



April 14, 2009

Idaho Site Visit



*in partnership
with*





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
- Develop Tool Kits for participating states
- Provide Issue Briefs and Fact Sheets
- Conduct on-site visits in 10 states
- Resurvey to look for any measurable differences



What is an Employer-of-Choice?

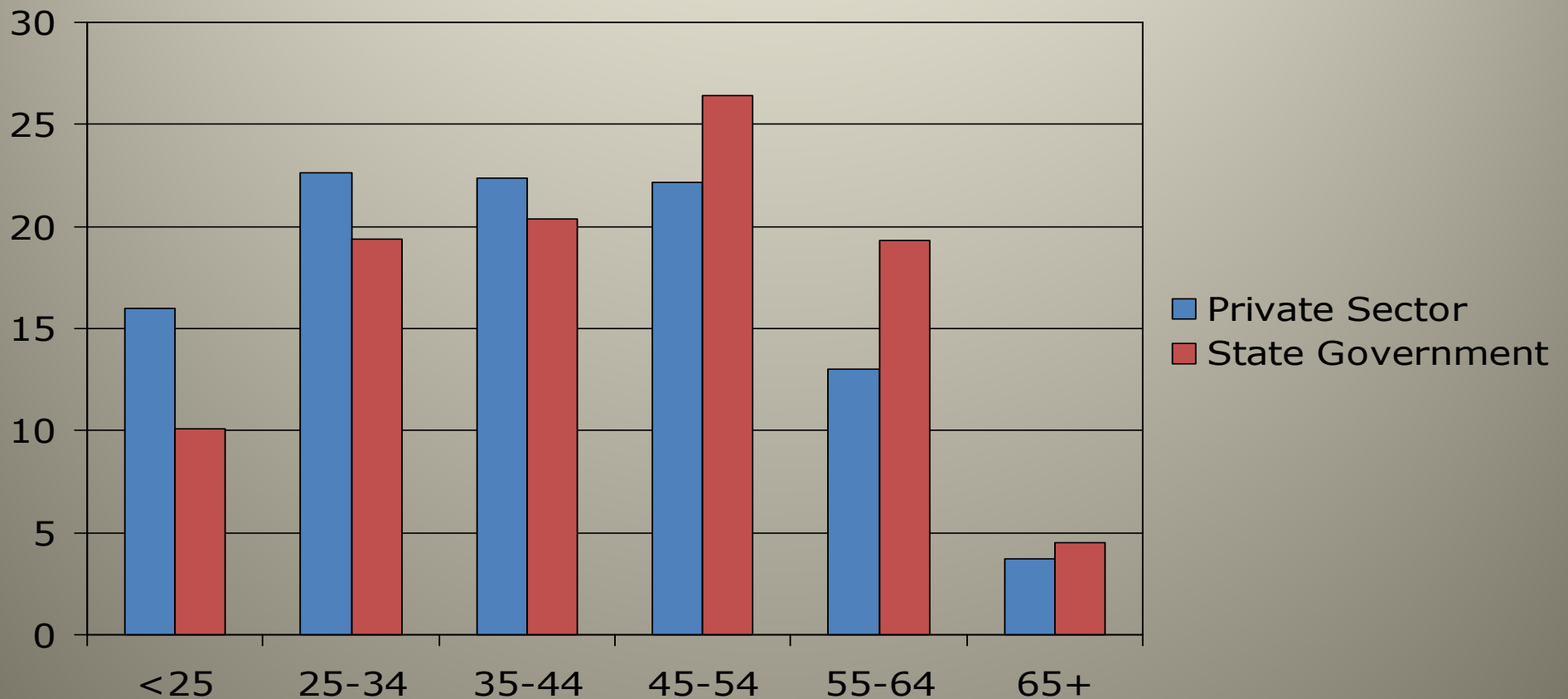
- An employer that displays characteristics for recruiting, engaging, and retaining the best available human talent.



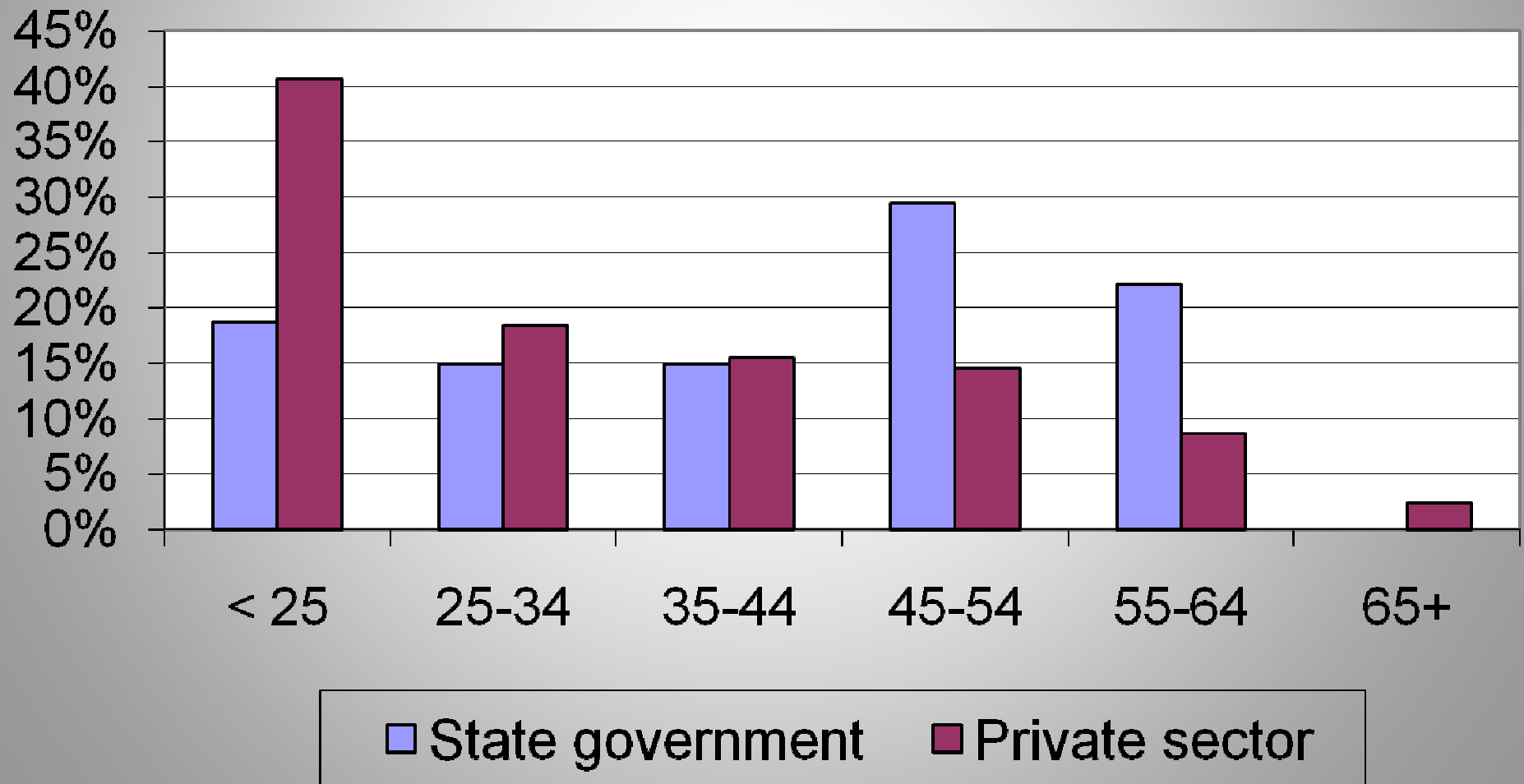
Characteristics of an Employer-of- Choice

