



Talent Shortage in Finance – What Now?

Presented by Bob Hall, Karin Schnaider, and Jennifer Lampman



Introduction

- There is a huge shortage right now of employees and public agencies are having as much trouble as anyone. In the past, our CalPERS retirement programs have attracted candidates, even when the private sector was struggling.
- The staffing shortage continues to compound the problem because the workload has not decreased. Employees who are with those agencies are forced to pick up additional duties due to the staffing shortage thus causing more pressure on their personal lives and will probably look to leave.
- This problem is across the board with all departments, but we are here today to talk about Finance Departments specifically.

Panel Member Questions

- How do you feel about allowing remote work in your Finance Department? What challenges does that pose for you?
- When and what positions do you feel would be the easiest transition for someone from the private sector? Is there a position where you believe that is not really an option?
- What would you suggest to an early career professional looking to advance in their career?
- Is there anything an agency can do to help keep the quality staff they currently have?
- In your opinion, what can Public Agencies/Finance Departments do to become desirable landing places, or should we just set up systems to easily rotate staff as they move?

Questions from the Audience?