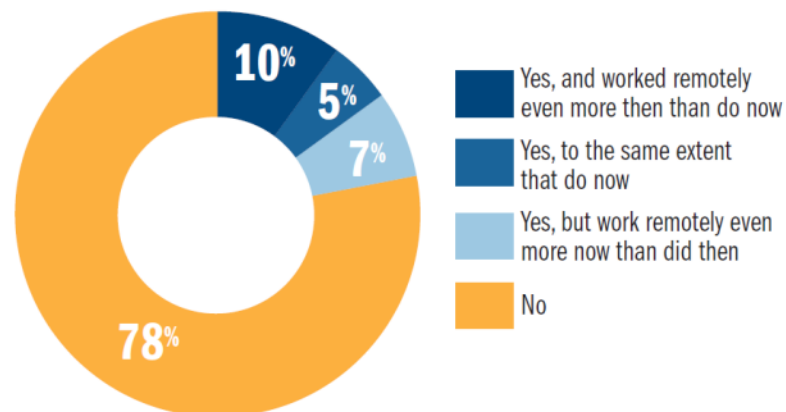




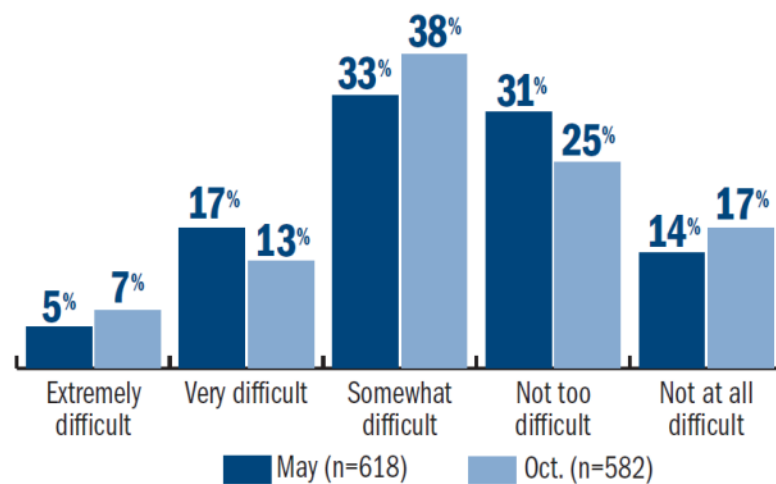
**Figure 3. Working Remotely?**



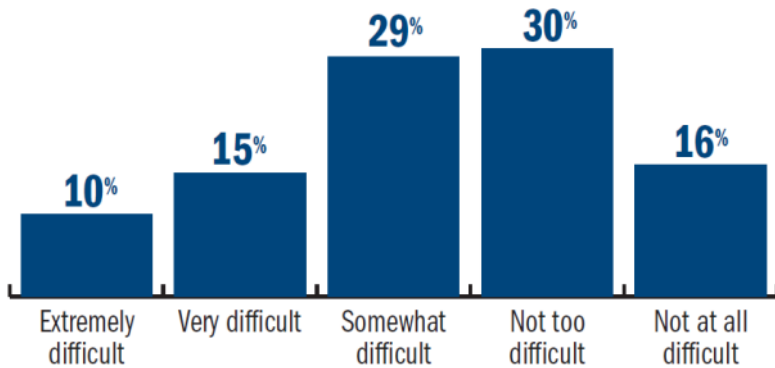
**Figure 4. Working Remotely Pre-COVID? (n=639)**



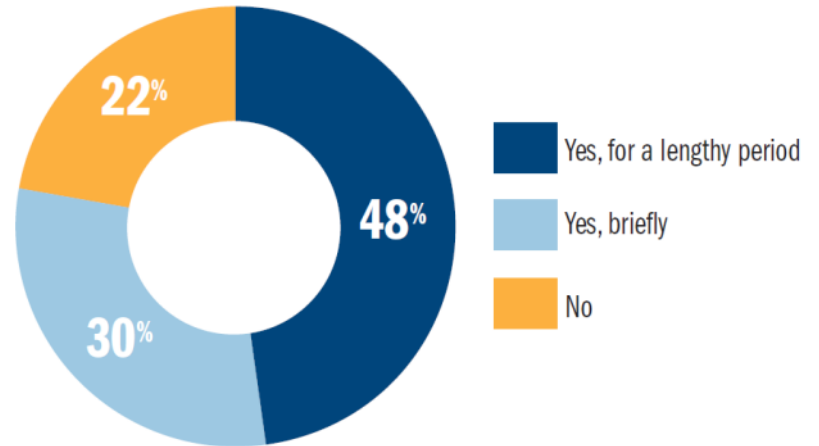
**Figure 5. Difficulty Adjusting to Remote Work**



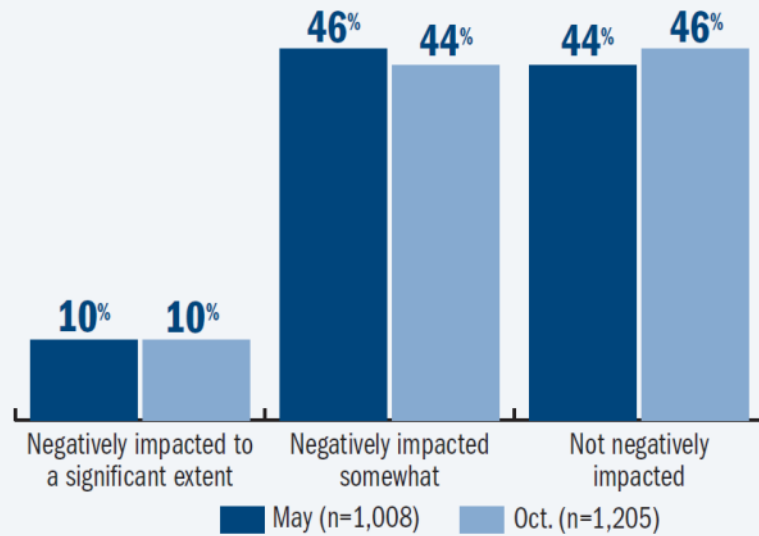
**Figure 6.** Difficulty Balancing Work and Homelife Demands Since Start of Pandemic (n=1,195)



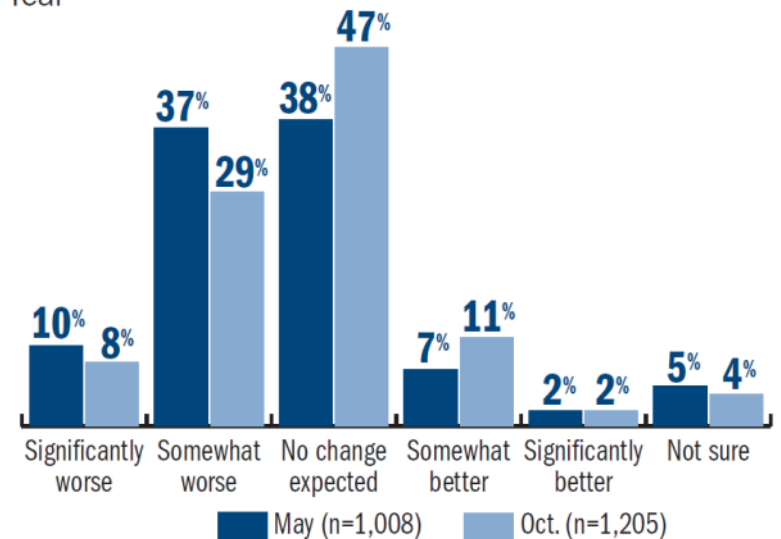
**Figure 7.** Had to Work from Home While Also Taking Care of Your Children During Pandemic? (n=294)



**Figure 17.** Financial Impact of COVID



**Figure 18.** Expected Financial Impact of COVID in Next Year



**Figure 30.** Perception of Benefits and Retirement (n=1,205)

People who retire from jobs in state and local government are generally able to live comfortably in retirement (n=701)\*



I am knowledgeable about the retirement investment options offered by my employer



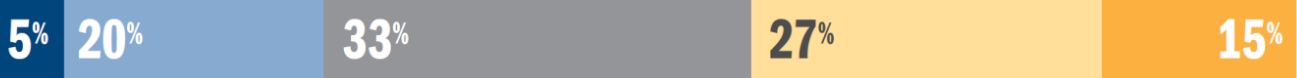
It is difficult for me to negotiate or raise concerns about my employee benefits



