

The Future of Work

NACo Workforce Network | National Association of Counties

Sign-in here: [Community Home - National Association of Counties](#)

Register here: [Web Registration | NACo](#)



Toni Holmes

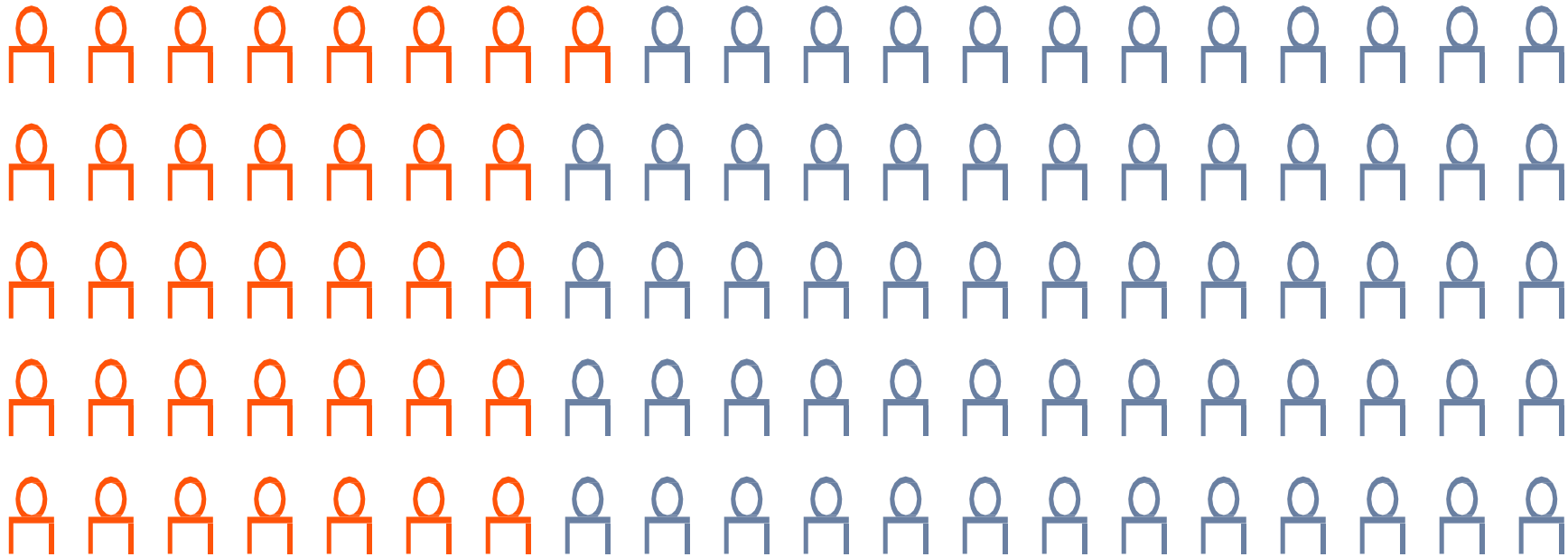
Director, Department of Human Resources, Rockdale County, Ga.



Carlos L. Greene

Managing Director of Retirement Services, NACo EDGE
cgreene@naco.org | 770.881.0100





Only
36%
of HR leaders
are prepared for
work changes in
the next two years.

- Unionization
- Employee Activism
- Return-to-Office
- Skills Verification
- Belonging
- DEI Pushback
- Generational Differences
- GenAI Risk
- Degree Requirements
- Aging Workforce
- Economic Populism
- Four-Day Workweek
- Talent Localization
- Tariffs
- Non-Traditional Career Paths
- Talent Shortage
- Employee Activism
- Soft Skills
- Automation
- Ghost Jobs
- Cost-of-Living
- Inequality
- Micro-Credentials
- Employee Flexibility
- Generative AI
- Candidate Fraud
- Virtual and Augmented Reality
- Inflation
- Mental Health
- Talent Strategy
- Bots
- Employee Social Polarization
- EVP
- Cadence of the Workweek
- Artificial Intelligence
- Retirement Risk
- Redefining Productivity
- Trust Deficit

