



Strengthening the Election Workforce

Opportunities to Enhance Capacity and Readiness

Election officials know better than anyone that the demands of conducting safe, secure and efficient elections have grown significantly. Workloads are intense, turnover is high, and recruiting staff with the right skills is increasingly difficult. *Strengthening the Election Workforce: Opportunities to Enhance Capacity and Readiness* documents these challenges and outlines what the U.S. Election Assistance Commission (EAC) is doing to help.

Key Takeaways

The EAC is working to address workforce challenges through coordination and support that complements existing state, local, and national efforts, including:

- 1. Developing a Voluntary National Election Workforce Framework**
- 2. Expanding no-cost EAC Learning Lab professional training**

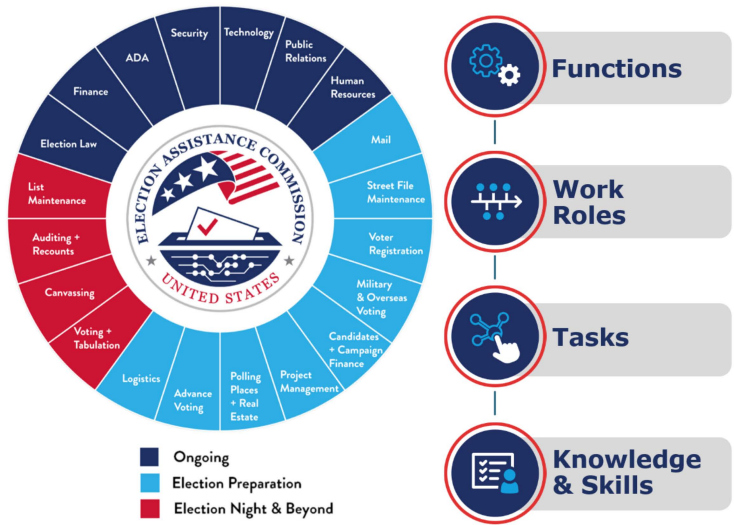
What the EAC is Doing to Help

Voluntary National Election Workforce Classification Framework

The EAC is developing a framework that will help provide a common language around the work that goes into election administration.

This framework can help election offices:

- Ask for appropriate classification, compensation, and staffing with human resources partners and budget decision-makers.
- Create or update job descriptions that reflect the real-world work of elections, aiding recruitment efforts.
- Support long-term succession planning by clarifying the skillsets and competencies needed to support elections.
- Identify training needs and align professional development with the skills required to do the job well.



To learn more visit eac.gov/workforce or contact clearinghouse@eac.gov.

EAC Learning Lab Professional Training Program

The [EAC Learning Lab](#) is a no-cost, interactive professional development program built exclusively for election officials and staff. Developed by experienced election professionals, it helps officials refresh practices, test new ideas, and connect with peers in formats that work for offices of every size and experience level.

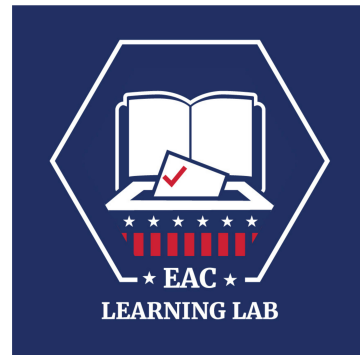
Training is available in two formats:

- **On-demand training** provides practical instruction on topics from chain of custody to succession planning, accessible anytime, anywhere. Most modules are 10 to 20 minutes.

Officials who complete on-demand training can earn an EAC Certificate of Federal Professional Training.

- **Live training** delivers interactive in-person and virtual workshops combining expert-led presentations with hands-on activities and peer exchange, scaling from small groups to large audiences.

To learn more visit eac.gov/learninglab or contact learninglab@eac.gov.



Workforce Challenges

Election administration has become a highly complex public service profession with demands that have grown significantly alongside changes in law, technology, and the security environment. The workforce systems supporting it have not kept pace:

- **Turnover is increasing:** Turnover among local election officials reached nearly 41% in 2024, up from 28% in 2004. As of 2024, more than half of chief local election officials have been in their roles for less than five years.
- **Misclassification is common:** Despite performing executive-level functions, many election officials are classified alongside administrative support roles, earning an average of \$50,000 annually against a \$70,000 median for comparable public-sector positions.
- **Access to professional training is inconsistent:** across jurisdictions, access to training varies significantly, and existing programs do not consistently align with the competencies the work requires.

For More Information & Resources

For more information about EAC efforts to address election workforce challenges, as well as existing resources and tools, visit eac.gov/workforce or contact clearinghouse@eac.gov.