My employer does a good job of preparing me for retirement



I'm overwhelmed by the retirement plan options available to me

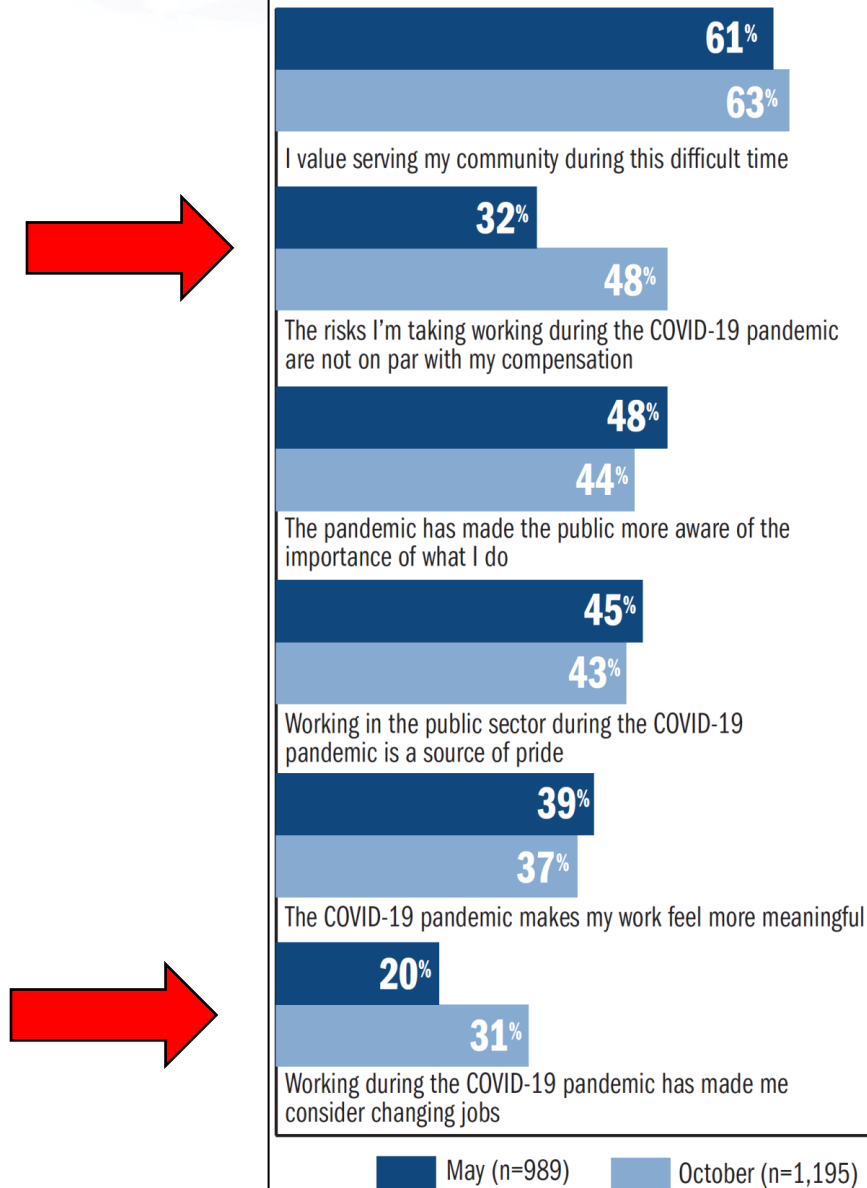


Strongly agree   Somewhat agree   Neither agree nor disagree   Somewhat disagree   Strongly disagree

\*K-12 education employees received a different question asking specifically about retiring from jobs in K-12 education, resulting in an n of 701

**Figure 14.** Feelings about Working in the Public Sector During COVID

(% somewhat or strongly agree)



A stylized graphic of the American flag, showing the stars and stripes, positioned in the top right corner of the slide.

# **K-12 EMPLOYEE OUTLOOK**

## SURVEY FINDINGS

### K-12 Public School Employee Views on Finances, Employment Outlook, and Safety Concerns Due to COVID-19

K-12

## K-12 EDUCATION EMPLOYEE VIEWS ON COVID-19

MARCH 2020 VS OCTOBER 2020

CENTER FOR STATE &  
LOCAL GOVERNMENT  
EXCELLENCE

ICMA-RC  
BUILDING PUBLIC SECTOR  
RETIREMENT SECURITY

### SATISFACTION WITH EMPLOYER AND JOB



K-12 employees were **less satisfied with all 13 job elements** asked about in October than in March, with the biggest drops for ability to serve community, job security, and work/life balance. Six of the 13 job elements are shown. K-12 employees were also less satisfied than other state/local government workers with many of the job elements asked about.

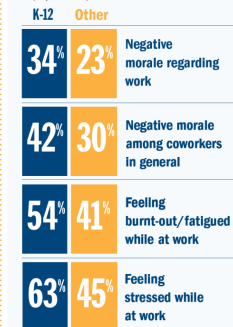


In October, 45% of K-12 employees agree that people who retire from jobs in K-12 education are **generally able to live comfortably in retirement.** This is down from 51% in March.

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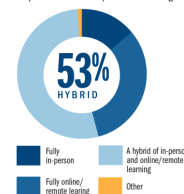
### EMPLOYEE MORALE

In October, K-12 employees were significantly more likely than other state and local government employees to report:



### RETURN TO SCHOOL

Schools are most likely to be **currently holding classes** through a **hybrid** of in-person and online/remote learning.



**60%** report that their employer solicited their opinion/feedback about the school's plan for how to hold classes

**56%** somewhat/strongly approve of their school's decision/plan on how to hold classes

**41%** are working somewhat/significantly more hours than prior to the COVID-19 pandemic



**52%** say their employer has been **very/extremely understanding** regarding the staff's adjustment to the school's approach to holding classes.



**30%** agree that parents have been **very/extremely understanding** with the school's approach to holding classes and any limitations or inconveniences it may entail.

Information for this infographic is from an online survey of 400 full-time state and local government K-12 employees fielded by Greenwald Research in March 2020 and 1,205 full-time state and local government employees (including a sub-sample of 494 K-12 employees) fielded by Greenwald Research in October 2020. Final data were weighted by gender, age, income, and industry type to reflect the distribution of K-12 public school employees as found in the U.S. Census Bureau's Current Population Survey.

[SLGE.ORG](http://SLGE.ORG)



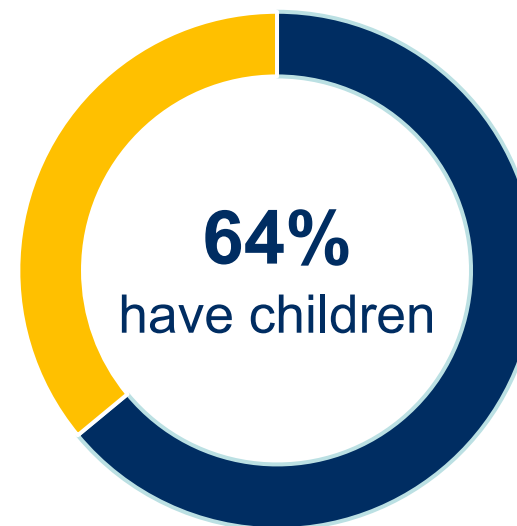
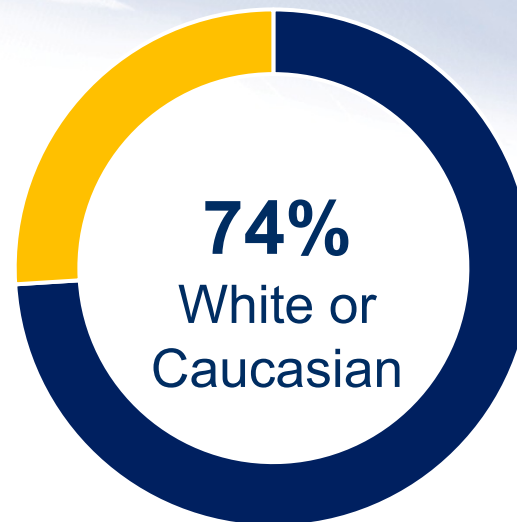
**Table 1.** Sample Demographics

