Deloitte: Competing for Talent in the Public Sector.

Talent shortages are looming large on the horizon and the public sector is bracing particularly hard for impact. State agency HR departments have always had a hard time competing with private employers, but there are concrete steps you can—and should—be taking to improve your ability to attract and retain talented employees.

Whether you're looking for "quick hit" ideas or considering moving to a centralized model, Competing for talent in the public sector elaborates on the following guideposts for moving forward with a talented and thriving workforce:

1. Prepare for change with your existing workforce
2. Consider the full range of options for filling talent gaps
3. Get creative about talent attraction and recruitment
4. Modernize everything about talent engagement and retention
5. Take a close, hard look at existing roles

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