

Delaware Site Visit

April 30, 2009



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Project Goals

- Establish an awareness of the significance of an aging public sector workforce
- Assess the readiness of and desire for states to be “employers-of-choice”
- Promote the adoption of workplace flexibility practices, as a business strategy, in the public sector workplace

Project Strategies

- Survey state agencies and provide a benchmarking report to all those completing the survey.
- Conduct a series of web-conferences
- Conduct on-site visits in 10 states
- Develop Tool Kits for participating states
- Provide Issue Briefs and Fact Sheets
- Resurvey to look for any measurable differences

What is an Employer-of-Choice

An employer that displays characteristics for recruiting, engaging, and retaining the best available human talent.

Characteristics of an Employer-of- Choice

- Trust
- Teamwork
- Employees First
- Renewal
- Dual Centric employees

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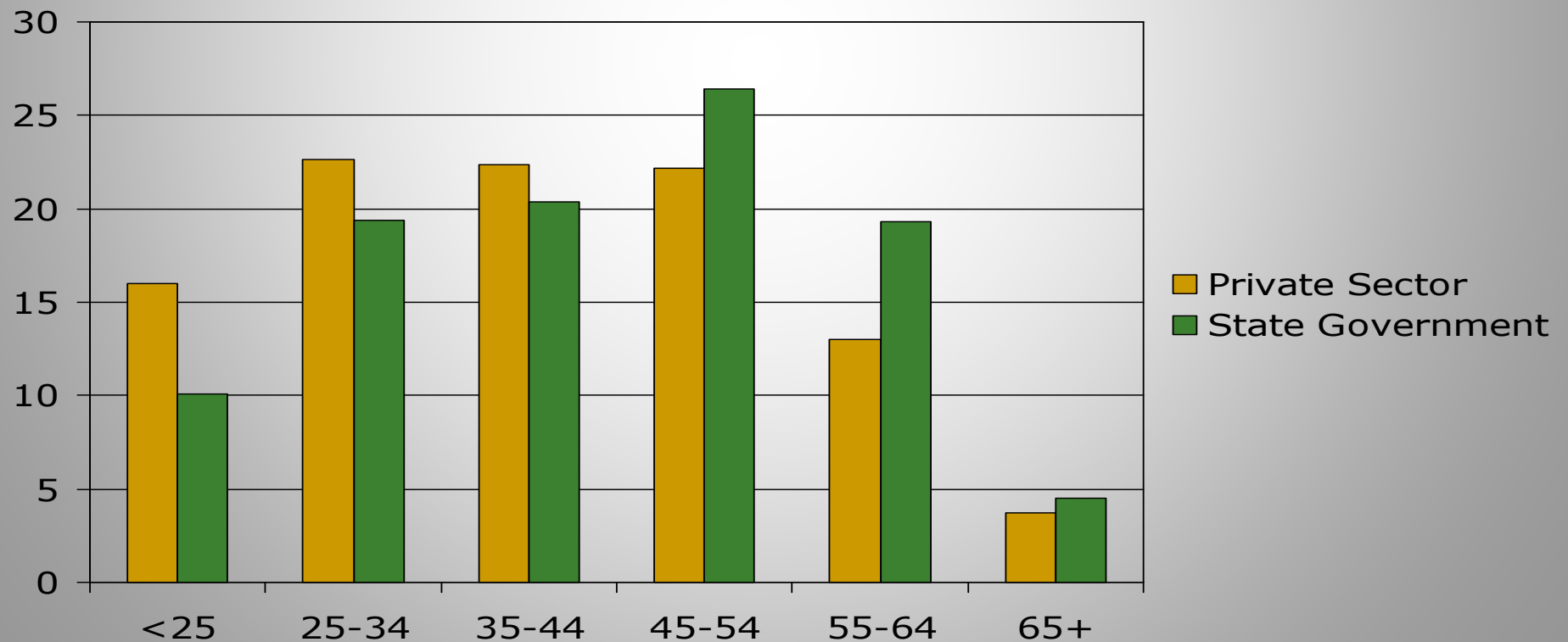


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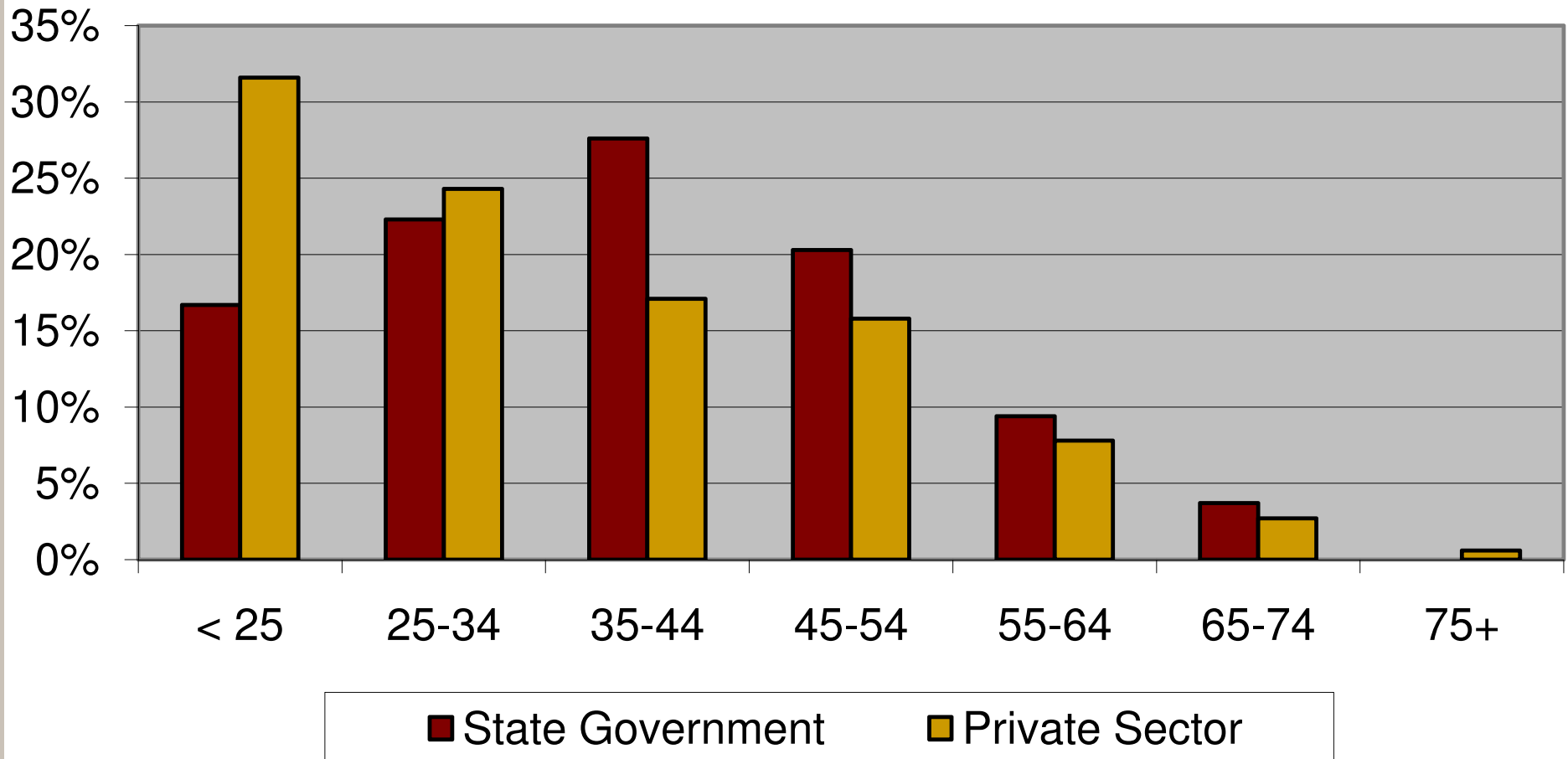
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Why is aging of the workforce significant to state agencies?