Gender	%
Male	23
Female	77
Prefer to self-describe	0

Age	%
Under 40	38
40-59	50
60 or older	13

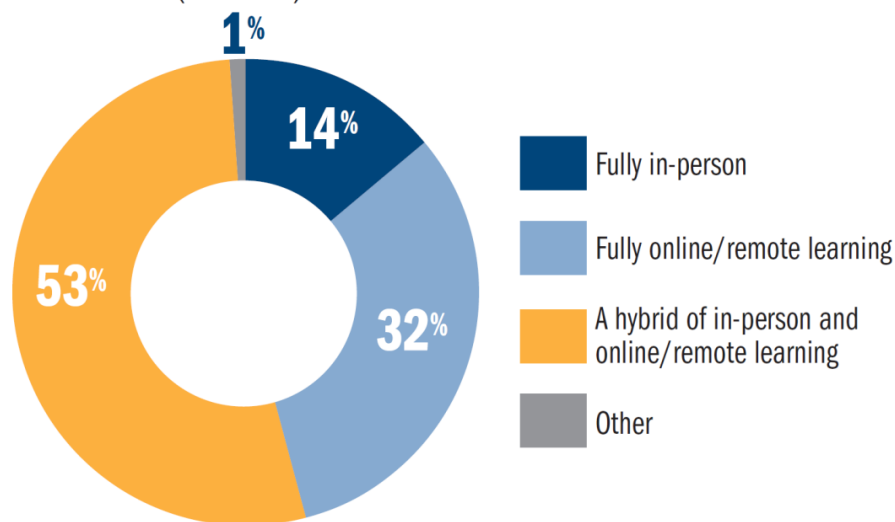
Teaching Role (n=484)	%
Yes	75
No	25



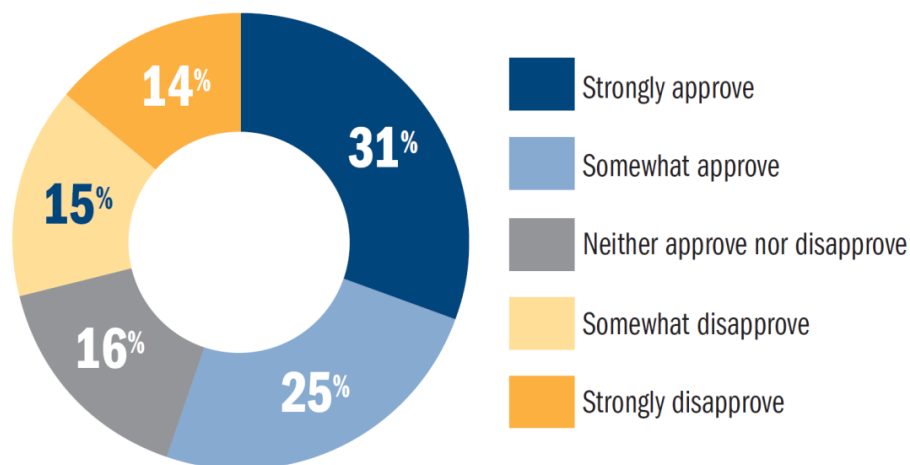
A stylized graphic of the American flag, showing the stars and stripes, positioned in the top right corner of the slide.

**RETURN TO SCHOOL**

**Figure 1.** How School is Currently Holding Classes, Oct. 2020 (n=470)



**Figure 2.** Approval of School's Decision/Plan on How to Hold Classes, Oct. 2020 (n=460)

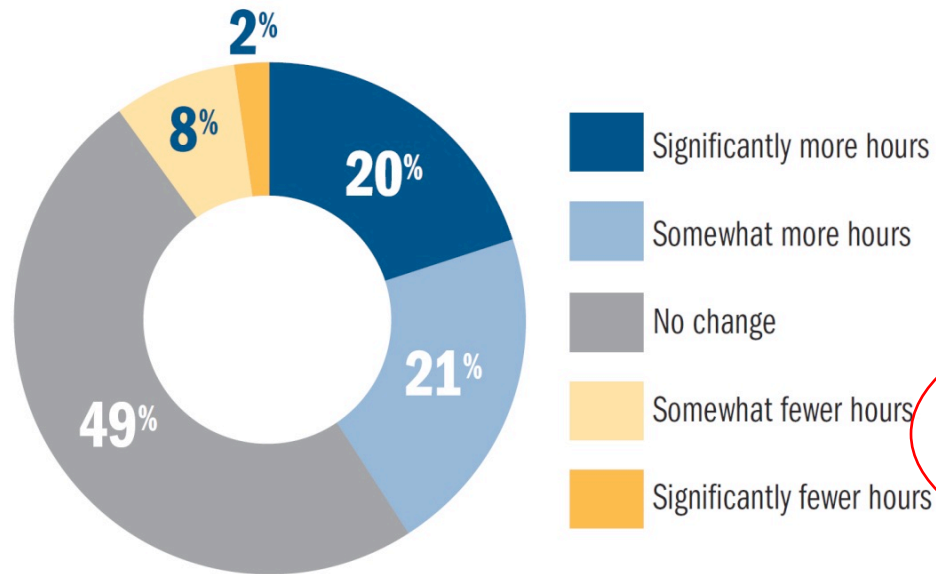


**Figure 3.** Employer Solicited Opinion on Plan for How to Hold Classes?, Oct. 2020 (n=460)

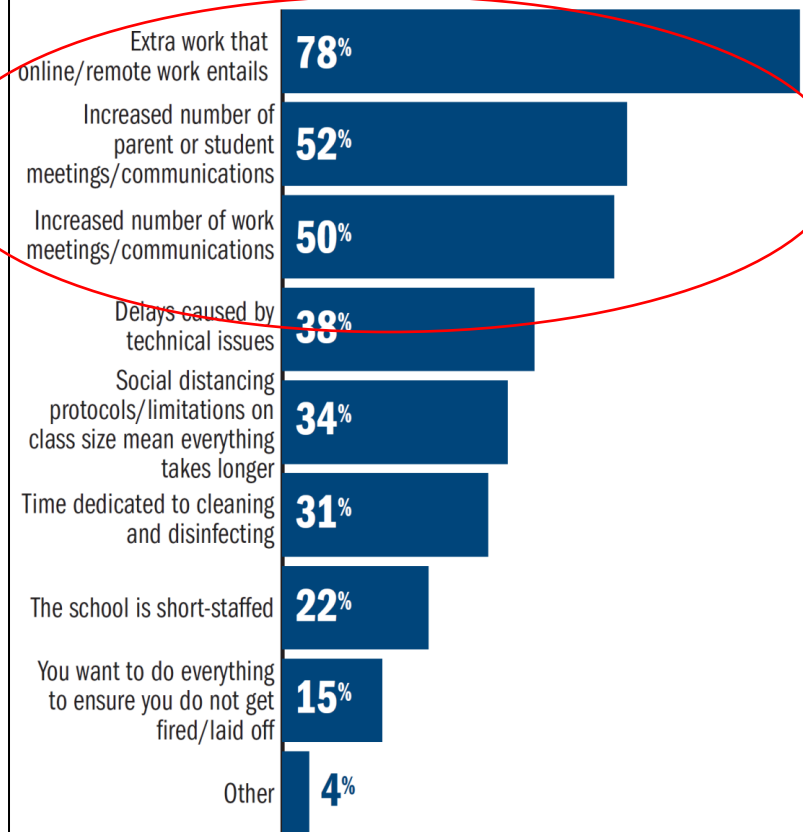


*Note: Total combined percentage exceeds 100 due to ability to select more than one "yes" response or more than one "no" response.*

**Figure 5.** Working More or Fewer Hours than Prior to Pandemic?, Oct. 2020 (n=484)



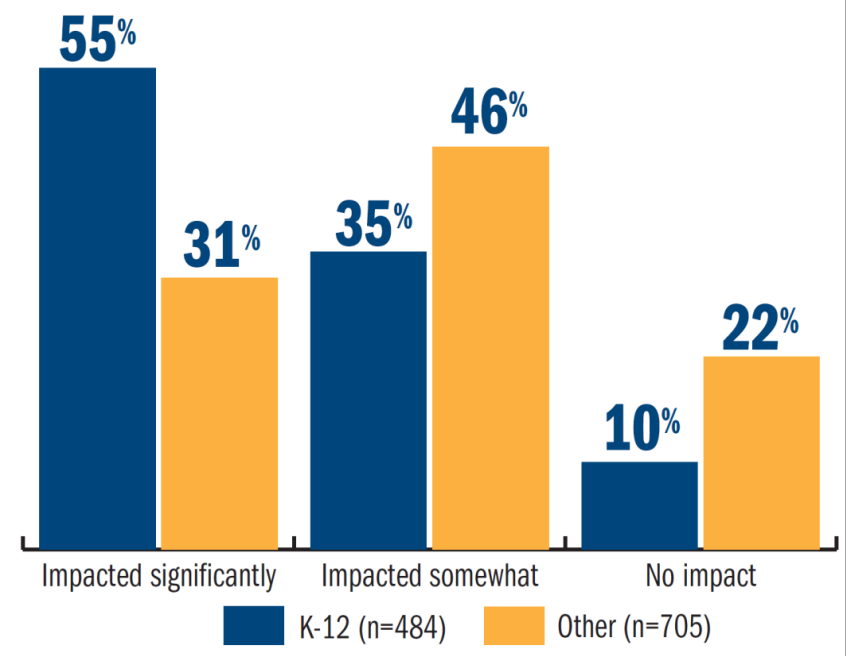
**Figure 6.** Why Working More Hours, Oct. 2020 (n=200)