HR Trends and Landscape

1. Regulatory Uncertainty
2. Impending Retirements and Leadership Gaps
3. Talent Attraction and Retention Challenges
4. Generational Differences
5. Work-Life Balance
6. Lying and Incivility at the Workplace
7. Artificial Intelligence and Tech Advances



Rebranding Your Career Fair Strategy

Elaine Barnes

Talent Acquisition & Compensation Manager

Wake County

Raleigh, North Carolina



Where Talent Meets Opportunity

REGISTER NOW!

 **June 8, 2024**  **1 – 4 p.m.**

 **Raleigh, NC**

NC State University McKimmon Center



Funding Streams

Sponsorships

- Benefits vendors
- ATS vendor
- HCM vendor
- Bank
- University

Employer Registration

- City
- County
- Town

Marketing

- Central Website & marketing materials
- County Managers Association
- Agency Board Meeting
- Departmental Staff Meetings
- Job boards
- Inserted website link in correspondence
- Social Media
- Billboard
- Television



Not Just a Job, but a Career!

- Pre-Event Workshops
- Informational Sessions
- One-on-One Engagement

LOCAL GOVERNMENT careers



HENNEPIN COUNTY

MINNESOTA

May 1, 2025

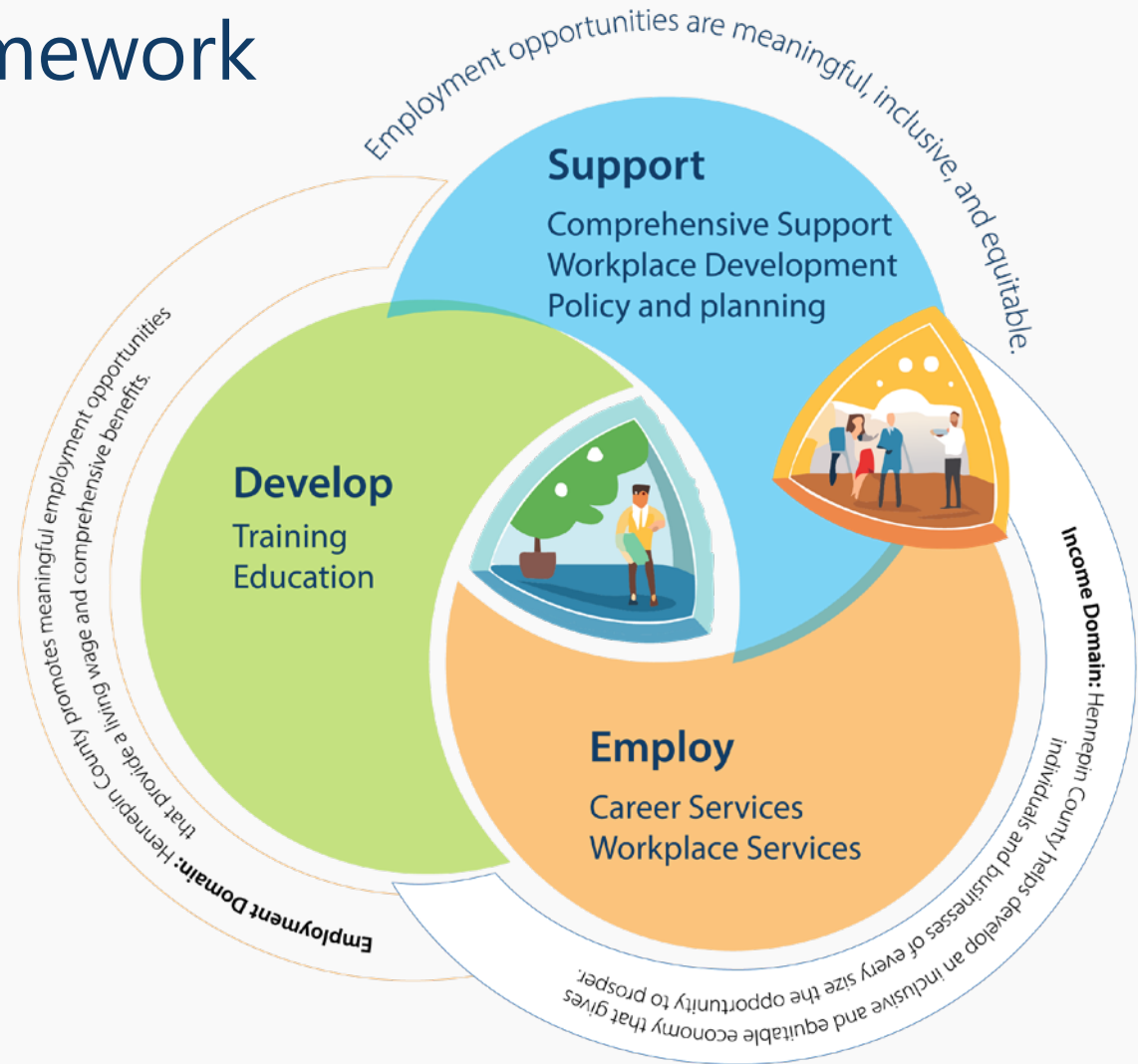
Hennepin County workforce needs

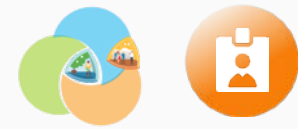
- Strengthening talent pipelines
- Anticipated vacancies
- Reducing disparities in employment

Hennepin County's workforce development framework



Promote meaningful employment opportunities that provide a living wage and comprehensive benefits