Distribution of the State Government and Private Sector Workforces by Age, 2008

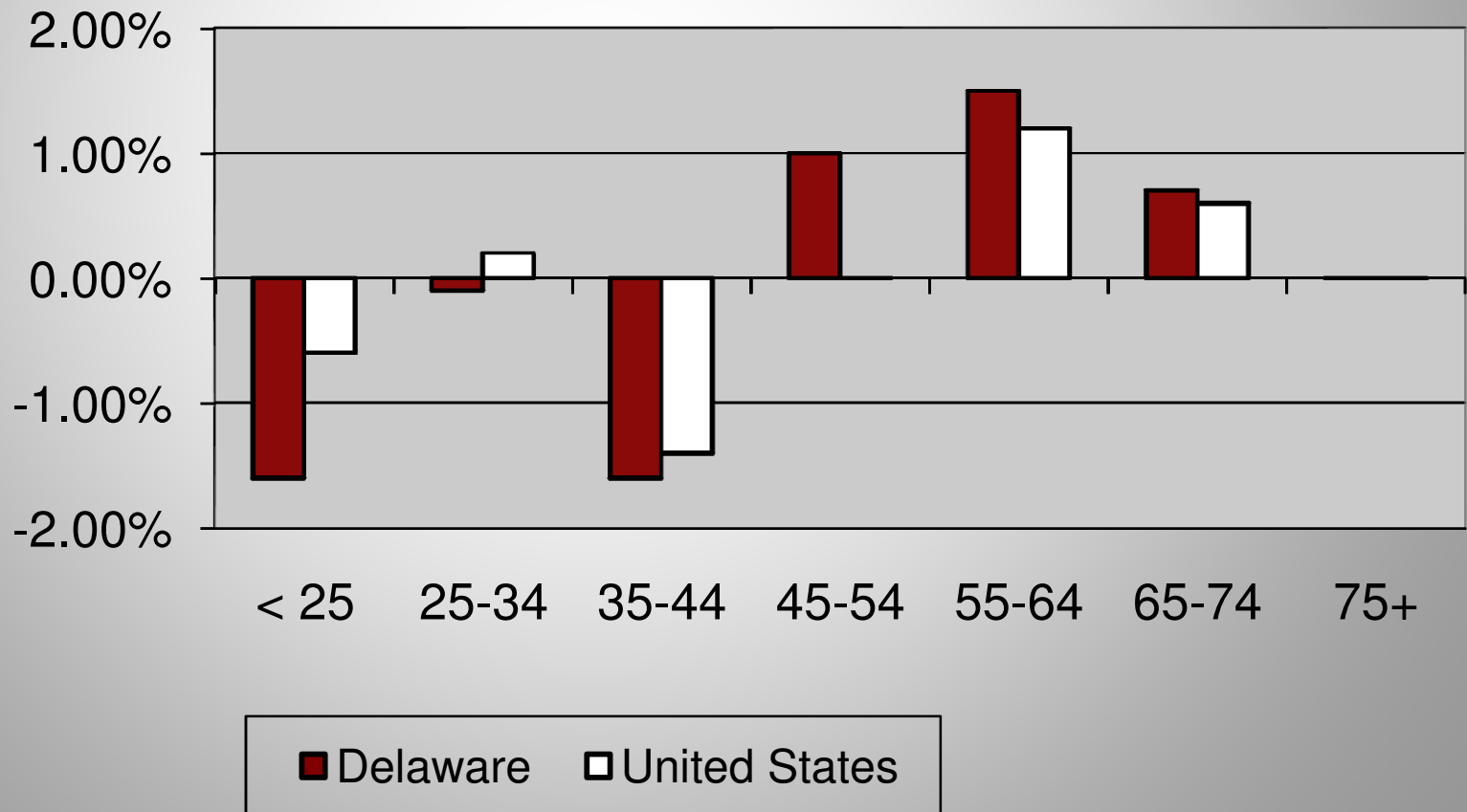


Age of the Workforce in the Delaware Private Sector and State Government



Anticipated Percentage Point Changes in Delaware & the United States, 2006 – 2010

Anticipated Percentage Point
Change in Age Groups



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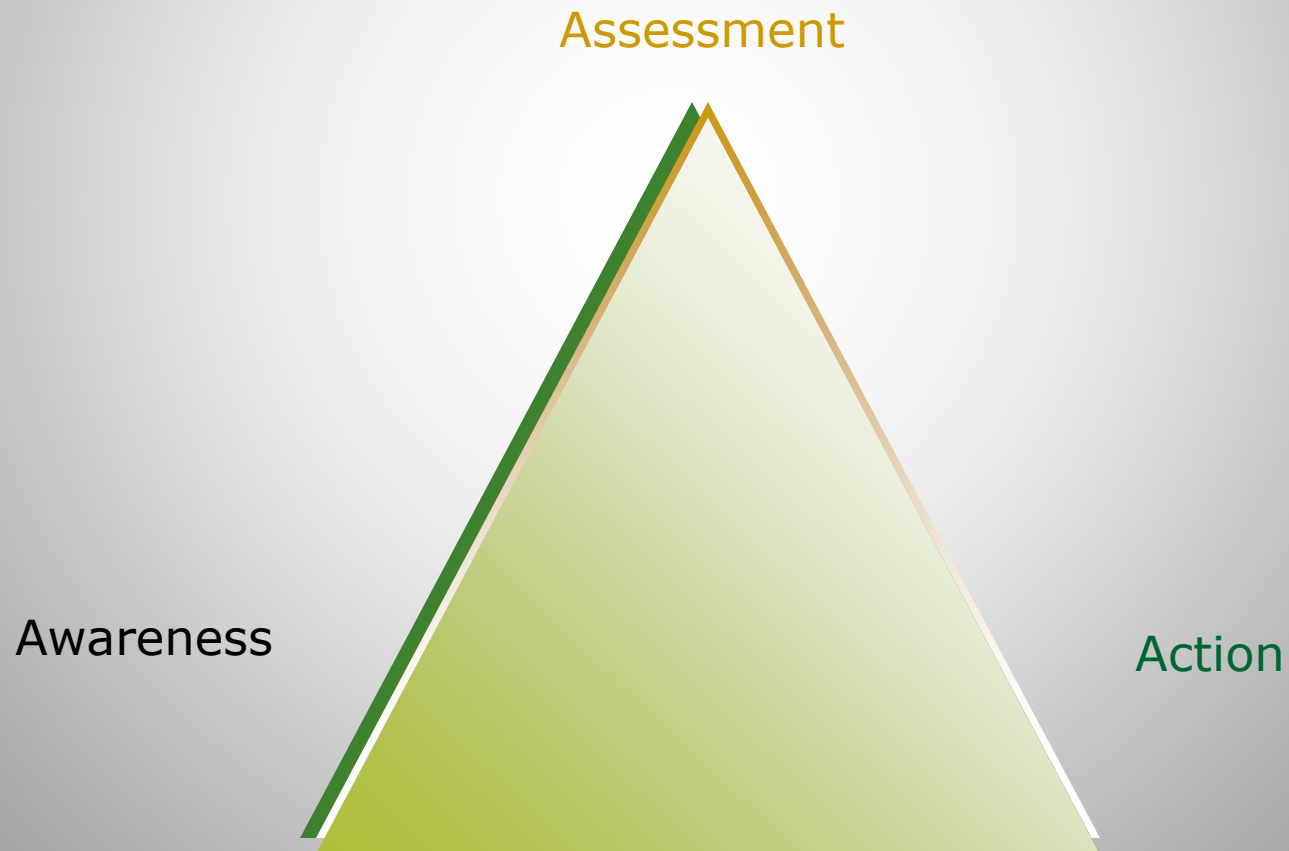
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Awareness to Action A Conceptual Model