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

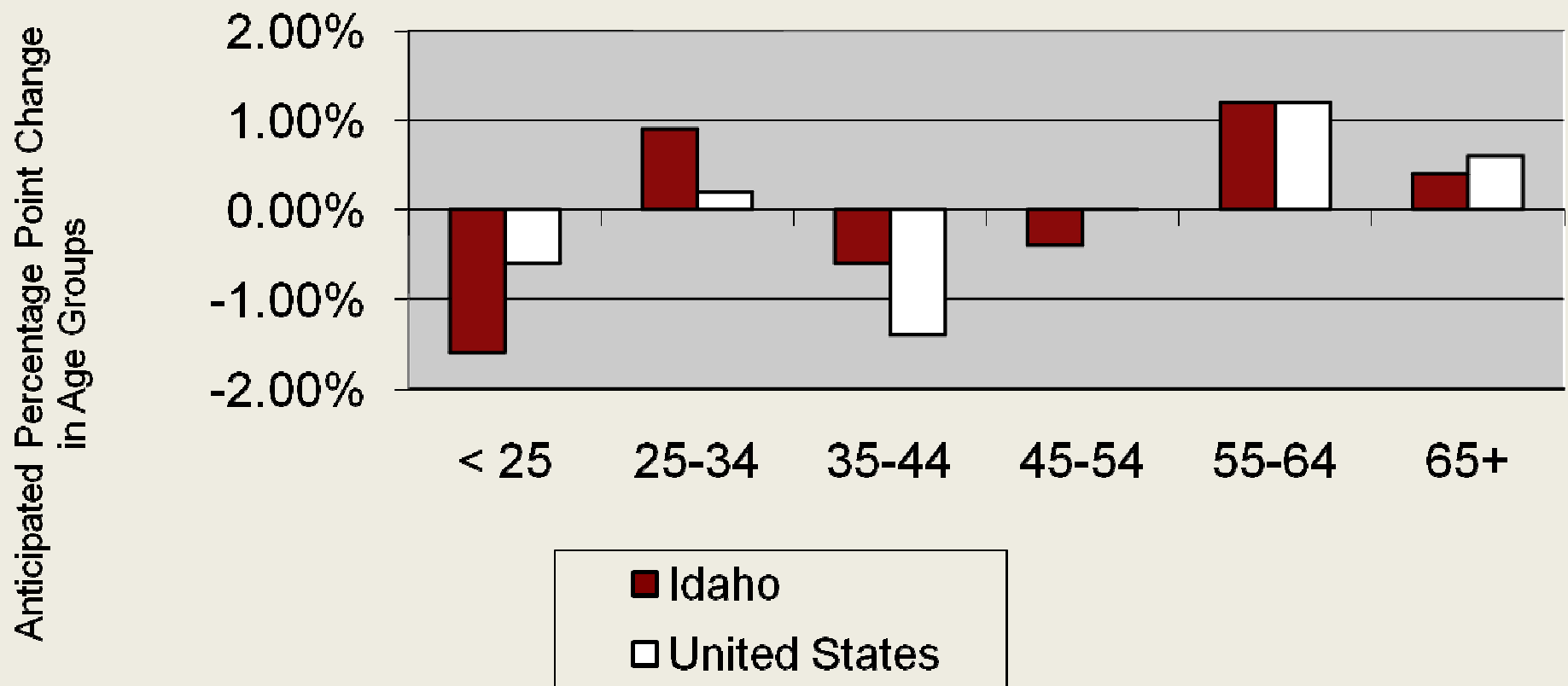
Distribution of the State Government and Private Sector Workforces by Age, 2008



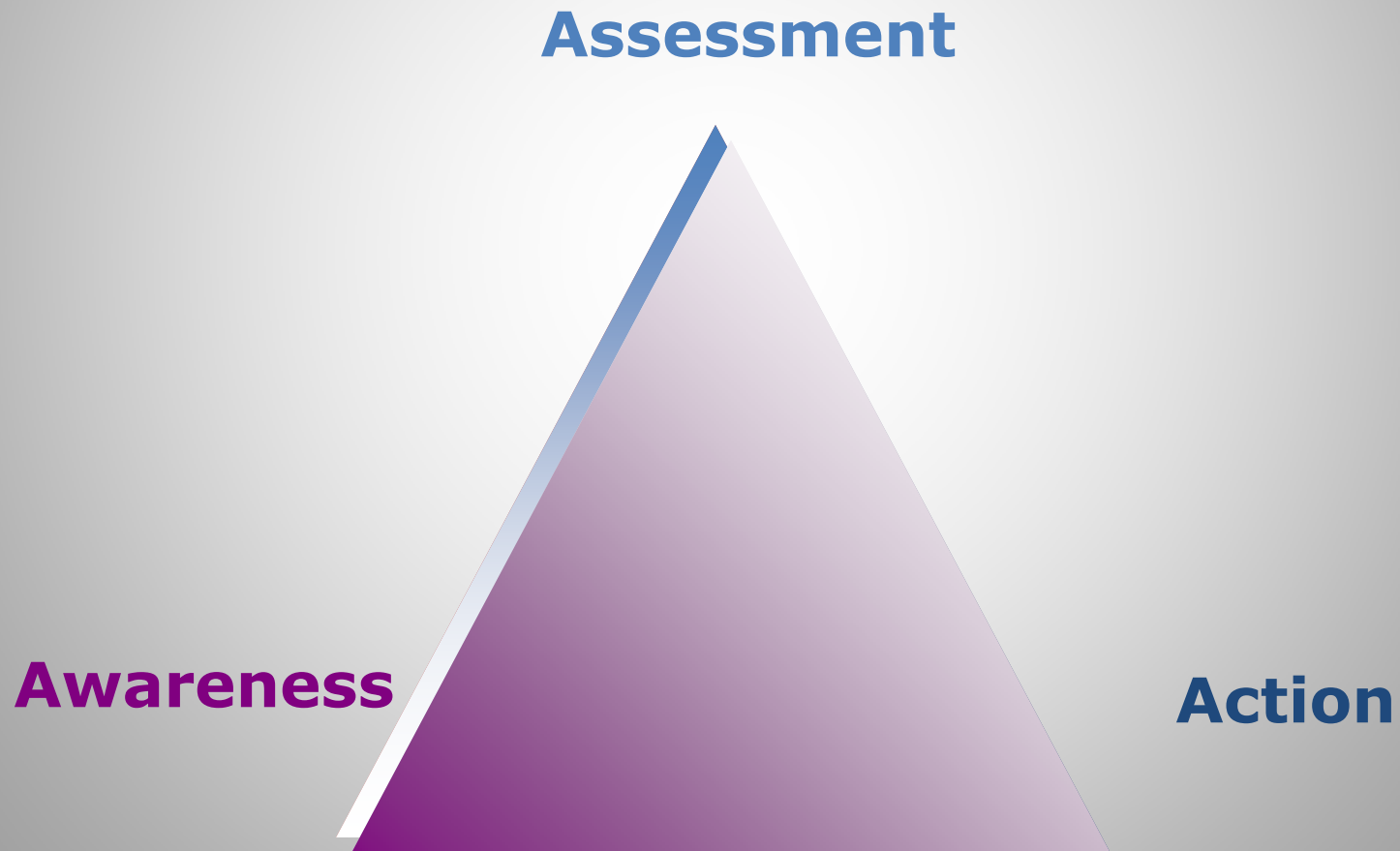
Distribution of the State Government and Private Sector Workforces by Age, Idaho



