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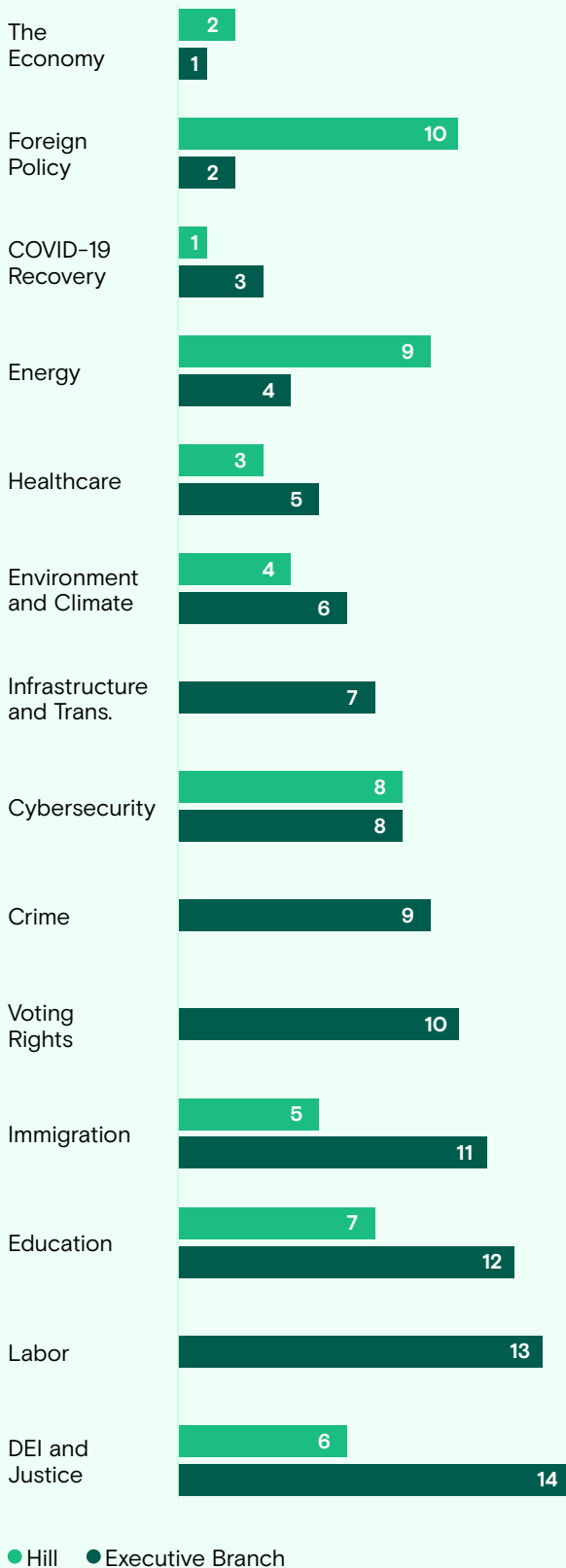
Staff Priorities Ahead of Midterm Elections

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Ranked Policy Priorities

2021 - 2022



Staff Priorities Ahead of Midterm Elections

We're now halfway through 2022, which means that midterm election campaigns are kicking into high gear. Conversations about policymakers and their priorities, as well as discussions pushing for better workplace standards for Hill staff, are more relevant than ever. Staffers have been balancing competing professional and personal priorities as they deal with global and economic crises coupled with changing standards in the workplace, and the need to understand their perspectives has never been more important. With policymakers focused on their upcoming electoral challenges, we thought sharing some of these insights would be beneficial to all parties, pun intended.