Assessment

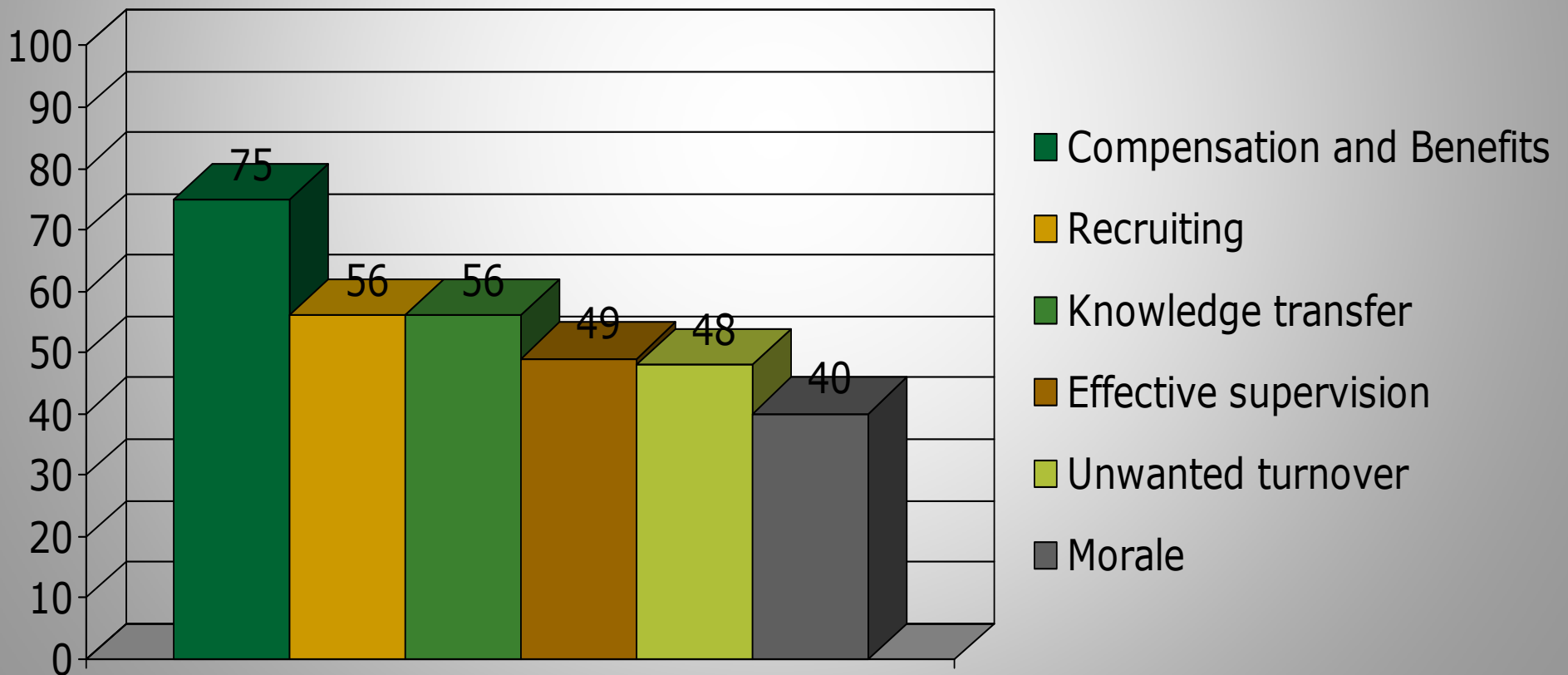


Consider
Analytical

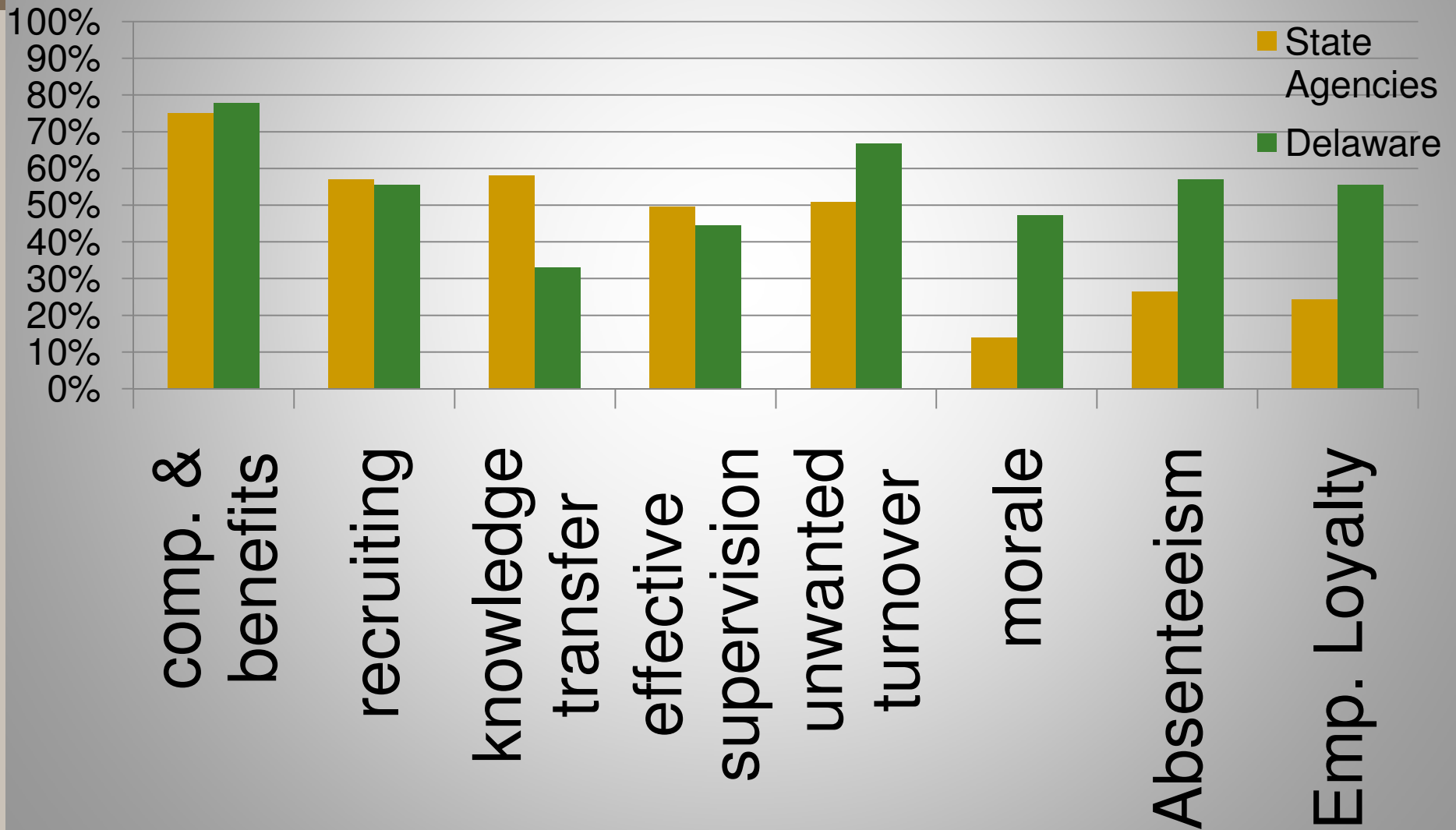
Challenges
Dynamics

Considering HR Challenges

Top HR Challenges Reported by State Agencies, by % of respondents.

