

Kern County Talent Strategy 2024 - 2026

Deliver an exceptional people experience that improves our ability to attract, develop, and retain talent.

State of Talent Health in 2023

Current State of Talent Metrics

- Fully-engaged employees – 25%
- Average time to hire – 55 days
- Workplace complaints – 16
- Annual health care claims – \$131 mil.
- Average use of sick leave – 36.8 hours
- Voluntary turnover rate – 15%

Top HR Strategic Goals

1. Design and implement effective people-centric HR practices and processes using existing and emerging HR technology.
2. Hire high-quality and diverse talent as efficiently as possible.
3. Reduce employee burnout and improve productivity by establishing Kern County as a Blue Zones Designated Worksite.
4. Coach and develop future and existing County leader to improve our effectiveness in managing our people.
5. Structure the HR function to support our strategic people needs in the most cost-effective manner.

State of Talent Health in 2026

Desired State of Talent Metrics

- Fully-engaged employees – 40%
- Average time to hire – 42 days
- Workplace complaints – 12
- Annual health care claims - \$120 mil.
- Average use of sick leave – 29.9 hours
- Voluntary turnover rate – 10%

Underlying Beliefs and Assumptions

1. Employee wages will continue to grow with the cost of living each year.
2. The County will remain on track to implement new Enterprise Resource Planning system.
3. The state of the labor market remains consistent over the course of time.
4. The HR function is staffed and skilled to support the County business areas.