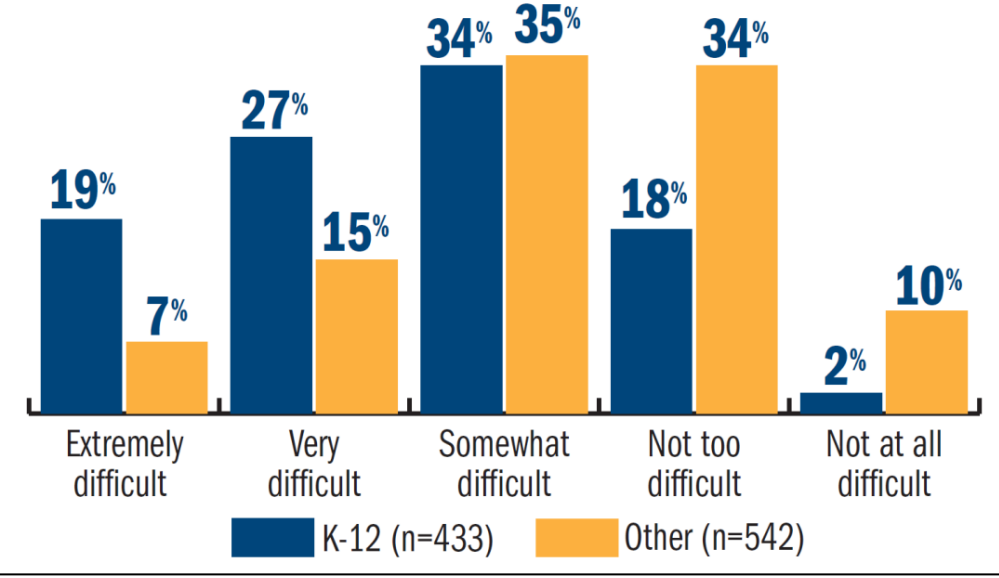
A stylized graphic of the American flag, showing the stars and stripes, positioned in the top right corner of the slide.

# **K-12 WORKERS VS. OTHER GOVERNMENT EMPLOYEES**

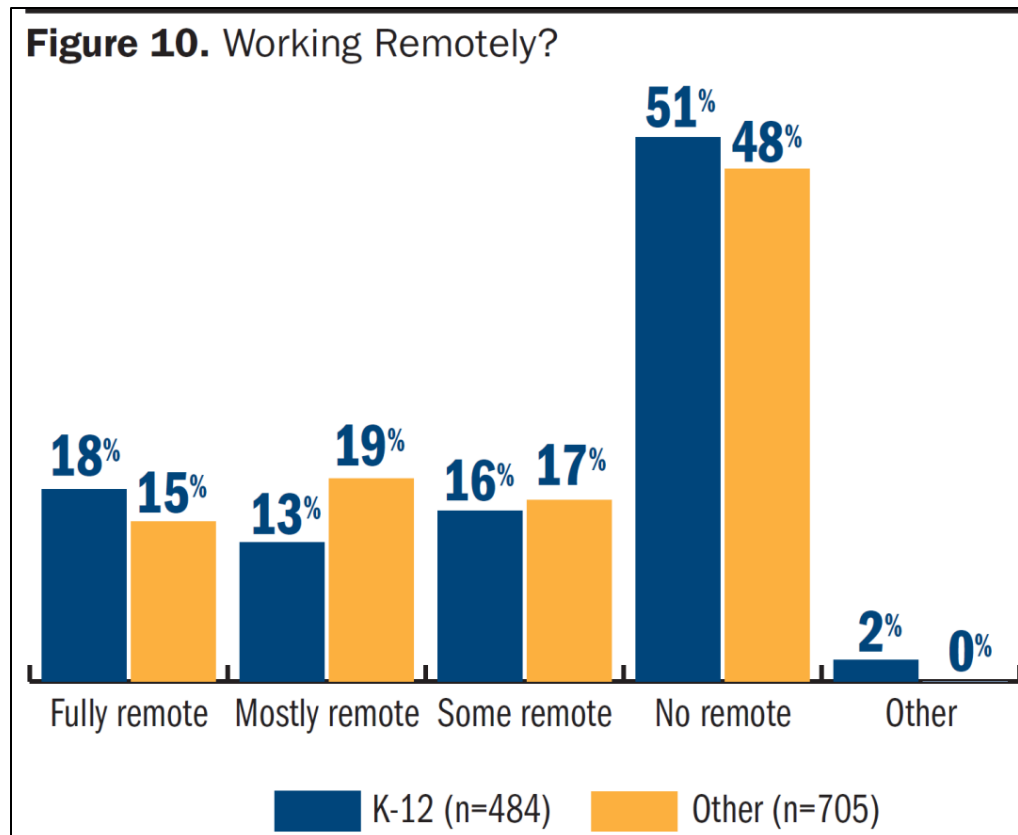
**Figure 8.** Extent to which COVID has Impacted Nature of Job



**Figure 9.** Difficulty Adjusting to Changes to Job as a Result of COVID



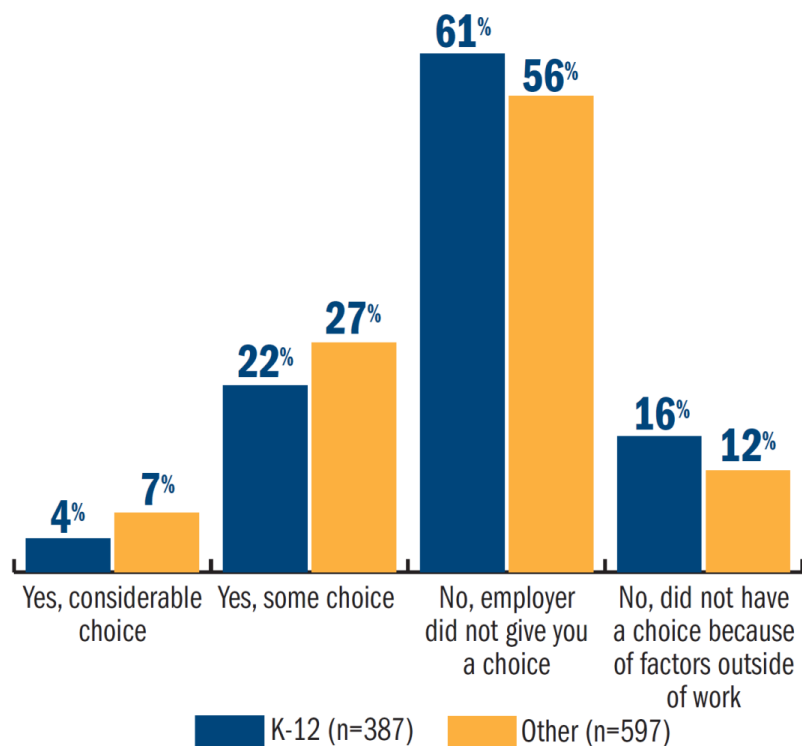
# 47% of K-12 workers engaged in some remote work in October



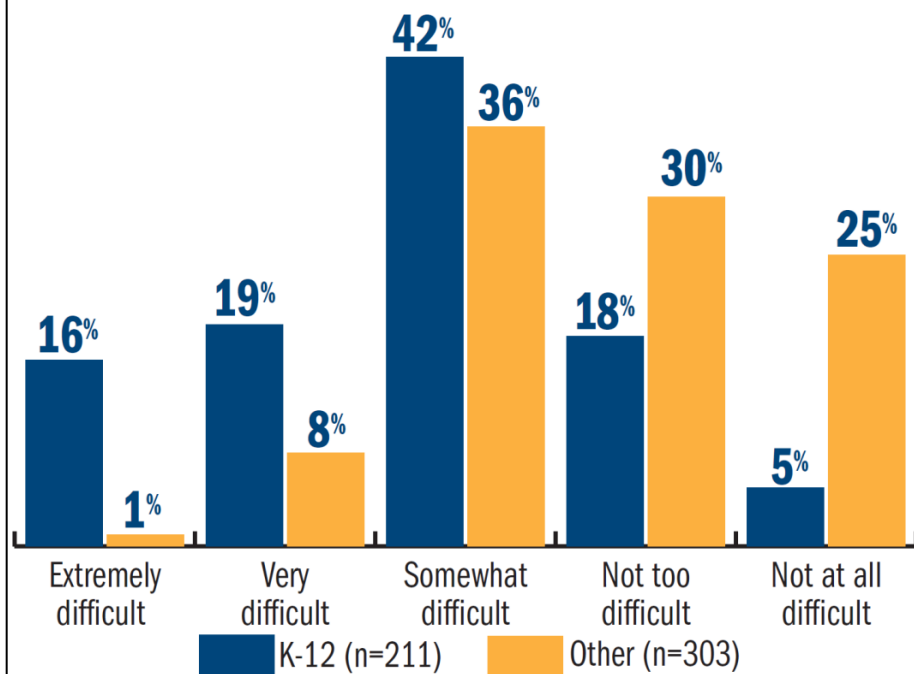
*Only 15% of K-12 workers - and 27% of other S/L govt workers – were working remotely before COVID*