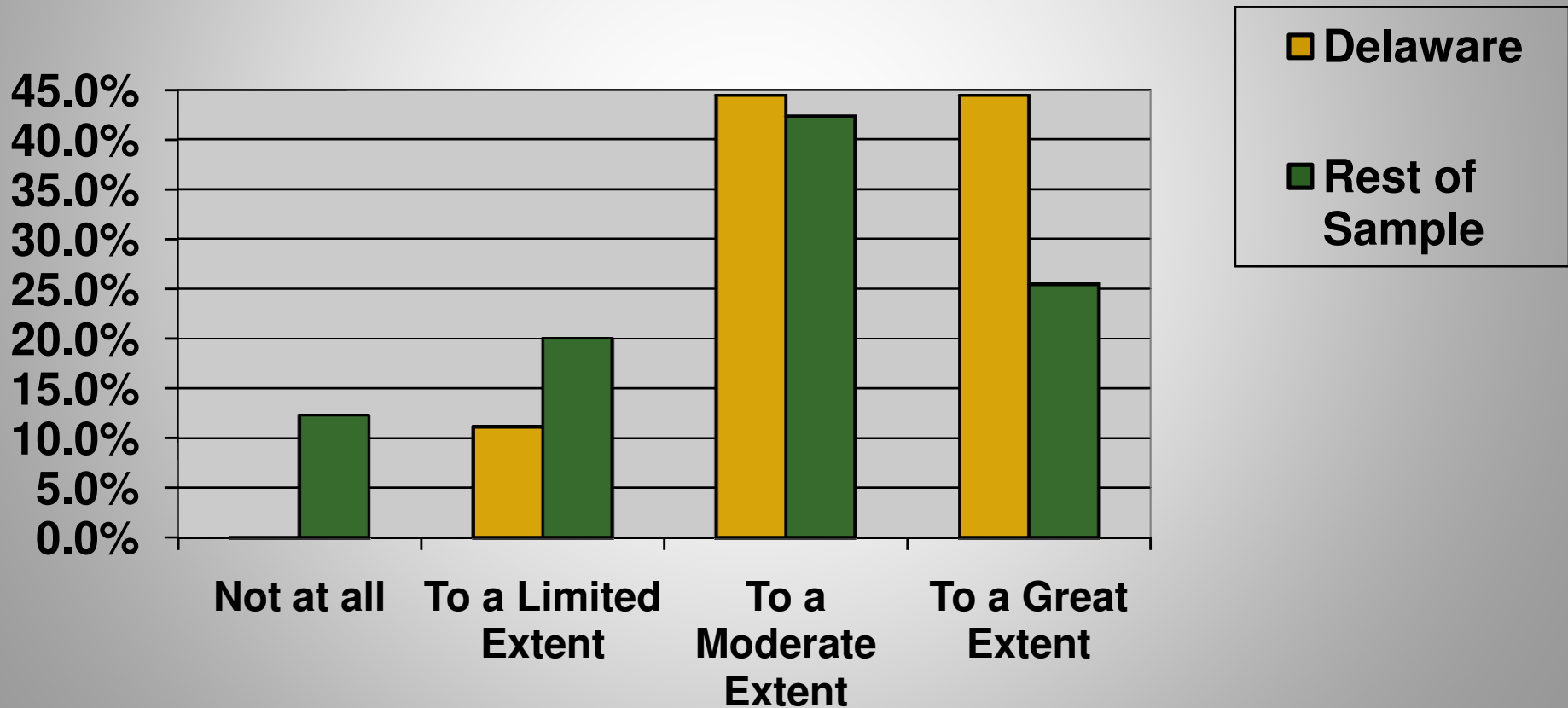


Top HR Challenges Reported by State Agencies and Delaware

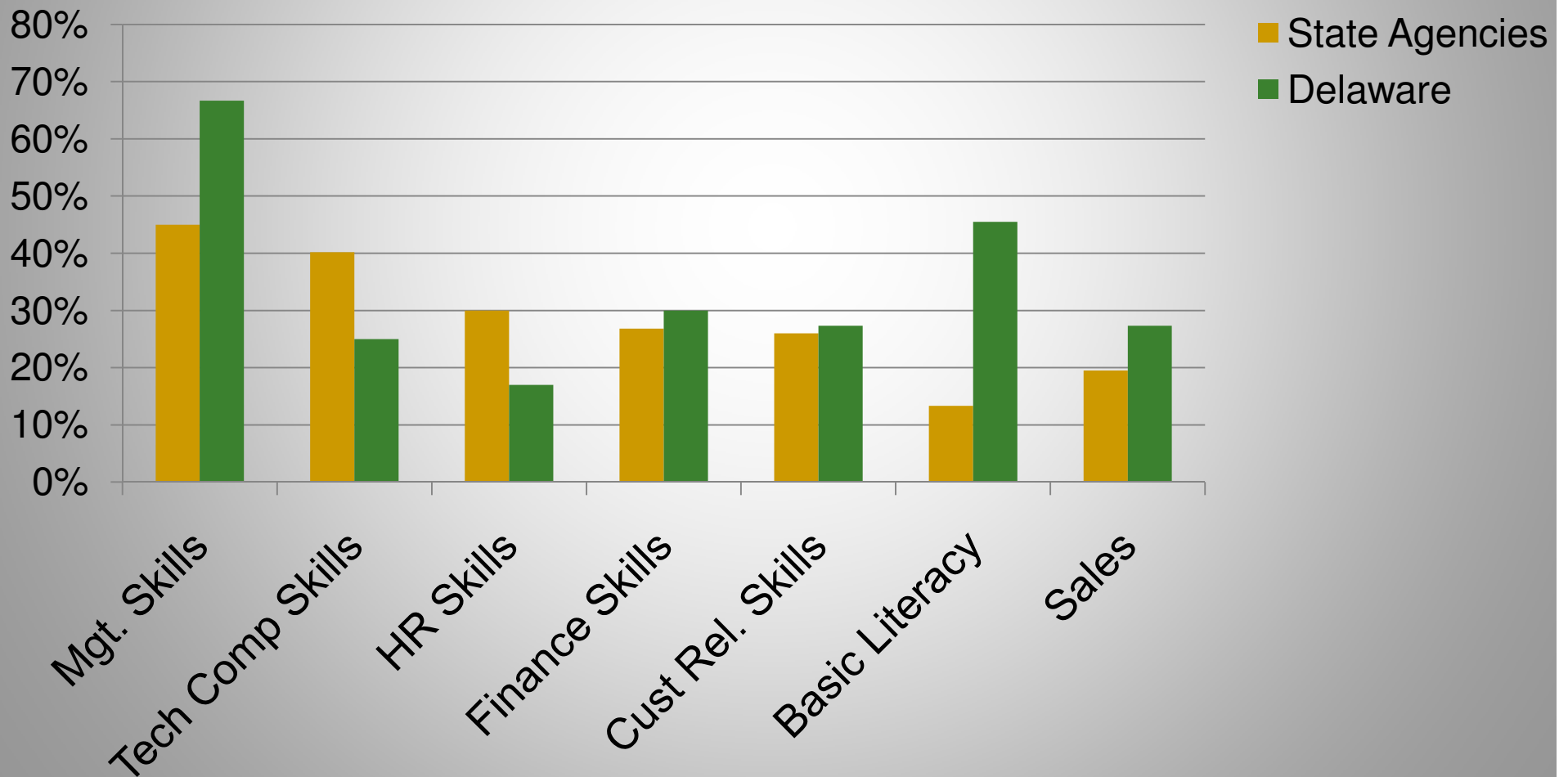


Analyzing Demographics

Percentage of Agencies That Have Analyzed Workforce Demographics



