

Retention Strategies, Stay Interviews, and Succession Planning for Upcoming Retirements



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Housekeeping

Please Silence Cell Phones

Resources Available After the Conference

Water/Refreshments

Retention Strategy Framework



How did we end up here?

- When you first entered state service?
- Did you have any idea where your career would take you?

Why did you stay?

What would have made you leave?

Practical development opportunities

- Student and intern programs
- Interagency agreements for project work
- Raise awareness of career ladders

The role of feedback in development

- How has feedback been instrumental to your professional growth?

Stay interviews

Where do you want to go from here?

- What interests you?
- What do you want to learn?
- What experience are you missing?

Opportunities to build experience

Work that needs to be done

Someone who needs the experience

Projects · Research · Presentations · Events · Policy · Leadership

Who gets the opportunity?

- The project
- The mentor
- The stretch assignment
- The exposure

What opportunities helped best prepare
you in your career?

When Experience Leaves

- What do they know that others don't?
- California's upcoming retirements make it essential to build long-term talent pipelines.

Where Can We Make a Difference?

- Ask about what's next.
- Make opportunities visible.
- Use real work to build experience.
- Share knowledge before it walks out the door.
- What can we do now?