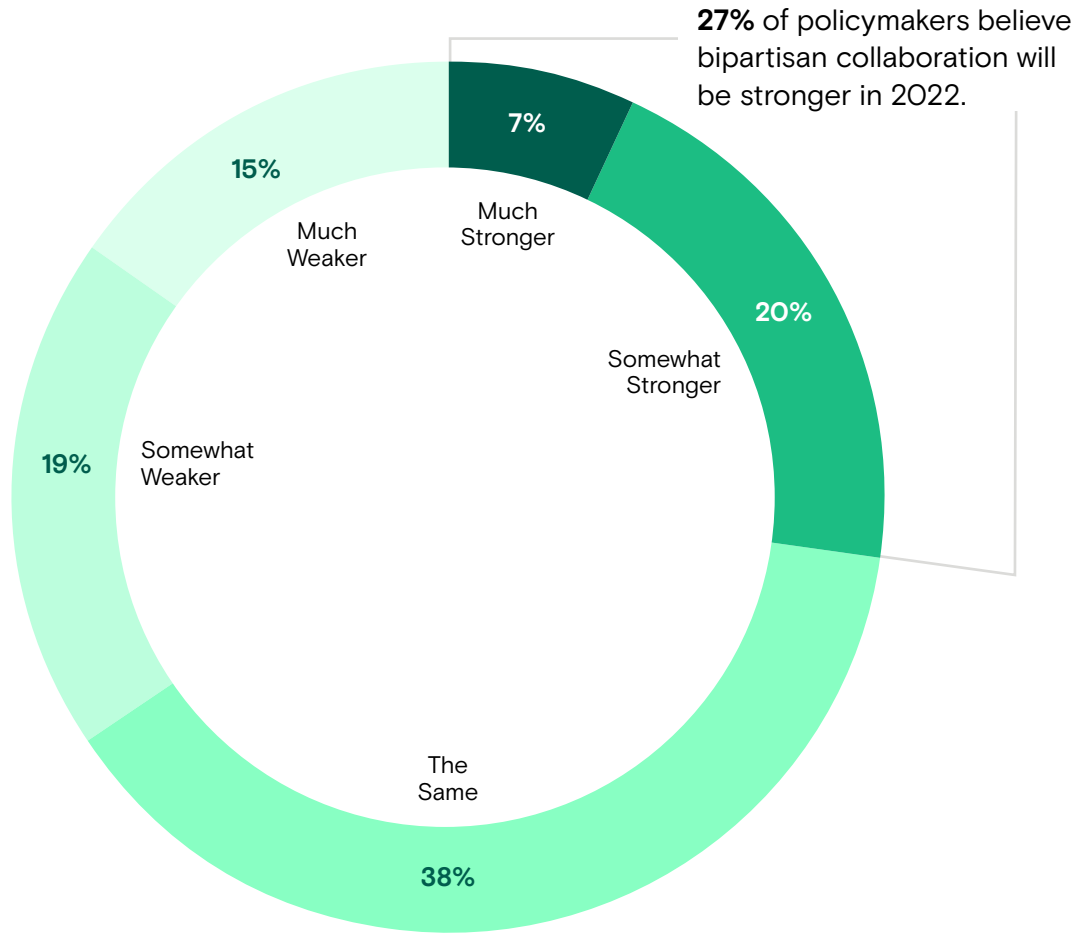
As part of our annual flagship study on advocacy in DC, conducted between March and April 2022, we asked federal policymakers - from junior to senior staff members on the Hill and from Executive Agencies - about the policy issues they are prioritizing, as well as job satisfaction in a landscape where Hill staffers were publicly speaking out about staff treatment and unionization. Here, we highlight some of those findings.

As global tensions rise, supply chains buckle, and the economy shows signs of slowing down, policymakers are switching gears to focus on economic and foreign policy issues, which are expected to receive the most attention throughout the rest of Congress.

Similarly, the largest cohort of staff, at **35%**, stated that they would personally be spending time working on economy-related issues. The next largest group, at **26%**, is personally prioritizing COVID-19 recovery efforts.

The Likelihood of Bipartisan Partnership

Will bipartisanship be stronger in 2022 than it was in 2021?