Matching Competency Shortages



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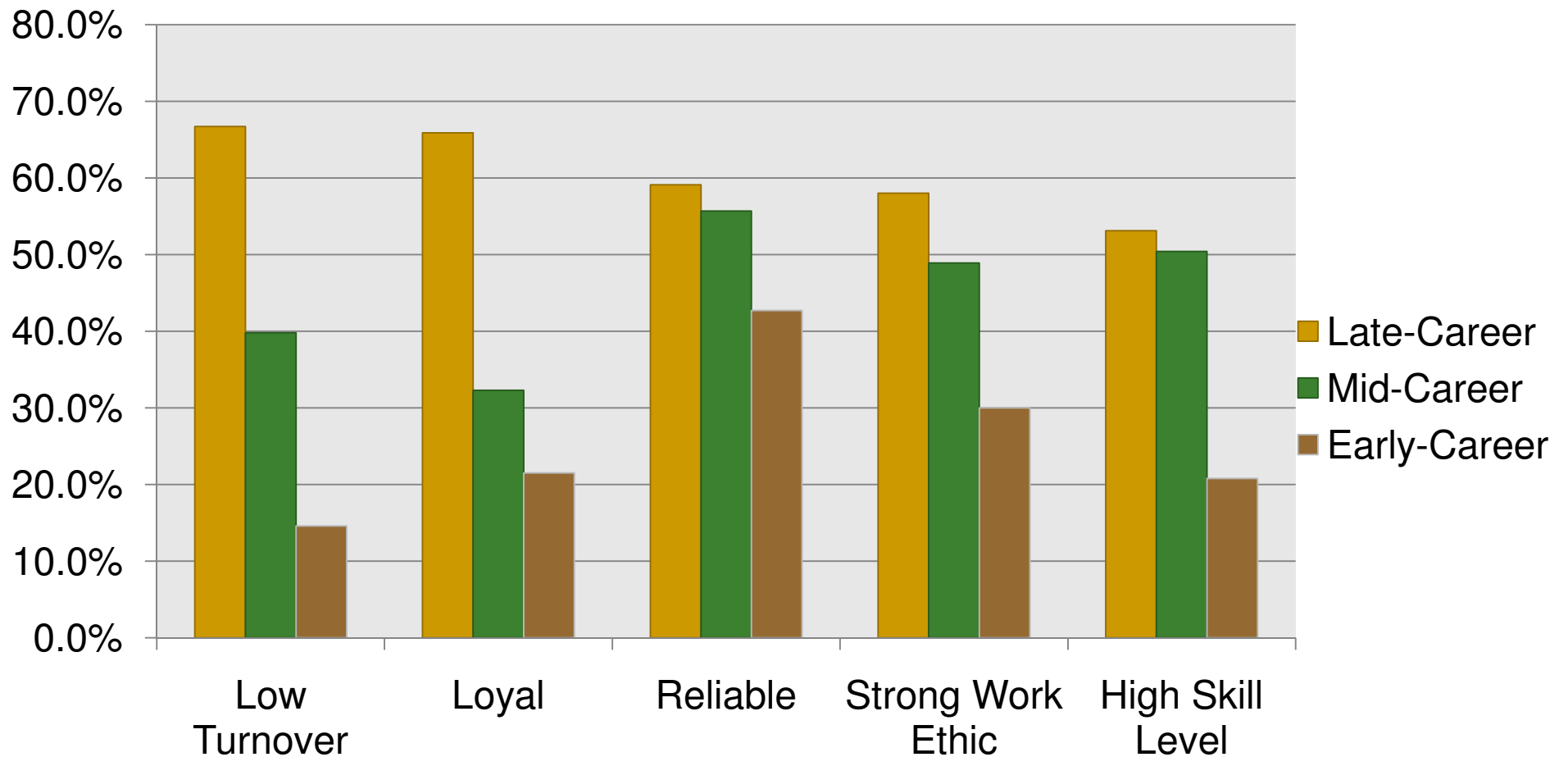
Positive characteristics
Negative characteristics