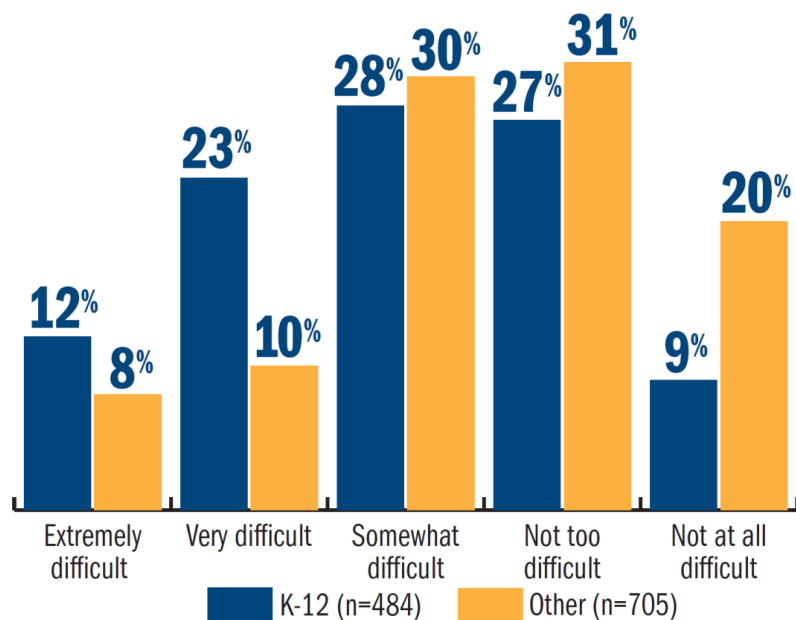
**Figure 11.** Had Choice about In-Person Work?



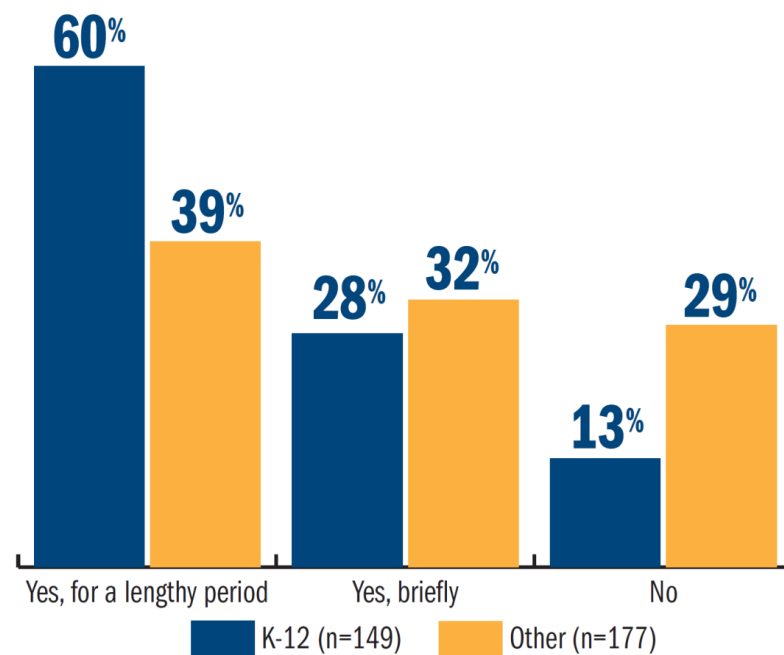
**Figure 13.** Difficulty Adjusting to Remote Work



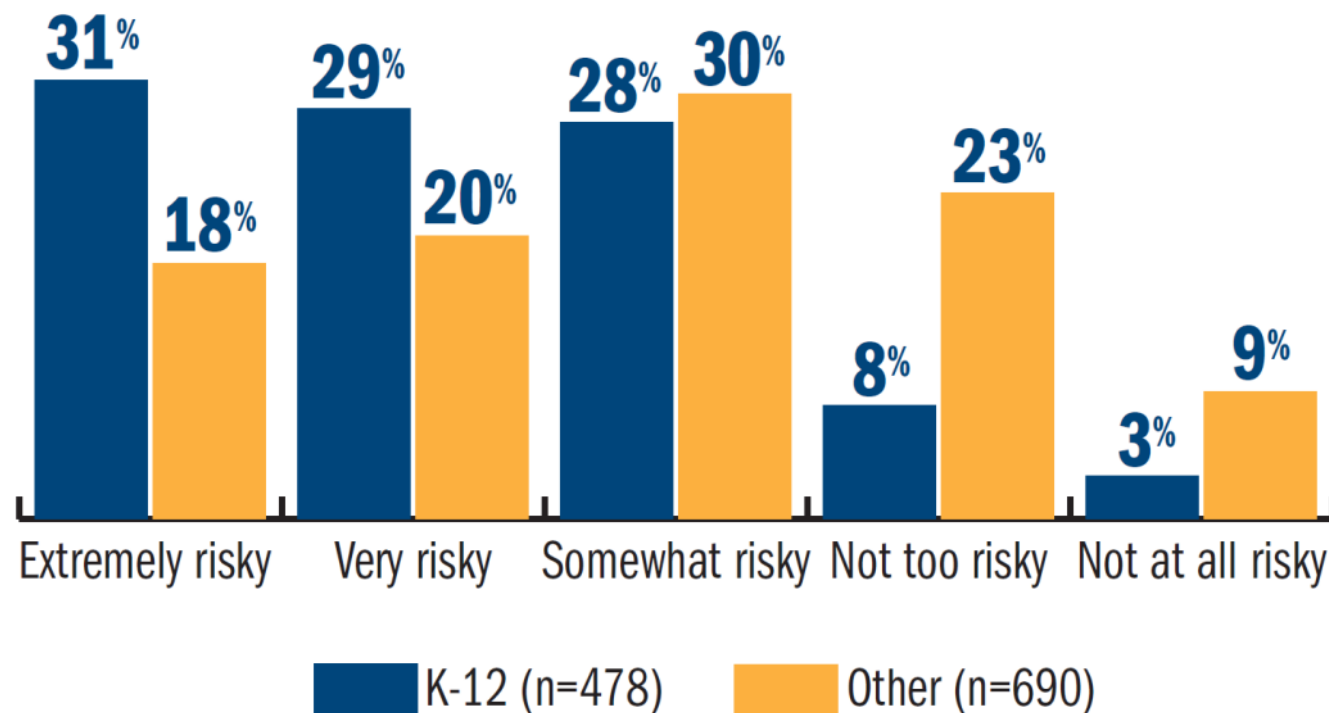
**Figure 14.** Difficulty Balancing Work and Homelife Demands since Start of Pandemic