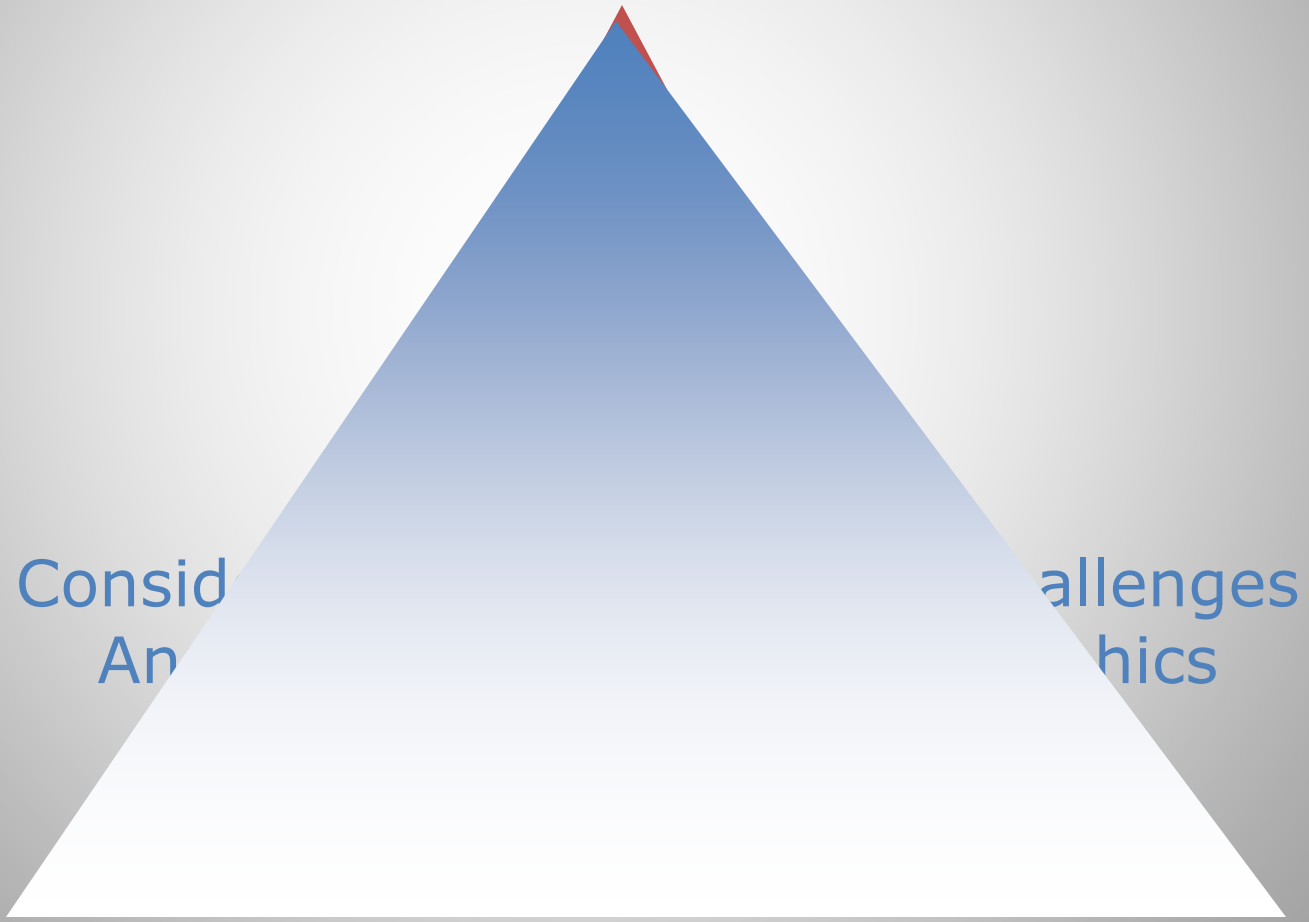
Anticipated Percentage Point Changes in Idaho & the United States age structures, 2006 – 2010