Awareness

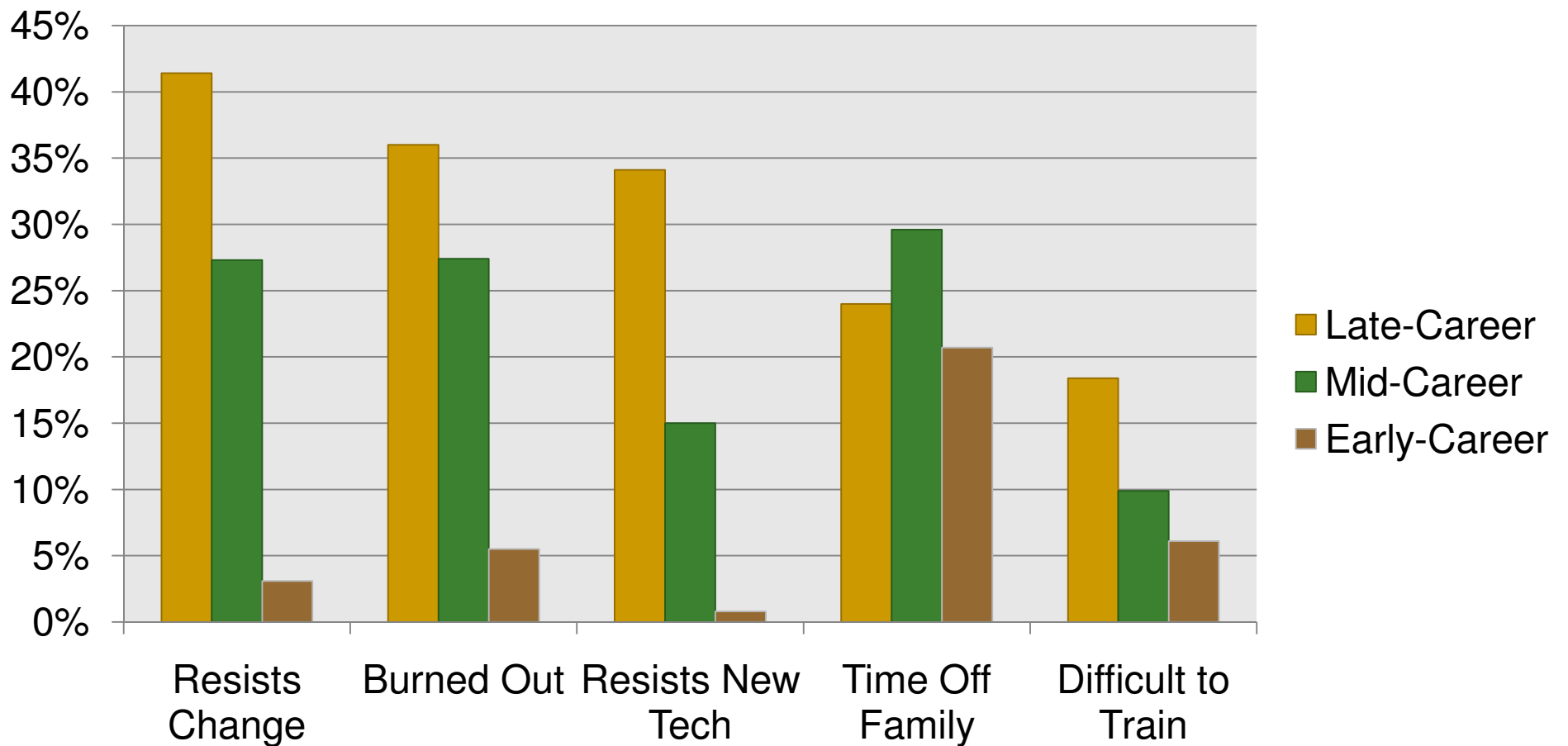


**Positive characteristics
Negative characteristics**

Perceptions of Positive Workforce Characteristics by Career Stages



Workforce Characteristics That Might Present Negative Consequences for Agencies



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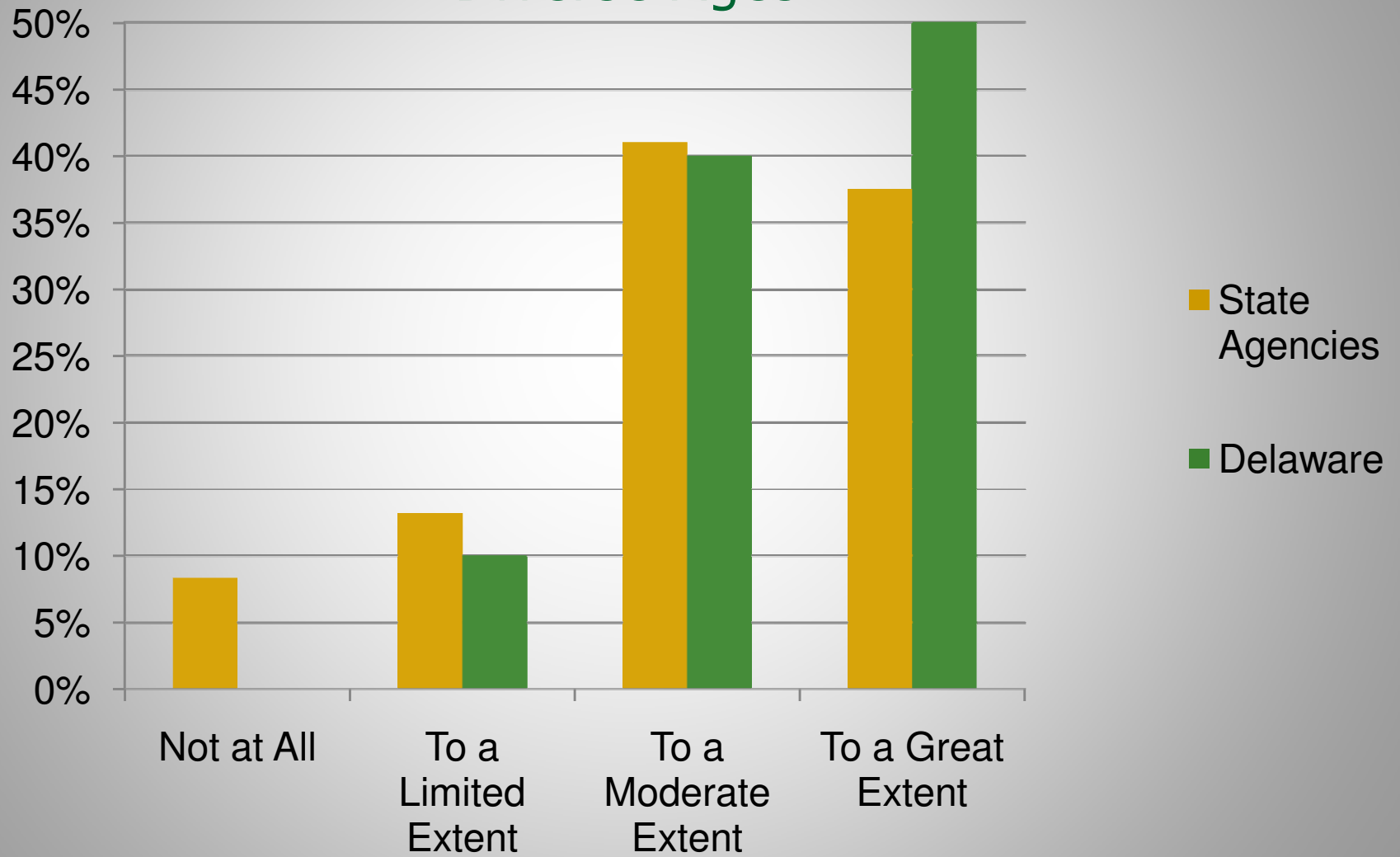
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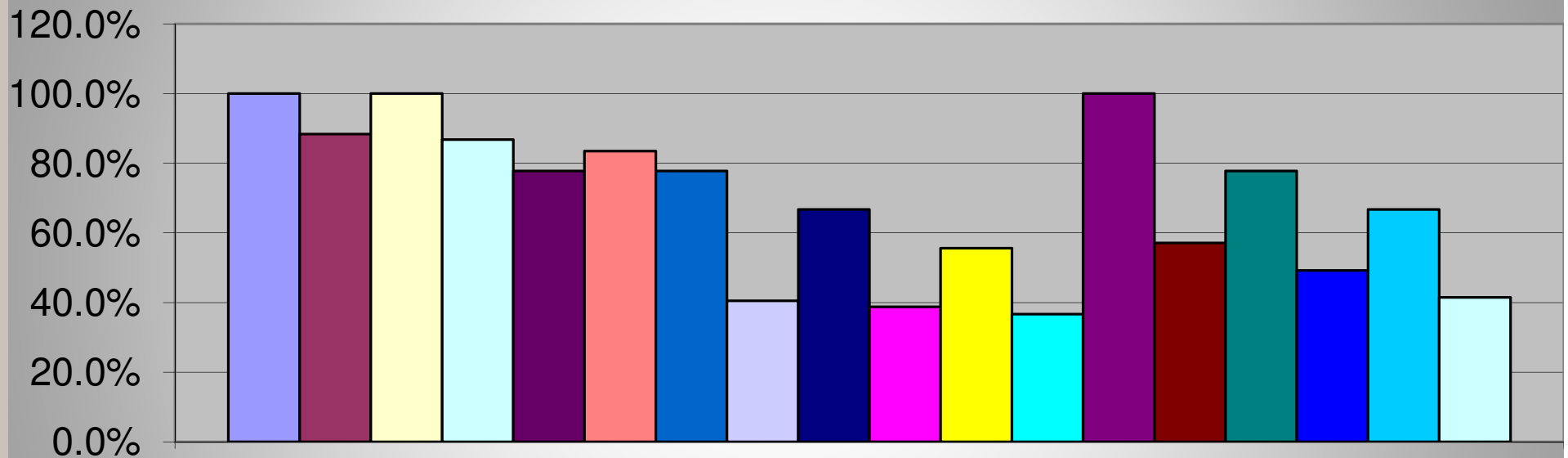
Awareness to Action A Conceptual Model