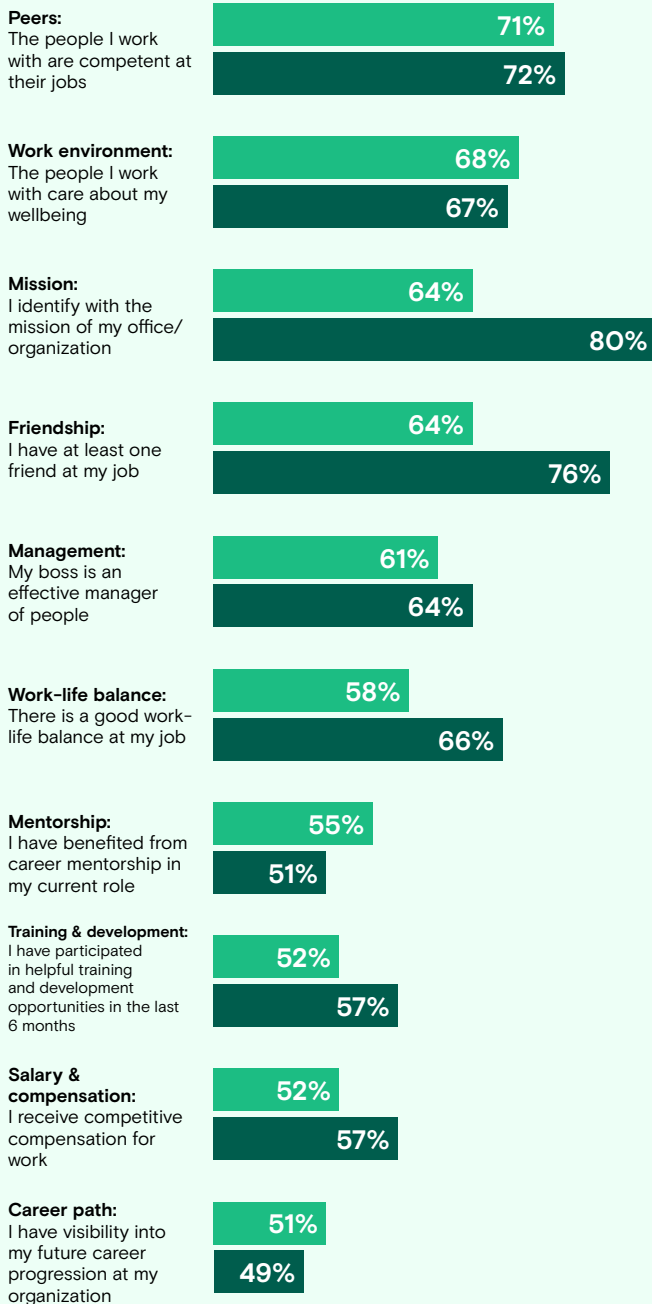


The largest cohort of respondents (**38%**), however, believes it will remain the same.

Taking into account the political landscape and reality of advancing policy priorities, the appetite for bipartisanship is something to keep an eye on as the year moves on and officials get closer to either winning or losing their seats.

Drivers of Retention & Job Satisfaction

By percentage of staff agreeing with each statement

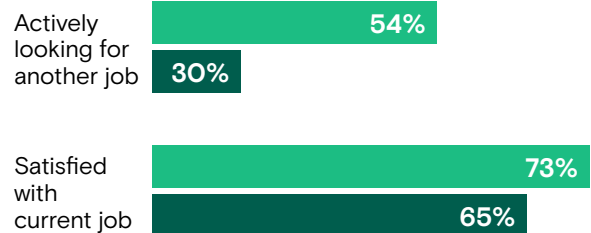


● Hill ● Executive Branch

According to respondents, career path visibility and compensation are the two areas that need the most improvement. However, interestingly, Penta statistical analysis of responses from more than 400 public sector staff revealed that identification with mission and having competent peers are the most important drivers of retention and job satisfaction.

Attrition & Job Satisfaction Among Hill & Agency Staff

By percentage of staff



● Hill ● Executive Branch

Despite relatively high levels of job satisfaction, a majority of Hill staffers, and nearly a third of Executive Branch staff, are still actively looking for another job. Hill staffers are 1.8x more likely to be actively looking for another job than their Executive Branch peers.

Our data indicates that in order to stay motivated and in their current positions, staffers are looking for environments where they understand how their work is tied to their office's mission. It would be prudent for senior policymakers to keep this in mind when thinking about the best ways to retain staff.

Wondering what else our data can tell you? [Join Penta Policy Insiders for more content like this, and to find out how to participate in our research.](#) We're hearing from your colleagues, we'd like to hear from you too!

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