Awareness to Action A Conceptual Model



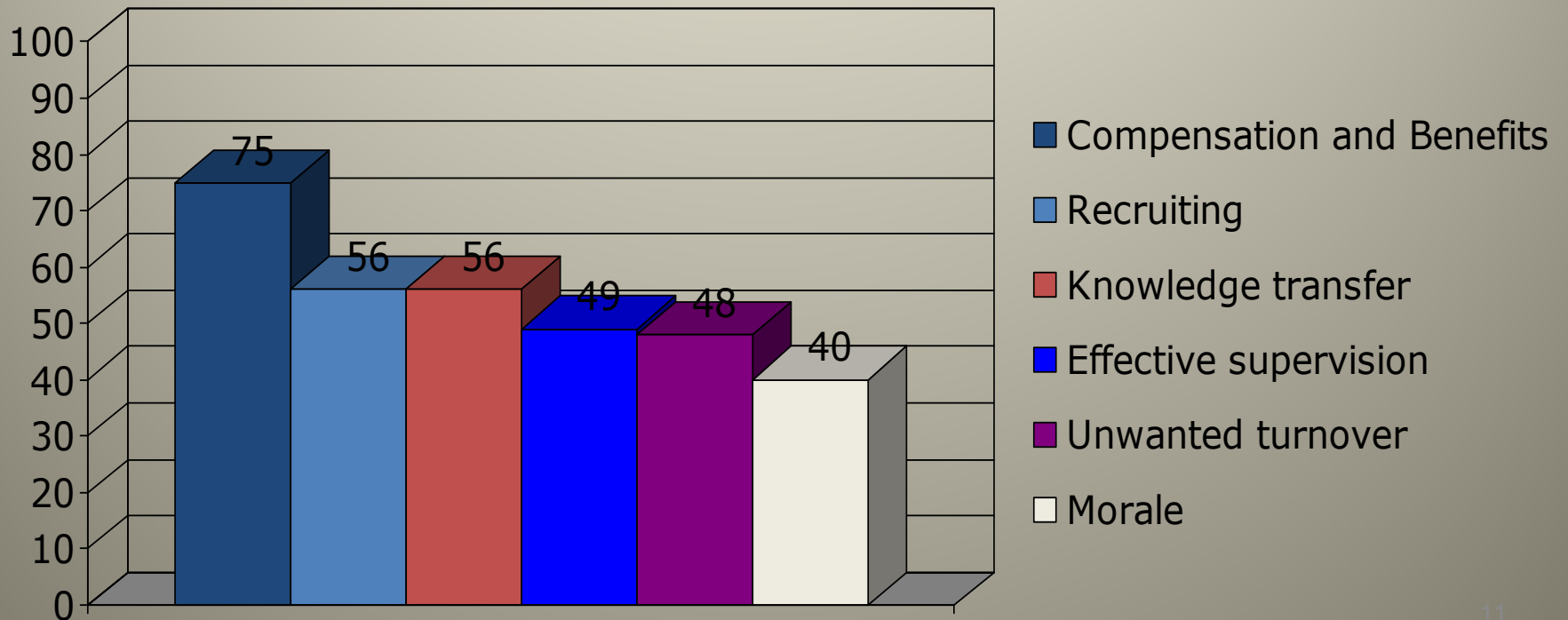
Assessment



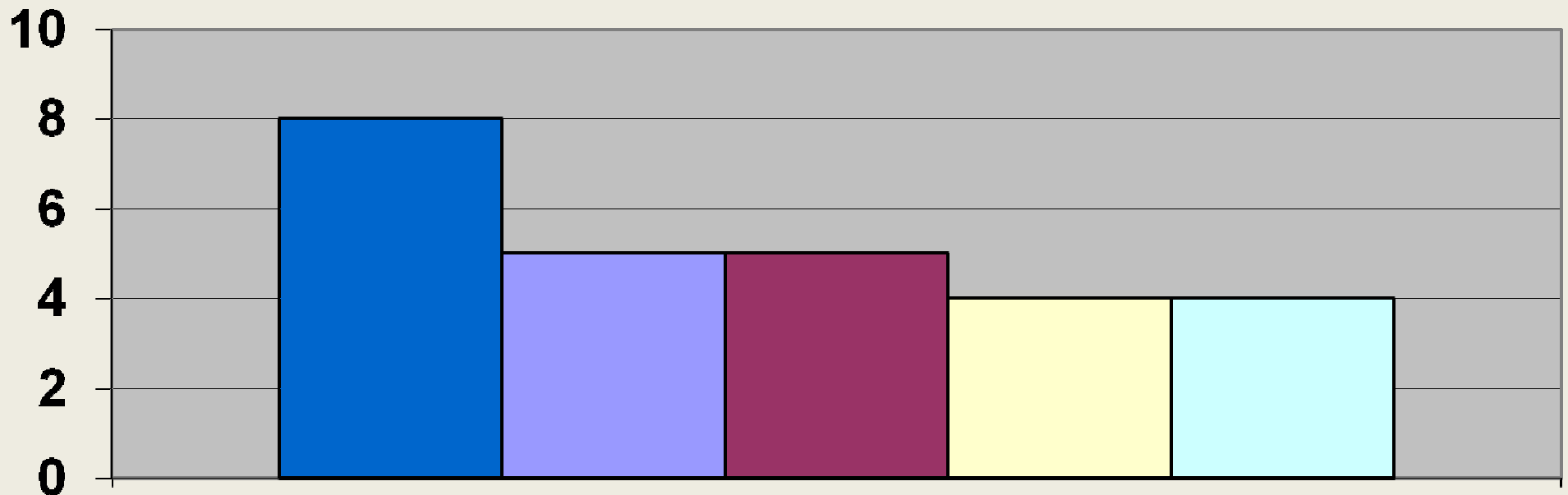


Considering HR Challenges

Top HR Challenges Reported by State Agencies



Top HR Challenges Reported by Idaho State Agencies



■ comp. pay & benefits

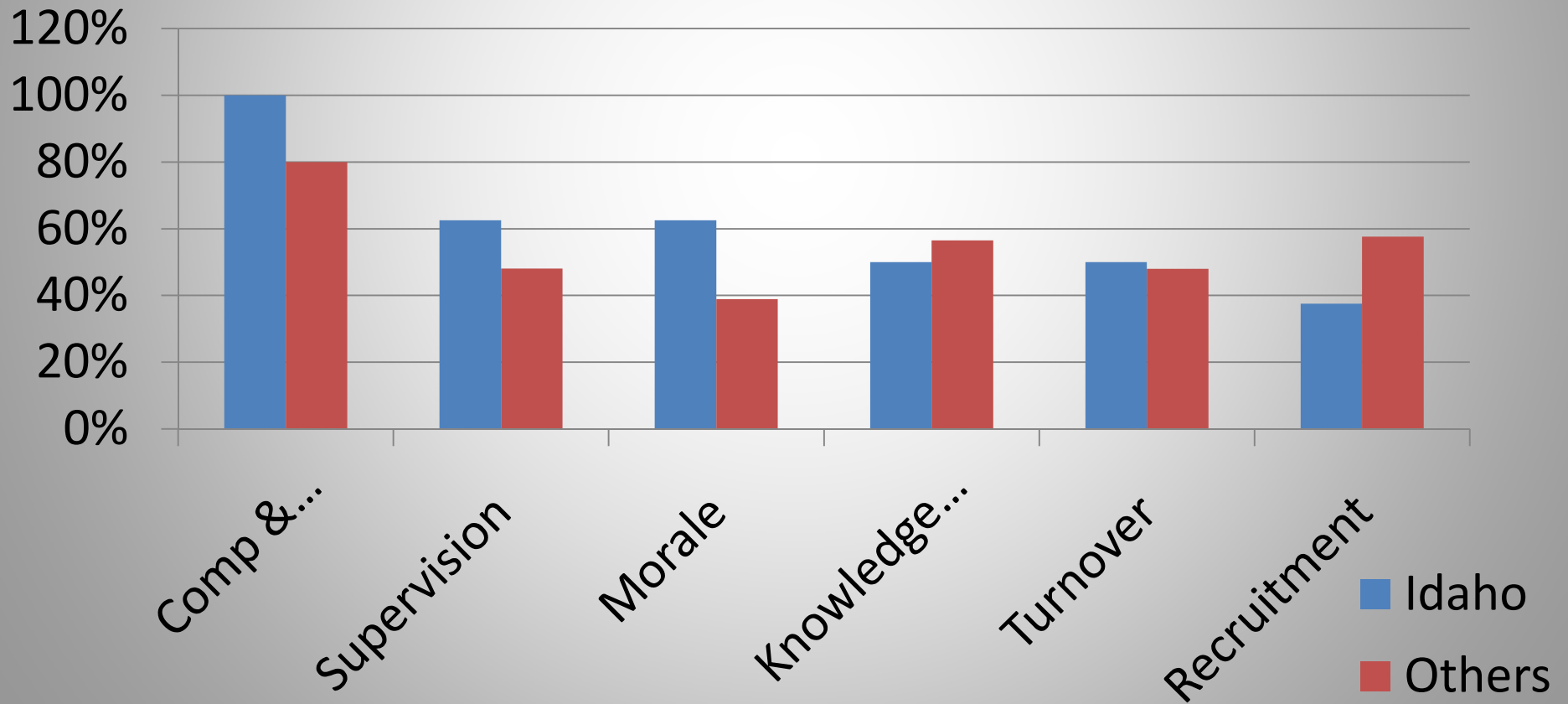