Percentage of Agencies that Recruit Workers of Diverse Ages

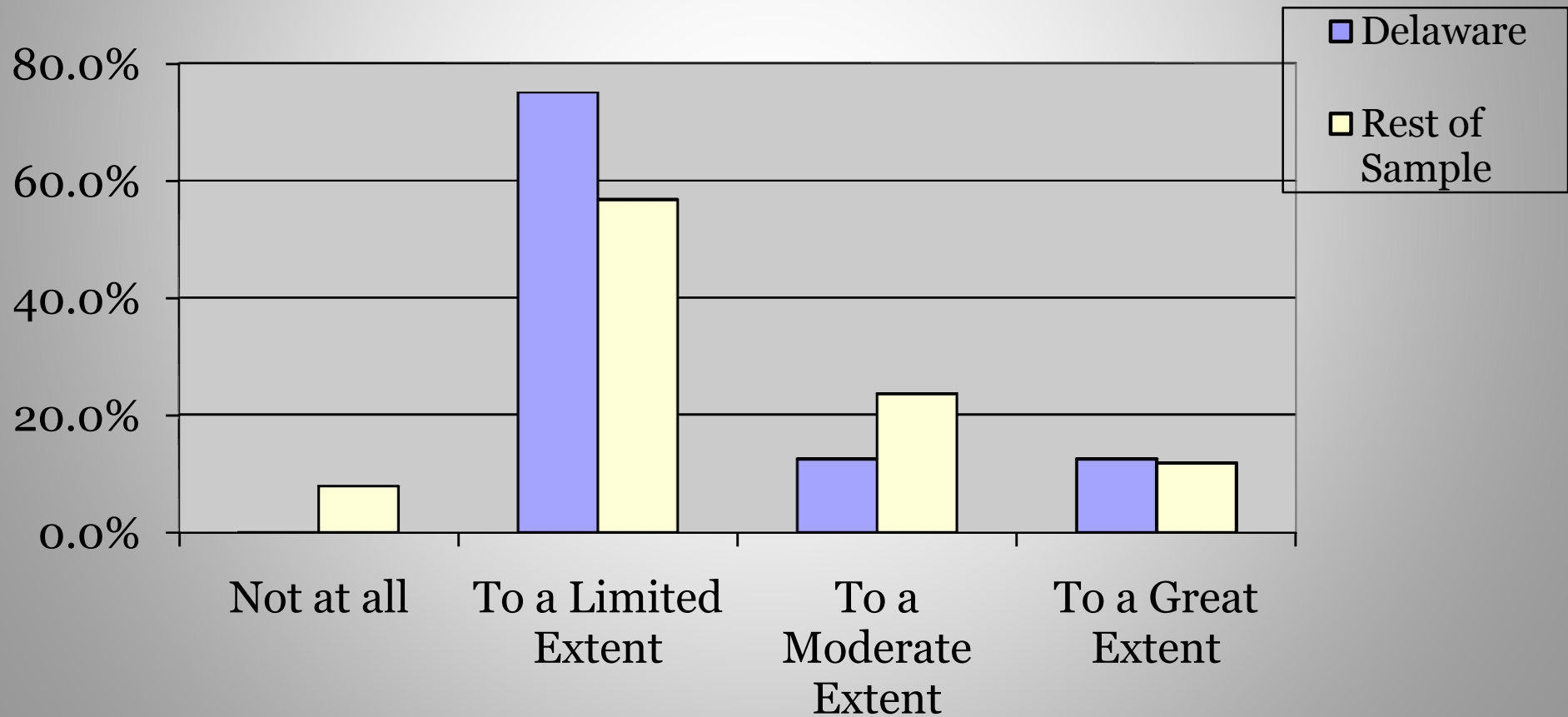


Availability of Career Development Opportunities by Career Stage

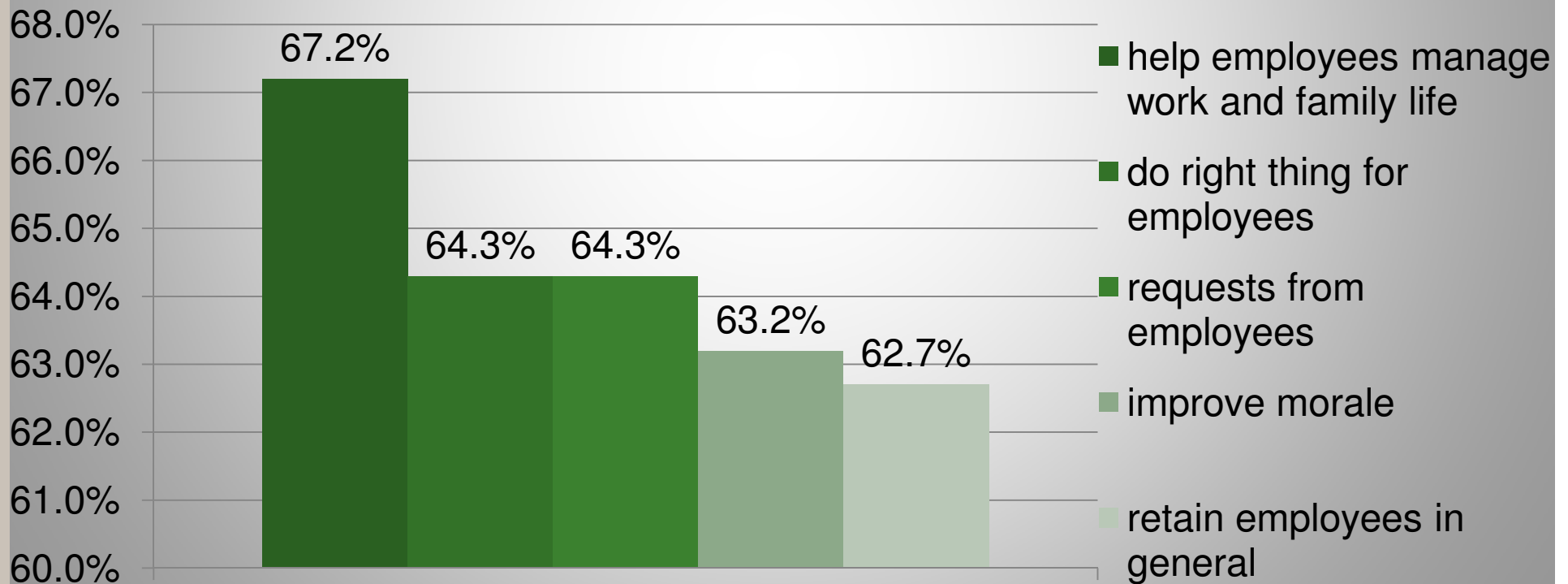


- | | | |
|------------------------------|--------------------------------|-------------------------------|
| DE On the Job Training Early | Rest On the Job Training Early | DE On the Job Training Mid |
| Rest On the Job Training Mid | DE on the Job Training Late | Rest on the Job Training Late |
| DE Career Counseling Early | Rest Career Counseling Early | DE Career Counseling Mid |
| Rest Career Counseling Mid | DE Career Counseling Late | Rest Career Counseling Late |
| DE Mentoring Early | Rest Mentoring Early | DE Mentoring Mid |
| Rest Mentoring Mid | DE Mentoring Late | Rest Mentoring Late |

