

The Power of Purpose for Government Employees

As baby boomers retire in large numbers, millennials are now the largest generation in the workforce.¹ The changing employee demographics and generational dynamics are poised to have a **dramatic impact** on the government employee experience.

In today's fast-changing, always-connected world that's redefining how people work, government employees, like their private-sector counterparts, are defining themselves through a blend of work and life. In fact, for government employees, the **desire for work that contributes to the community** and society overall is amplified compared to private sector employees.

Looking ahead, government employers who combine meaningful work with a strong culture and strategic benefits that support work-life fulfillment will gain a **distinct advantage** in the competition to recruit and retain younger employees.

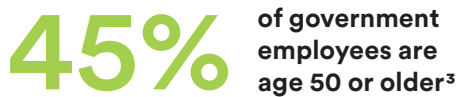
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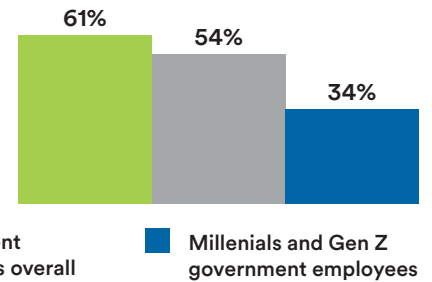
The value of purpose: A perception gap between government employers and employees



The role for benefits in the battle to attract and retain younger workers



Those who agree that “Current, comprehensive benefits programs make employees feel valued”

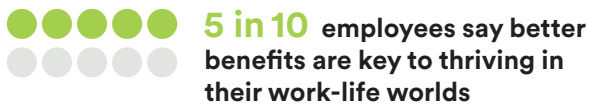


Government Employers

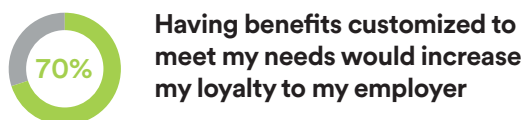
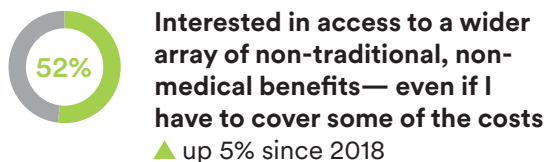
Government Employees overall

Millennials and Gen Z government employees

What government employees want from their benefits

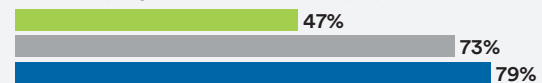


GOVERNMENT EMPLOYEES

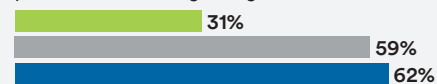


Government employers considering adding the following benefits in the future

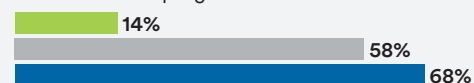
Wellness programs that reward employees’ healthy behavior



Phased retirement program (enabling employees to work part-time while beginning to take retirement benefits)



Paid sabbatical program



Government employers

Government employee interest

Millennial and Gen Z employee interest

Visit [metlife.com/ebts2019](https://www.metlife.com/ebts2019) to explore more insights about the evolving work-life world.

Unless noted otherwise, all findings are from the 17th annual MetLife U.S. Employee Benefit Trends Study research, 2019.

¹ FactTank, Pew Research Center, April 2018.

² Workplace Culture Report, LinkedIn, 2019.

³ FedScope, Age of US Federal Government Employees, March 2018