■ morale

■ unwanted turnover

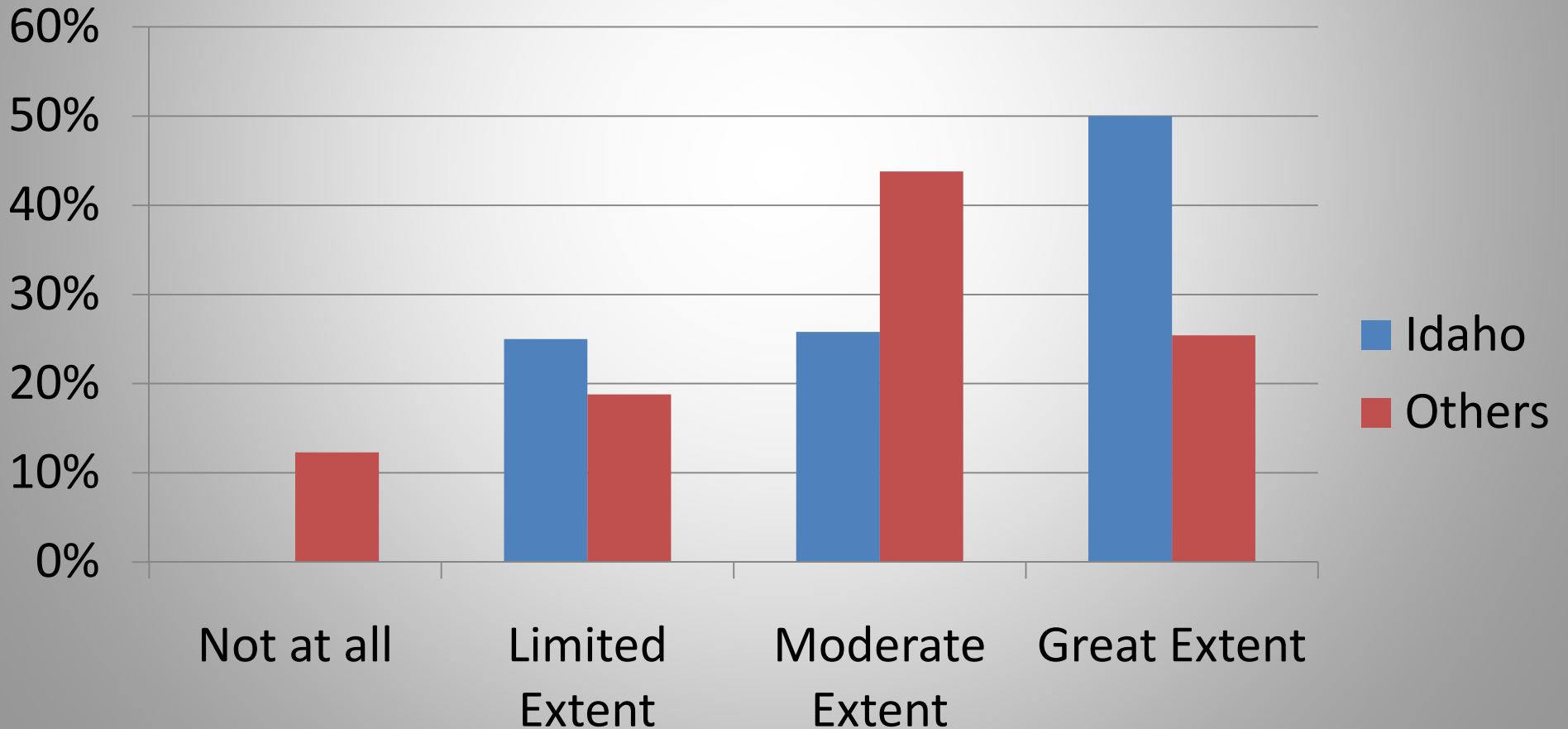
■ supervision

■ knowledge transfer

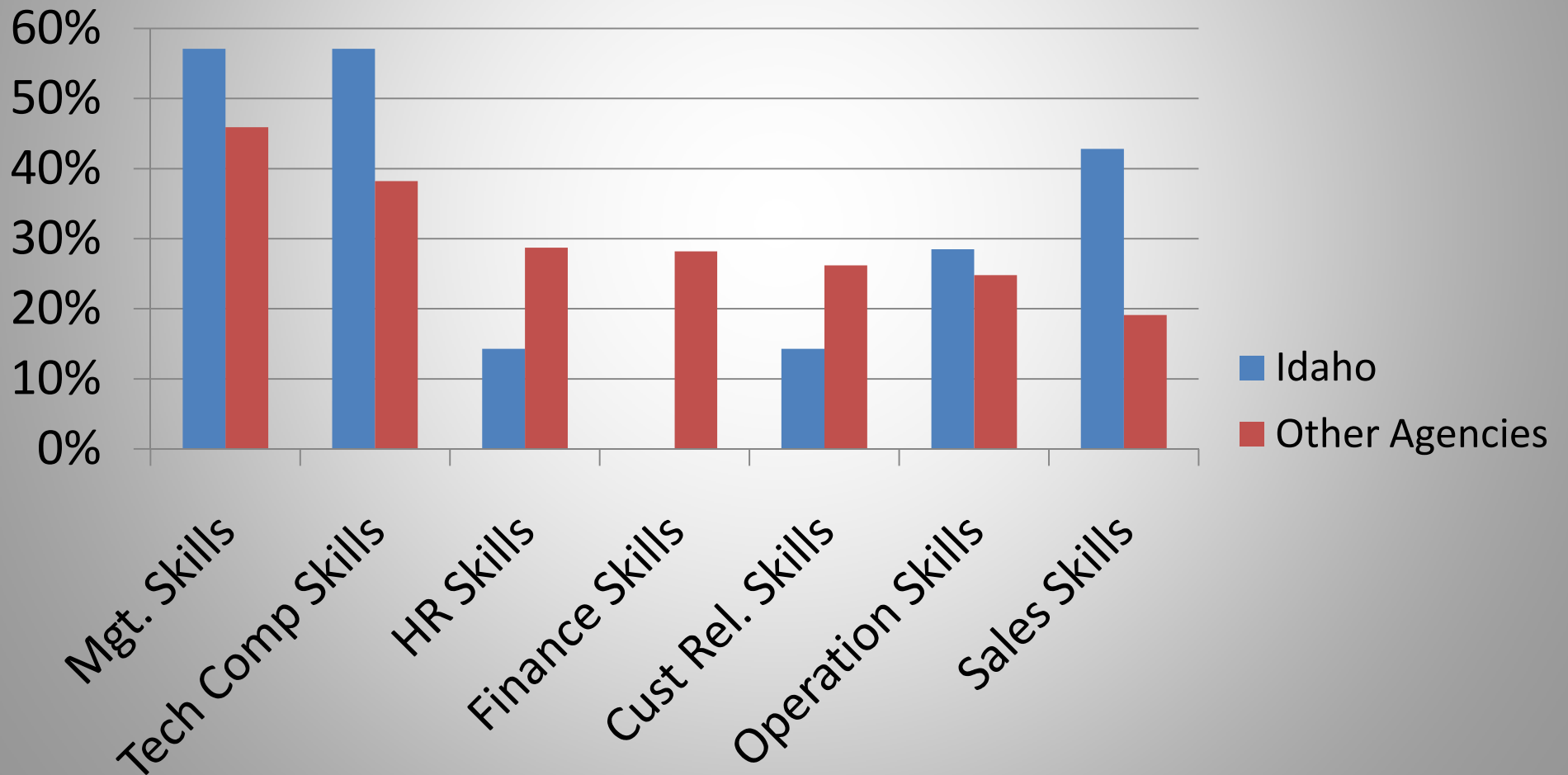
Top HR Challenges Idaho vs State Agencies



Percentage of Agencies That Have Analyzed Workforce Demographics; Idaho Compared to Other Agencies