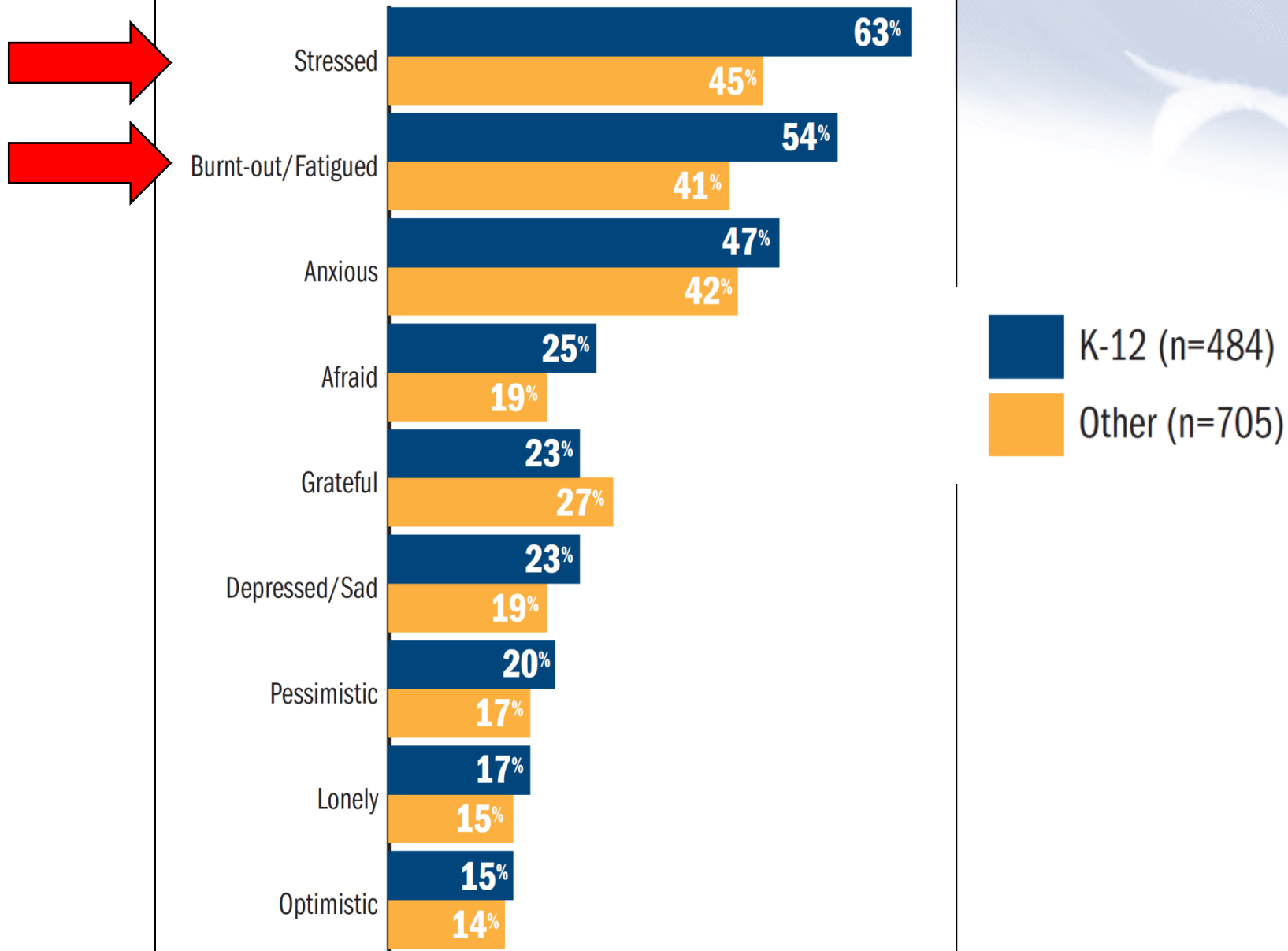
**Figure 15.** Work from Home while Taking Care of Kids?



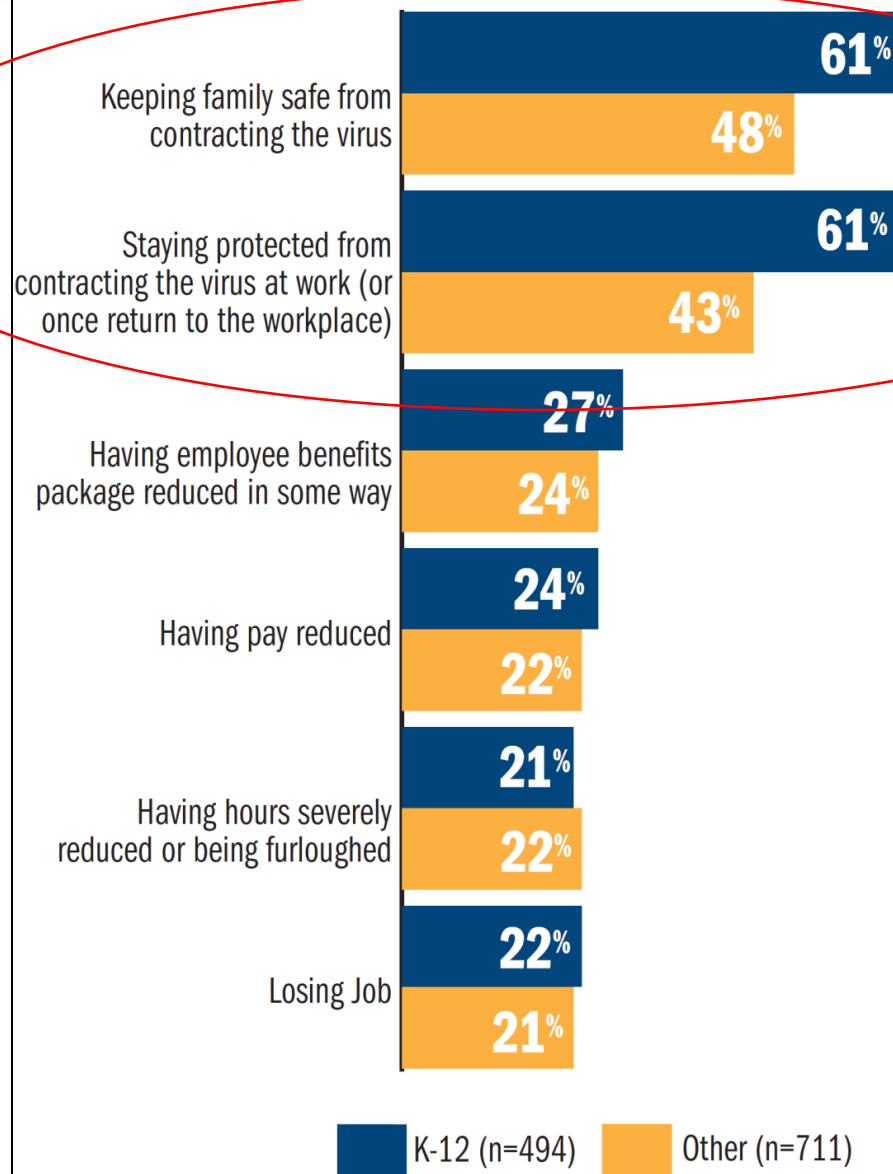
**Figure 16.** Perceived Risk of Exposure to COVID at Work



**Figure 19.** Emotions Feeling While at Work about COVID-19 Pandemic

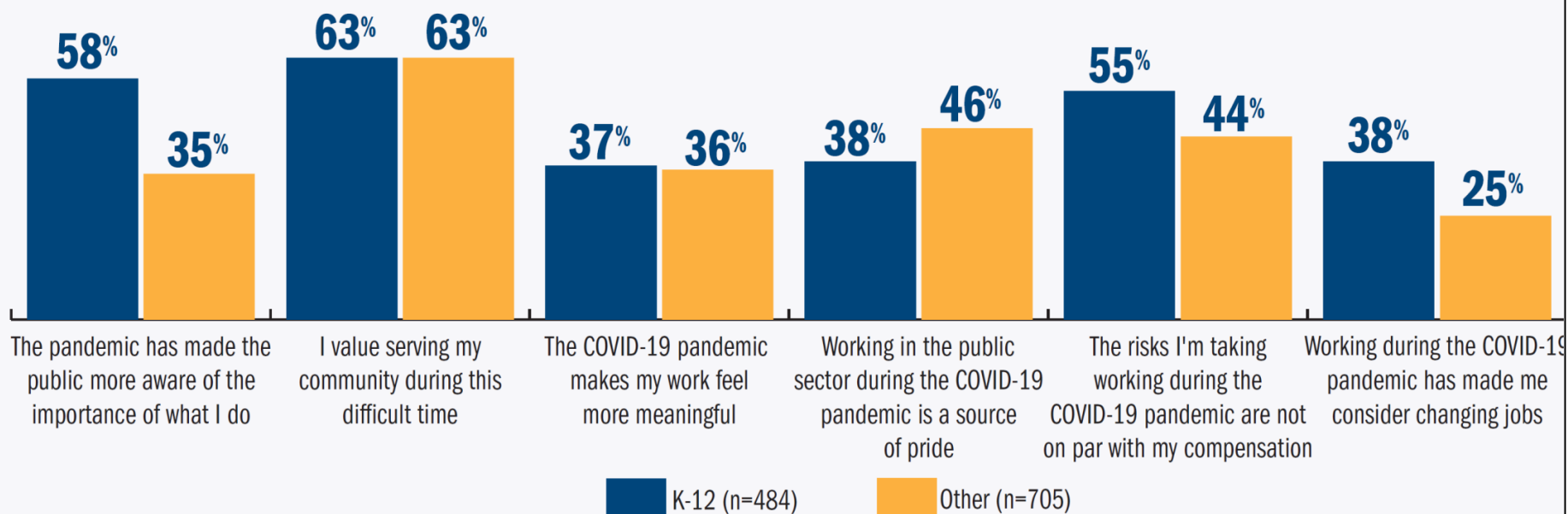


**Figure 20.** Concerns about Job Going Forward  
(% Very/Extremely Concerned)



**Figure 22.** Employee Views on Working in the Public Sector During COVID

(% Somewhat/Strongly Agree)