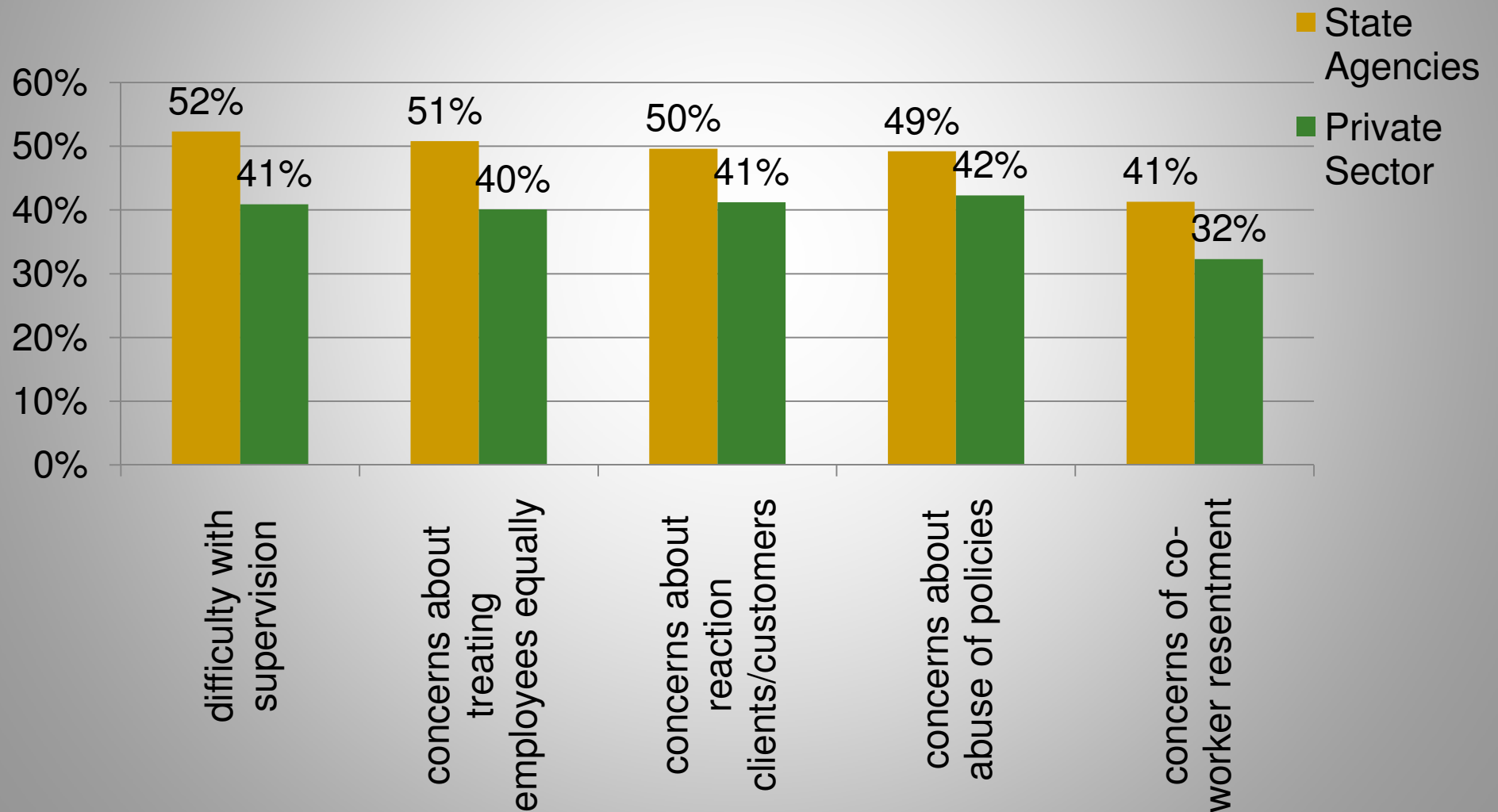
Linking Workplace Flexibility to Effectiveness



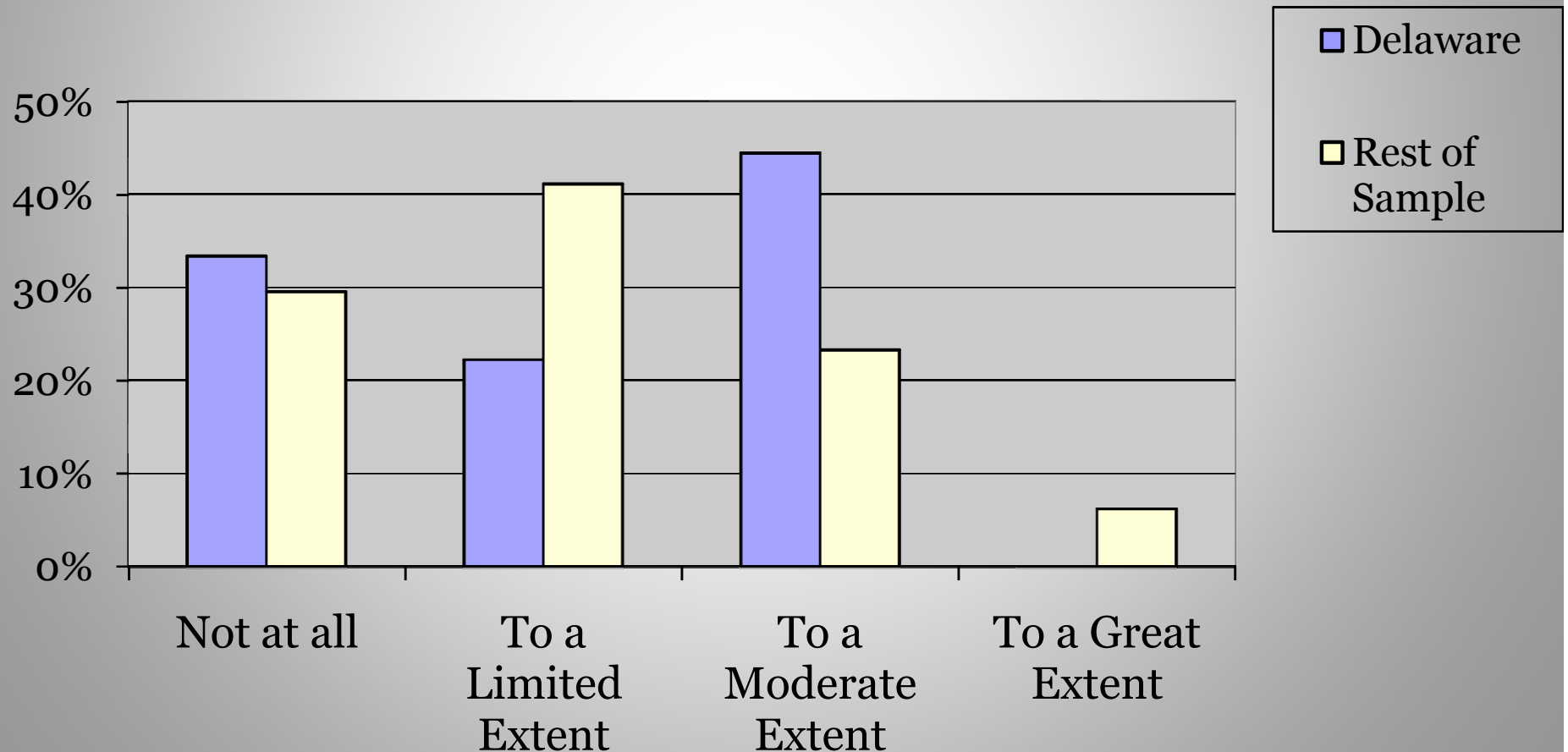
Top Motivators to Establishing Flexible Work Options



Top Barriers to Establishing Flexible Work Options



Strategies to Encourage Late Career Employees to Work Past Retirement



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