Matching competency shortages



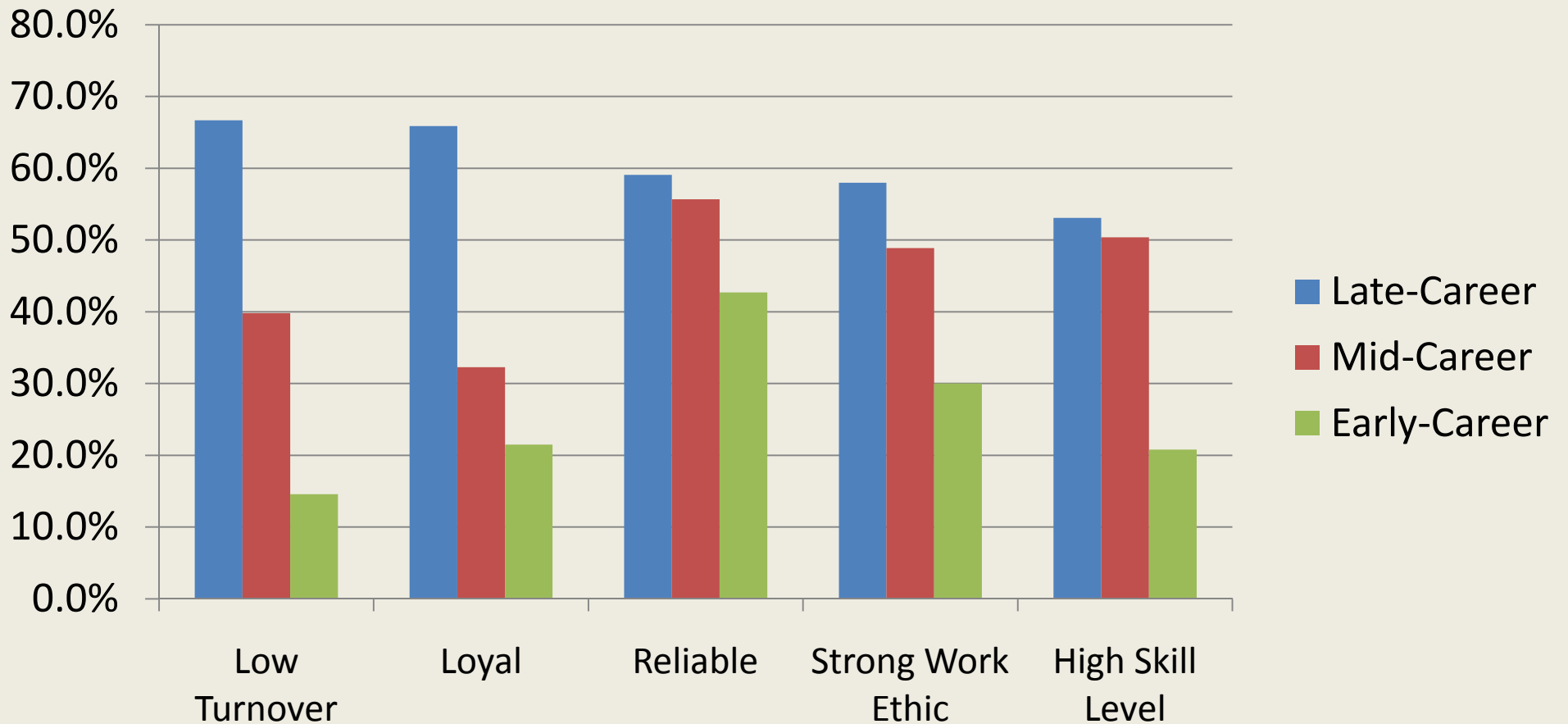
Positive characteristics
Negative characteristics

Awareness



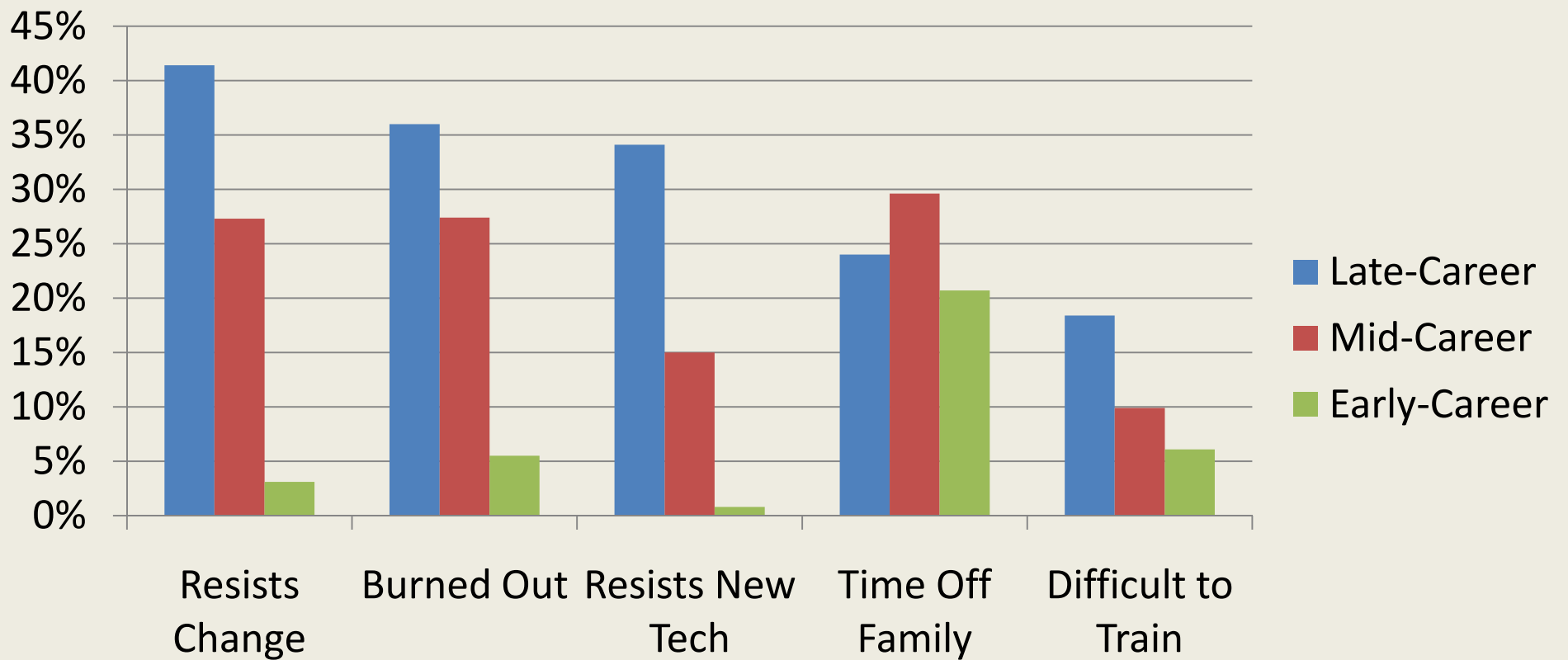


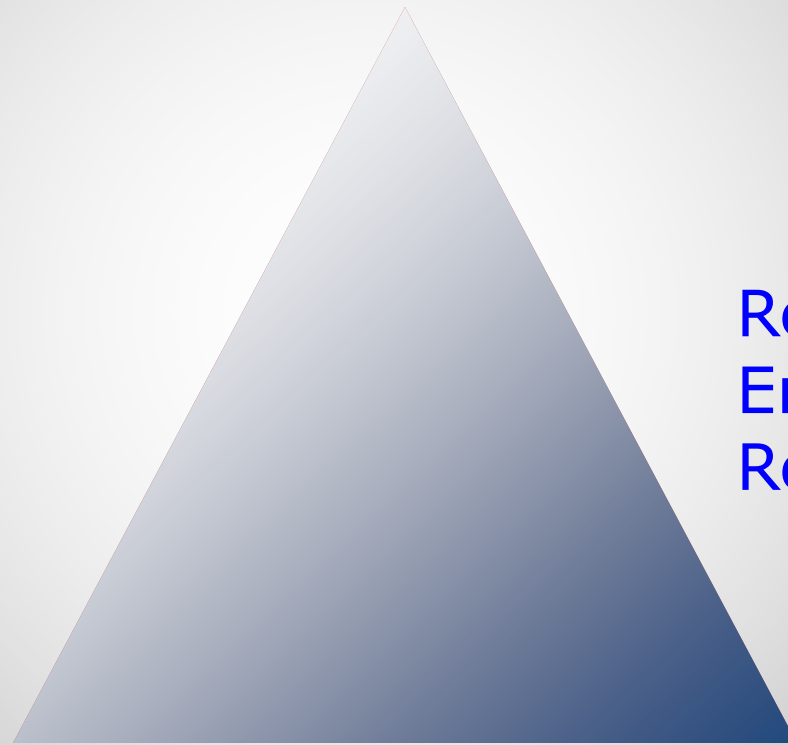
Perceptions of Positive Workforce Characteristics by Career Stages





