

Recruitment & Retention

Review of Criminal Division's

Recruitment and Retention Challenges

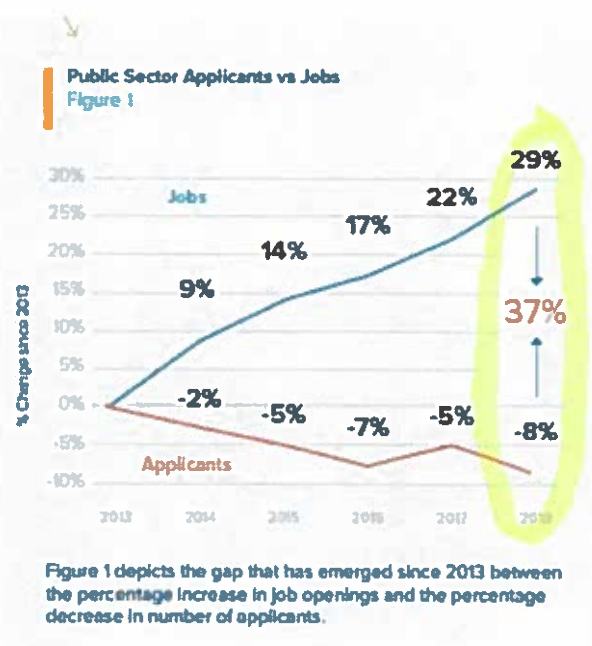
Applicant Shortage

- Nationally
- Alaska specific

Turnover 22% - 37%

FY2021 Department Of Law Budget Slide

Recruitment and Retention *Applicant Shortage*



- 10,000 Baby Boomers retiring per day = 11% of workforce per year. (*Washington Post*)
- 20% of Alaska state workers projected to retire in 1-5 years (*Alaska Department of Administration*)
- 11% of Alaska state workers eligible to retire in less than 1 year (*Alaska Department of Administration*)

Recruitment and Retention

Applicant Shortage

- 8% decrease in number of applicants looking for public sector jobs
- Average of 22% fewer applicants per job 2013-2018
- **"Legal has suffered the biggest impact** in applicants per job, with **a 64% decline in applications**. Legal jobs saw, on average, 33 fewer applicants per available job in 2018 compared to 2013."

(NEOGOV Hiring Trends Report 2019)

- 19% decrease in Alaska applicants over last five years
(Alaska Department of Administration)
- 49 prosecutor positions recruited during 2019 with an average of less than 5 applicants per position.

Fewer applicants

Less experienced

Longer recruitment periods

Greater stress on current employees