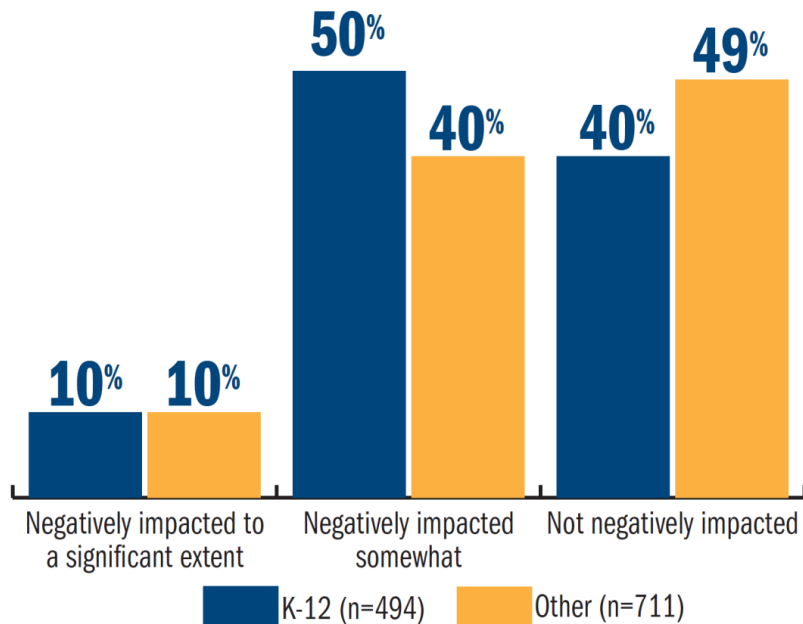


Positive views

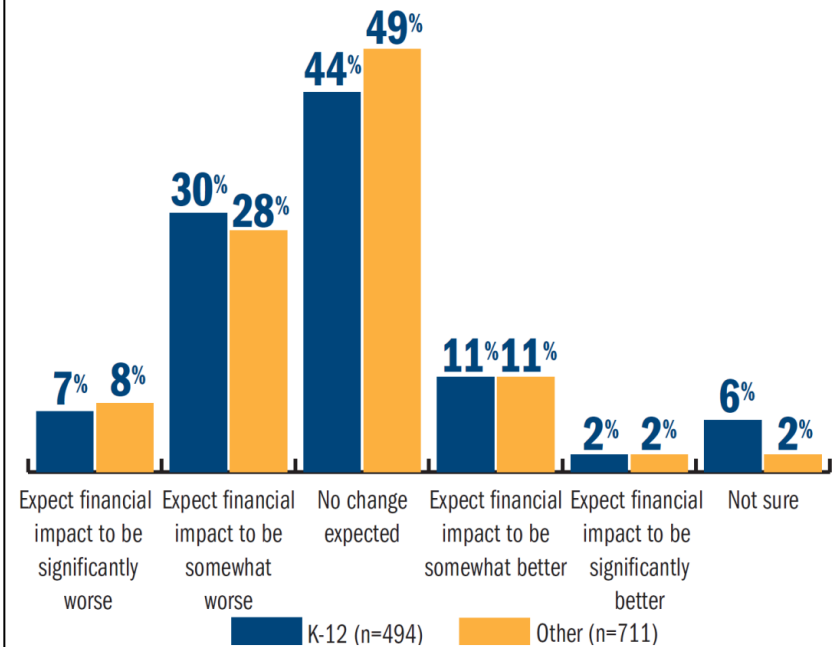


Negative views

**Figure 25.** Financial Impact of COVID

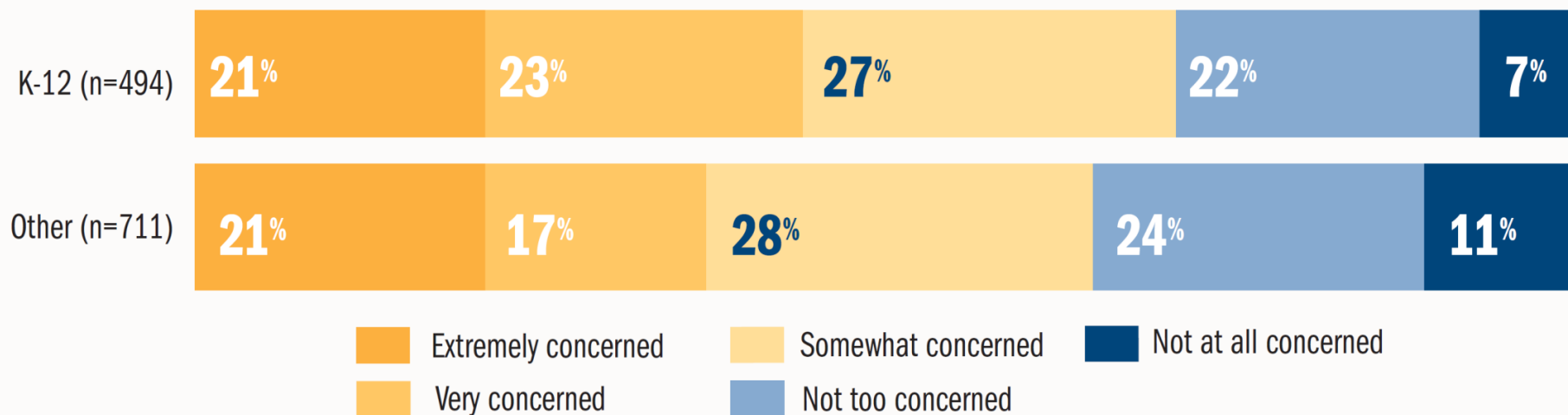


**Figure 26.** Expected Financial Impact of COVID in Next Year

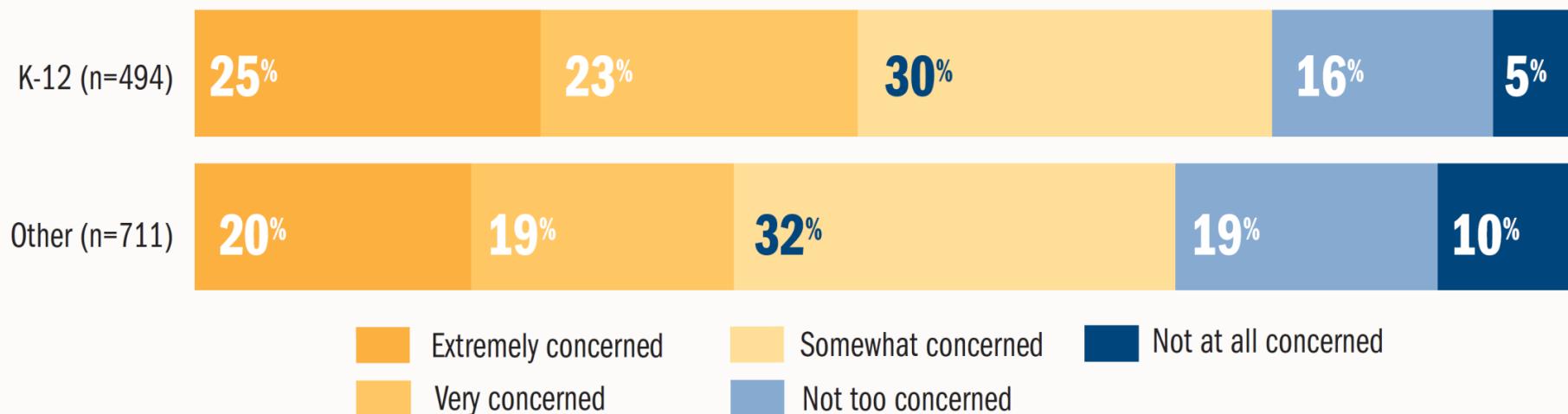




**Figure 34.** Concern about Being Able to Retire When Want



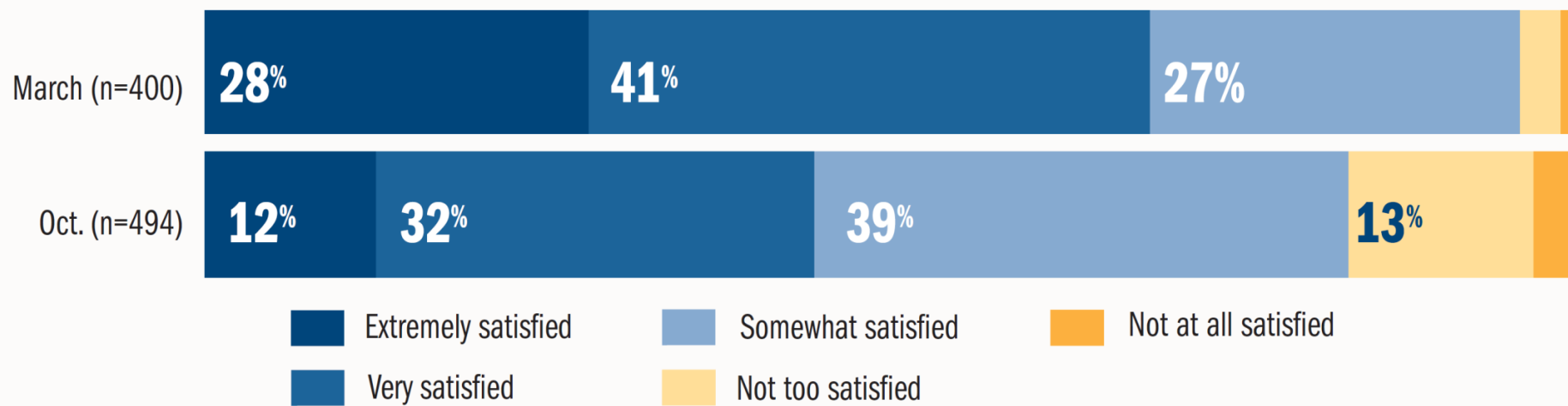
**Figure 35.** Concern about Being Able to Save Enough to be Financially Secure Throughout Retirement