Workforce Characteristics that Might Present Negative Consequences for Agencies



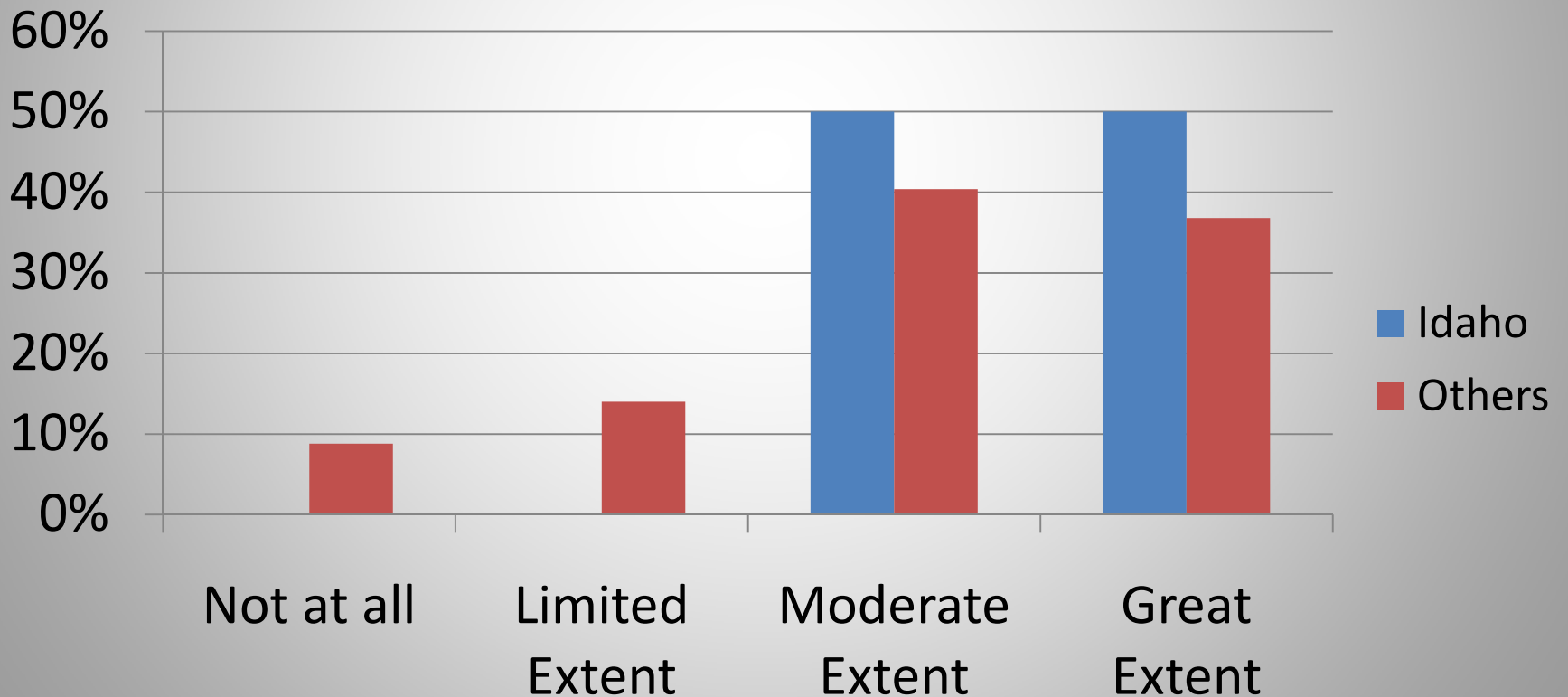


Recruitment
Engagement
Retention

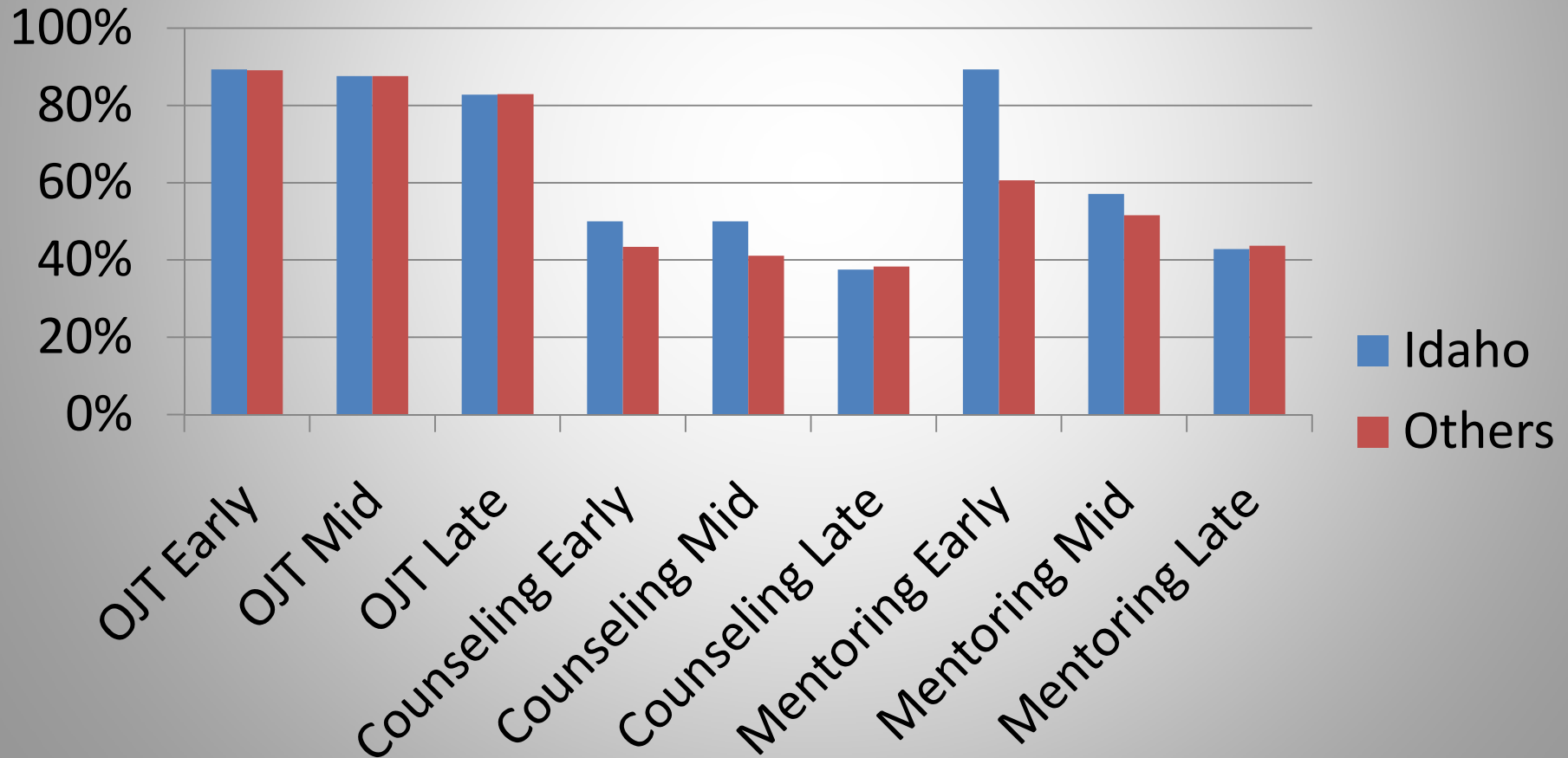
Action



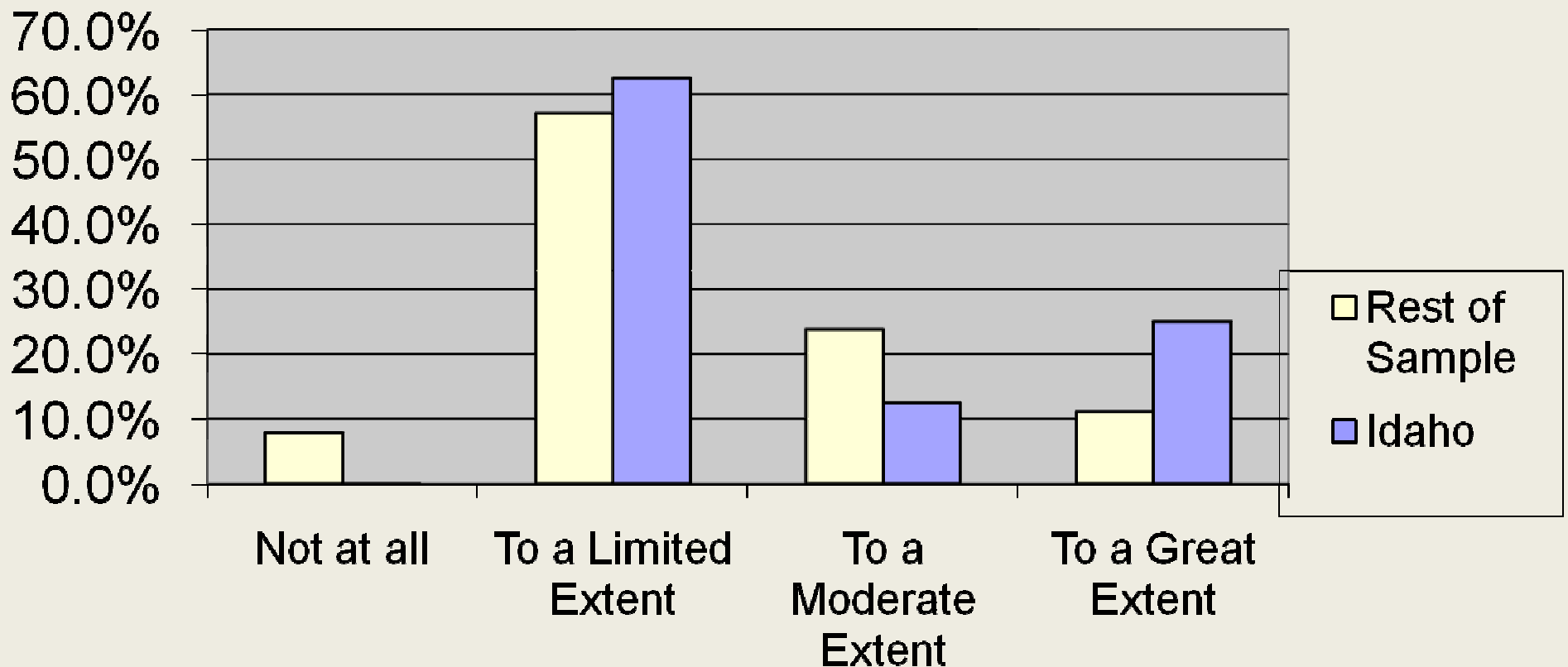
Recruiting by Diverse Ages