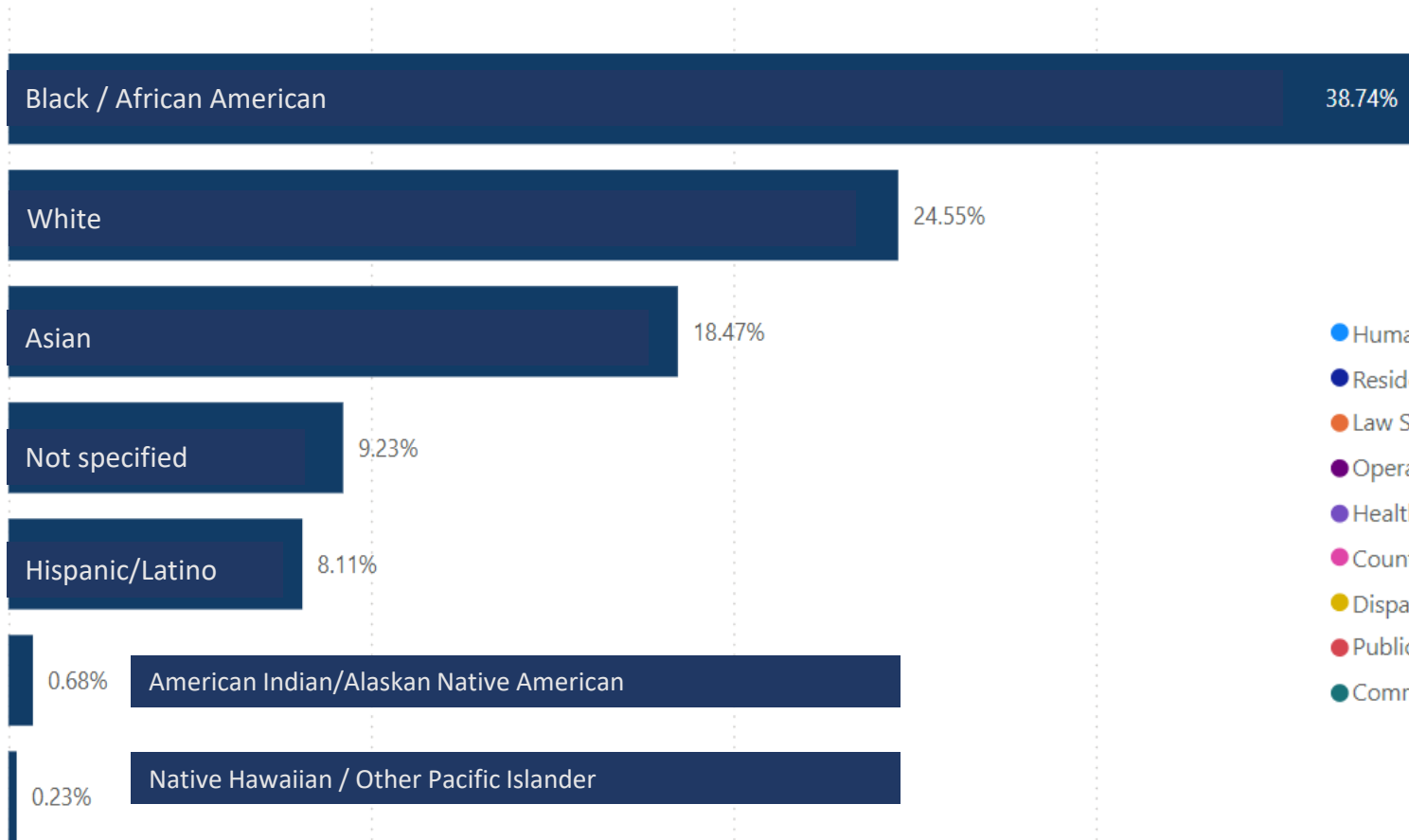


Hennepin County Workforce Development



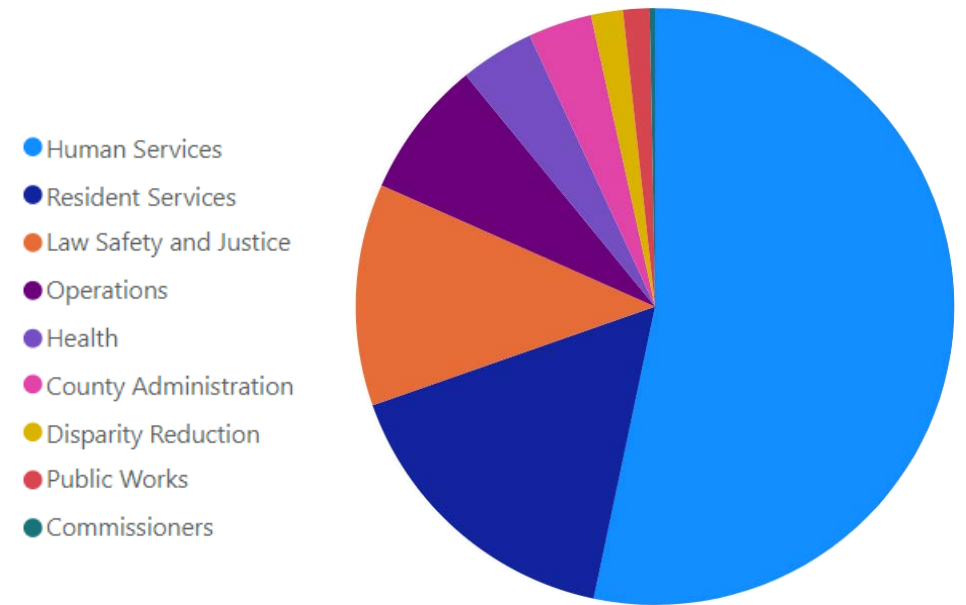
Hennepin Pathways Data

as of April 30, 2025



66% of Pathways hires identify as a Person of Color

May 1, 2025



Pathways hires work across all lines of business



Pathways is making an impact!