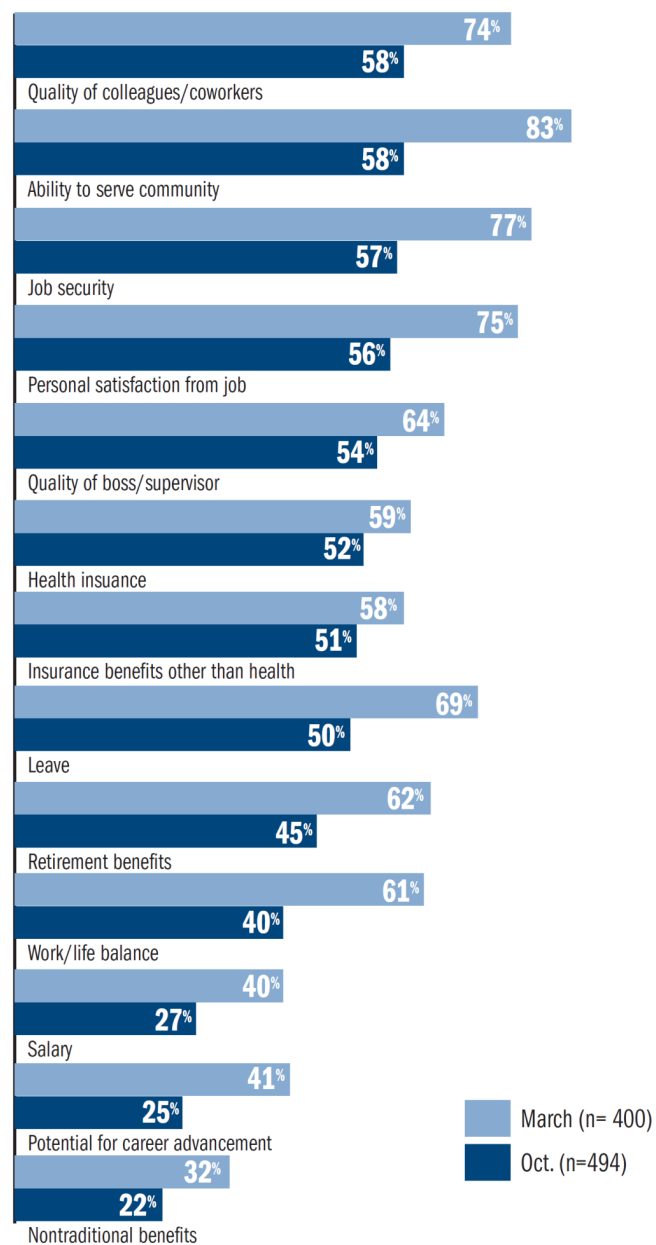
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# **CHANGES IN K-12 EMPLOYEES: MARCH TO OCTOBER 2020**

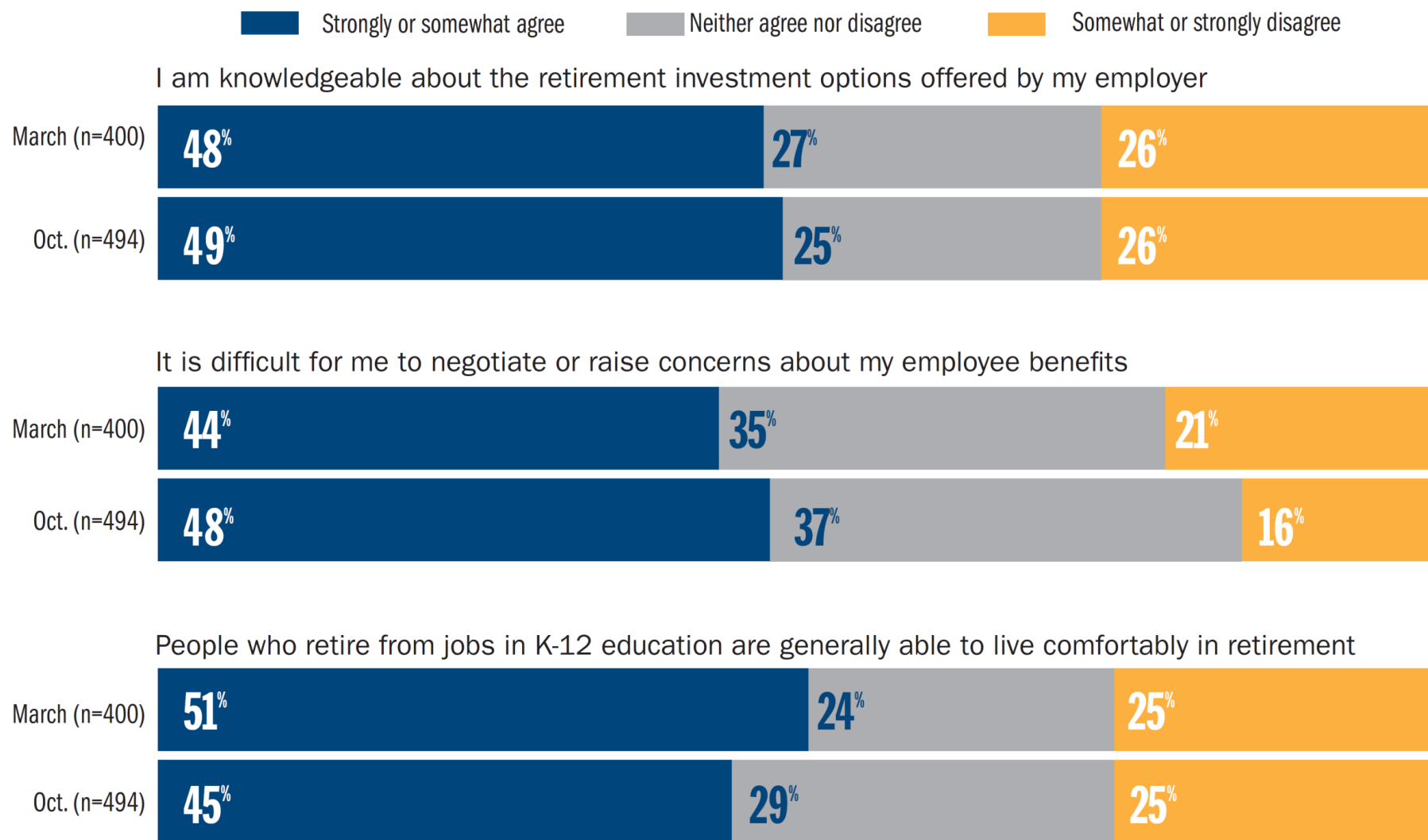
**Figure 36.** Change in K-12 Employee Satisfaction with Current Employer



**Figure 37.** Change in K-12 Employee Satisfaction with Job Elements



**Figure 39.** Change in K-12 Employee Readiness for Retirement and Role of Employer



## 4 Key Areas of Focus for Stakeholders

- Financial wellness programs



- Remote work



- Employee morale



- Nontraditional benefits



# COVID-Related SLGE Resources

## Reports

- [Survey Results: Public Sector Employee Views on Finances and Employment Outlook Due to COVID-19](#)
- [Survey Findings: Update on Public Sector Employee Views on Finances and Employment Outlook Due to COVID-19: May vs. October 2020](#)
- [Survey Findings: K-12 Public School Employee Views on Finances, Employment Outlook, and Safety Concerns Due to COVID-19](#)

## Infographics

- [Public Sector Employee Views on COVID-19](#)
- [K-12 Education Employee Views on COVID-19](#)
- [African American State and Local Employee Views on COVID-19](#)
- [Public Sector Employee Views on COVID-19: May 2020 vs. October 2020](#)
- [K-12 Education Employee Views on COVID-19: March 2020 vs. October 2020](#)

# Questions