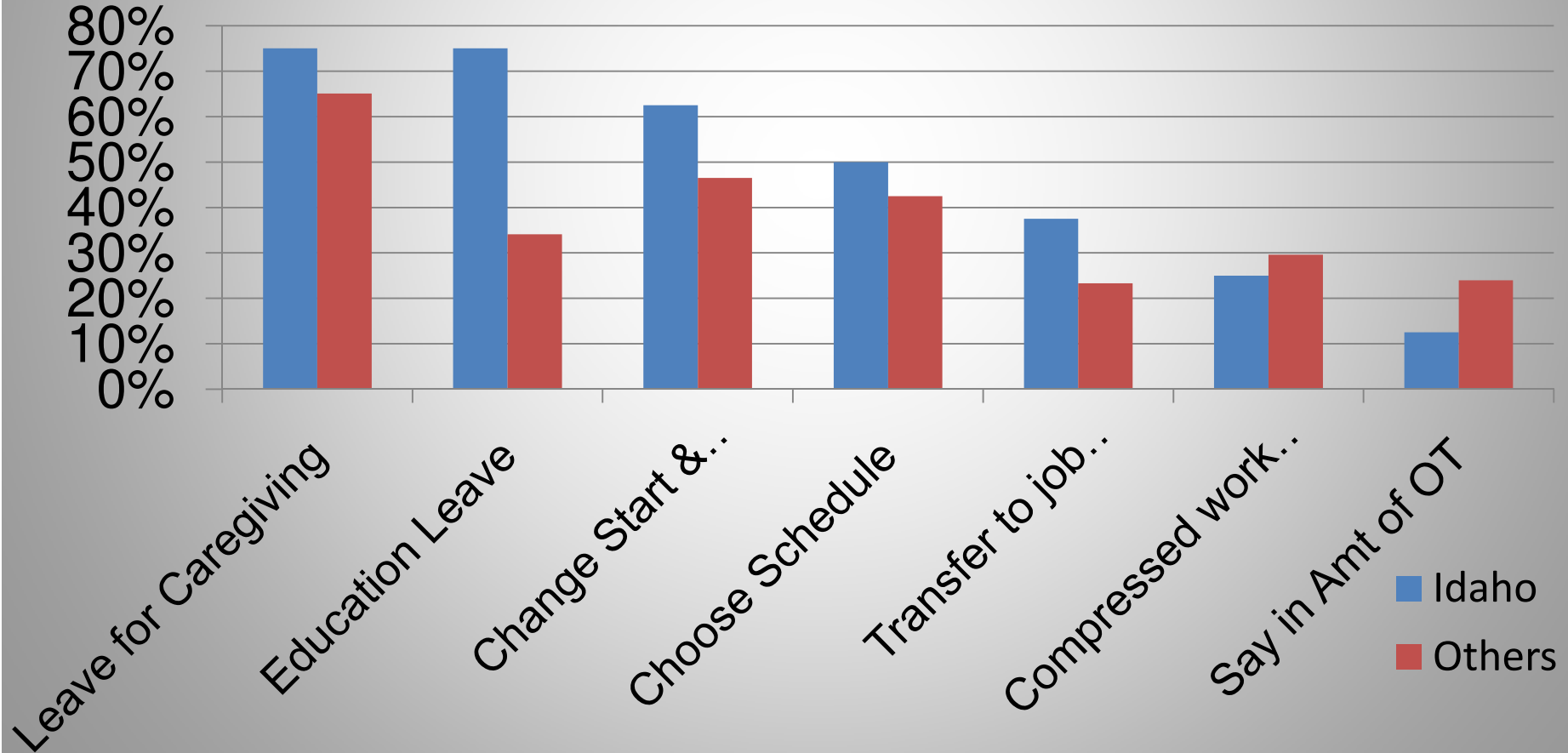
Availability of Career Development Opportunities by Career Stage



Linking Workplace Flexibility to Agency Effectiveness



Profiles of Available Flexible Work Options



Strategies to Encourage Late Career Employees to Work Past Retirement