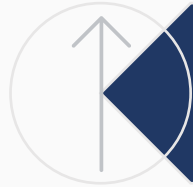
444

Total employees hired



91%

Retention rate over 12 months



188

Total employees promoted



\$27 per hour

Average wage at placement

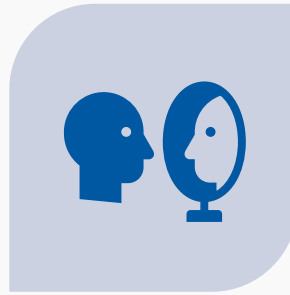
Best Practices and Learnings



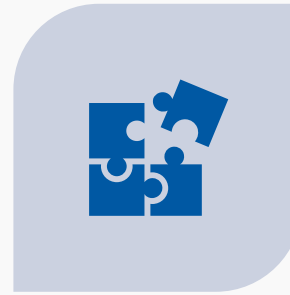
PARTNERSHIPS
ARE KEY



COMMUNITY
ENGAGEMENT IS
VITAL



WILLINGNESS TO
TURN THE
MIRROR ON
OURSELVES



REIMAGINE
ROLES OF
HUMAN
RESOURCES AND
WORKFORCE
DEVELOPMENT



DATA! DATA!
DATA!

May Xiong

Chief Workforce Development Officer

Email: May.Xiong@hennepin.us





Chatham County, Georgia

The Future of Work Webinar
May 1, 2025

Michael A. Kaigler
County Manager





Benefits and Compensation Package



Chatham County Employee Health Center



- Available to All Current Employees and Retirees
- Services Free of Charge by Participating in the Wellness Program

Available Services:

- Annual Health Services
- Sick Visits
- Behavioral Health
- Chronic Conditions
- Health Coaching
- Lab Services



Chatham County Benefits Package



- Healthcare – High or low-cost options
- Dental – Low group cost
- Vision – Low-cost premium
- Group Life Insurance – No cost to employees
- Pension – Employees contribute 3.5% of gross income
 - Retirement benefit based on salary, years of credited service and/or age
- Long Term Disability – No cost to employees

- 457-B Deferred Compensation Plan
- Employee Assistance Plan – five free visits for employees, spouse and dependents
- Flexible Spending Accounts – Employees can set aside pre-tax dollars to pay for medical, deductible, co-pay and daycare expenses
- Vacation and Sick Leave Accrual
- 13 Paid Holidays

Competitive Compensation

- Annual Merit Increases
- Annual Cost of Living Adjustments
- Longevity Pay – annual incentive pay for more than 5 years of service
- Retention Bonuses for Law Enforcement



Other Benefits

- Down Payment Assistance Program for first-time home buyers (income-based)
- Childcare Assistance Program
- Employment VISA Assistance Program





Questions?





THE FUTURE OF WORK



PRESENTED BY:
SAKITA DOUGLAS



REDEFINING THE WORKPLACE: HYBRID, REMOTE, AND WHAT COMES NEXT

01

Explore evolving work models, employee expectations, and how organizations are reimagining the physical and digital workplace.



SKILLS OVER DEGREES: THE SHIFT TOWARD A SKILLS-BASED WORKFORCE

02

Discuss the rise of skills-based hiring, micro-credentials, and how companies are rethinking talent pipelines.



AI, AUTOMATION, AND THE HUMAN WORKFORCE

03

Examine how generative AI and automation are impacting jobs and the future role of human creativity.



THE EMPLOYEE EXPERIENCE REVOLUTION: WELL-BEING, BELONGING, AND RETENTION

04

Delve into how organizations are enhancing mental health, DEIB, and culture to retain top talent.



REBUILDING THE BACKBONE: THE FUTURE OF SKILLED TRADES AND BLUE-COLLAR CAREERS

05

Explore the urgent need to invest in electricians, mechanics, and other skilled trades to close critical labor gaps.

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