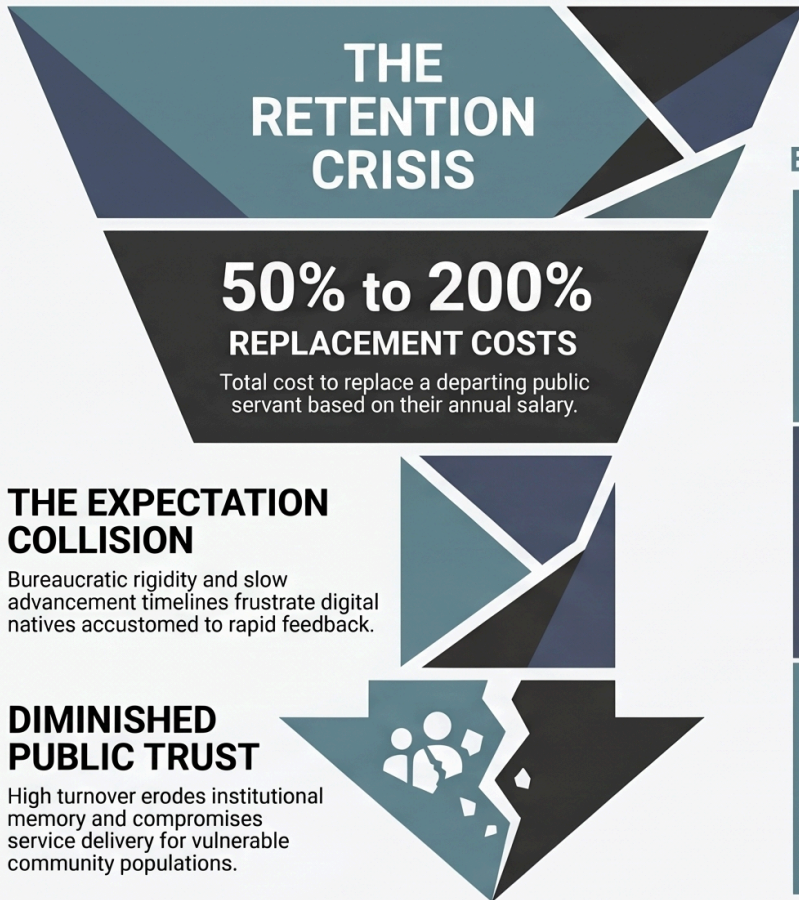


RETAINING GEN Z IN PUBLIC SERVICE: BRIDGING THE VALUE GAP

Public agencies face a “quiet crisis” as Gen Z employees—driven by purpose and rapid growth—collide with rigid traditions. Organizations can secure workforce stability by emphasizing mission alignment, developmental investments, and authentic recognition.



GEN Z EXPECTATIONS



PUBLIC SECTOR REALITIES



PURPOSE OVER PREDICTABILITY

Gen Z prioritizes meaningful work and social impact over traditional tenure and pension benefits.



STRATEGIC DEVELOPMENT

Implement rotational programs and mentorship to provide the growth Gen Z seeks early-on.



CULTURES OF RECOGNITION

Use peer-recognition platforms and frequent feedback to validate individual contributions outside formal promotions.