



States as
EMPLOYERS-OF-CHOICE

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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 and practices that attract and retain the best available human talent.

Characteristics of an Employer-of- Choice

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



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Figure 1: Distribution of the State Government and Private Sector Workforces by Age, United States 2008

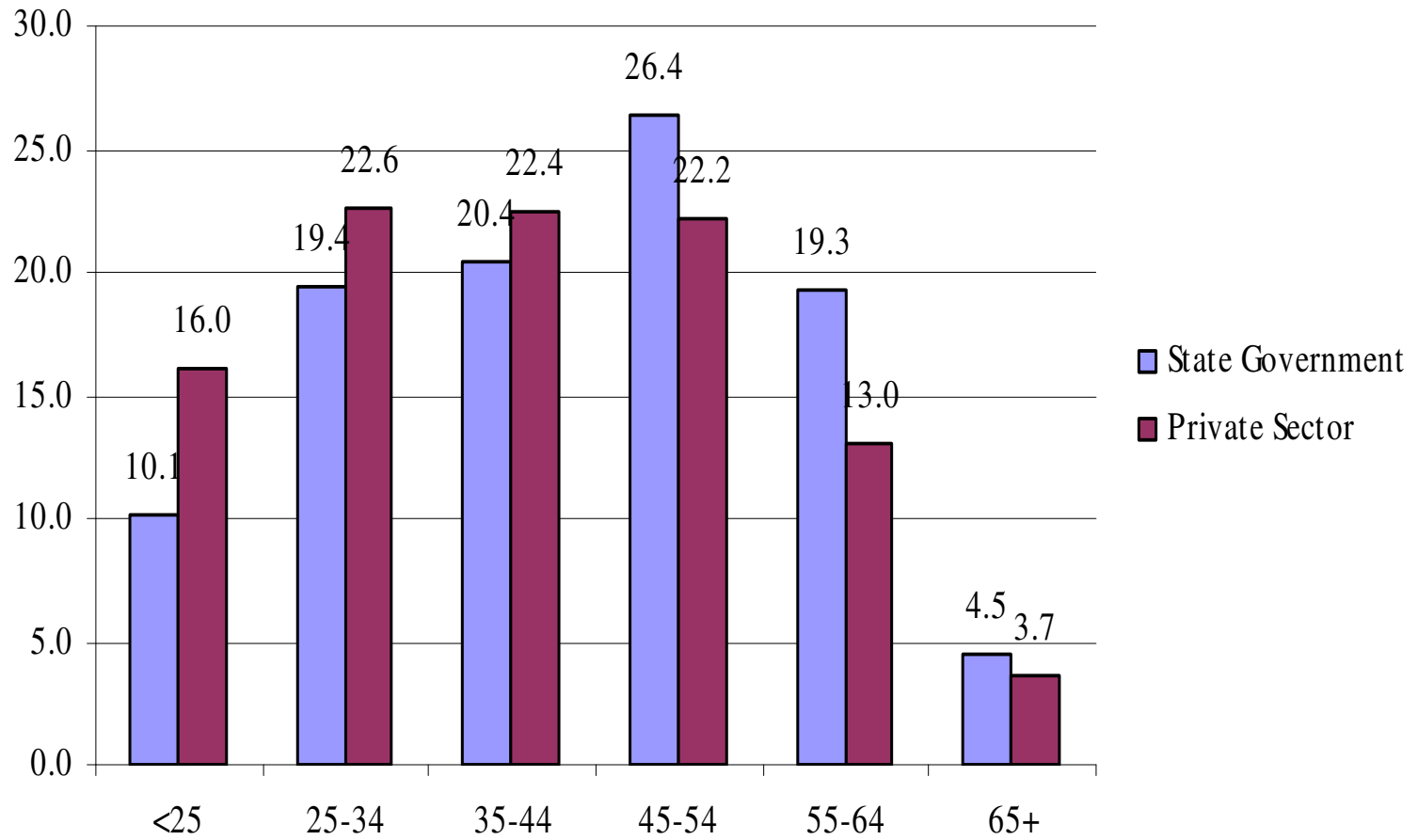
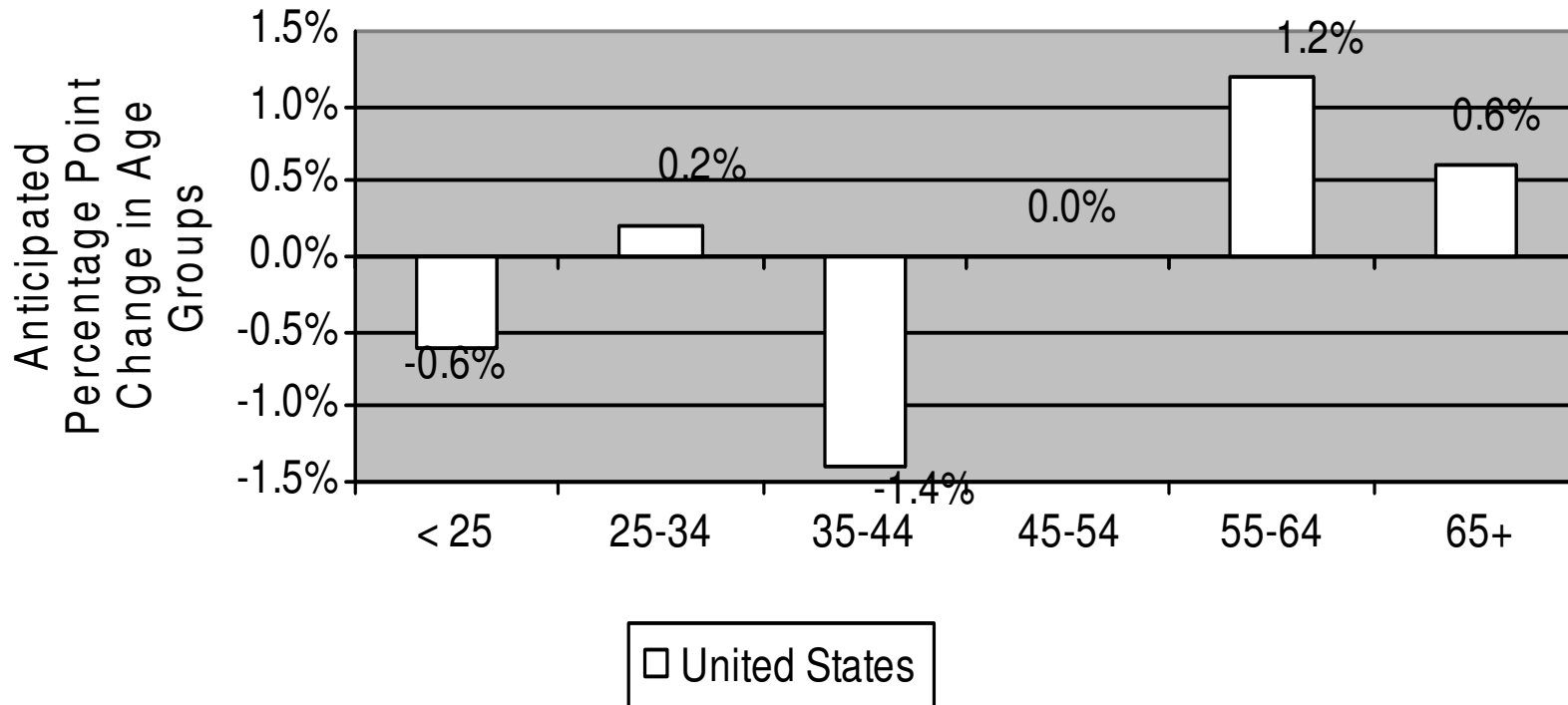


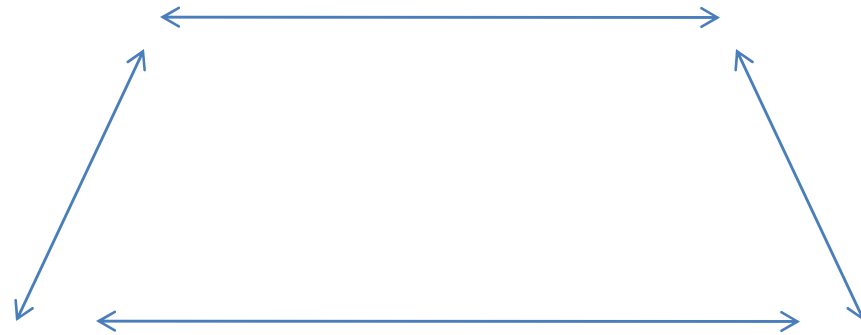
Figure 2: Anticipated Percentage Point Changes in United States age structures, 2006 – 2010



Source: American Community Survey, 2006; Census, 2000; Census, 2005

Conceptual Model

Assessment

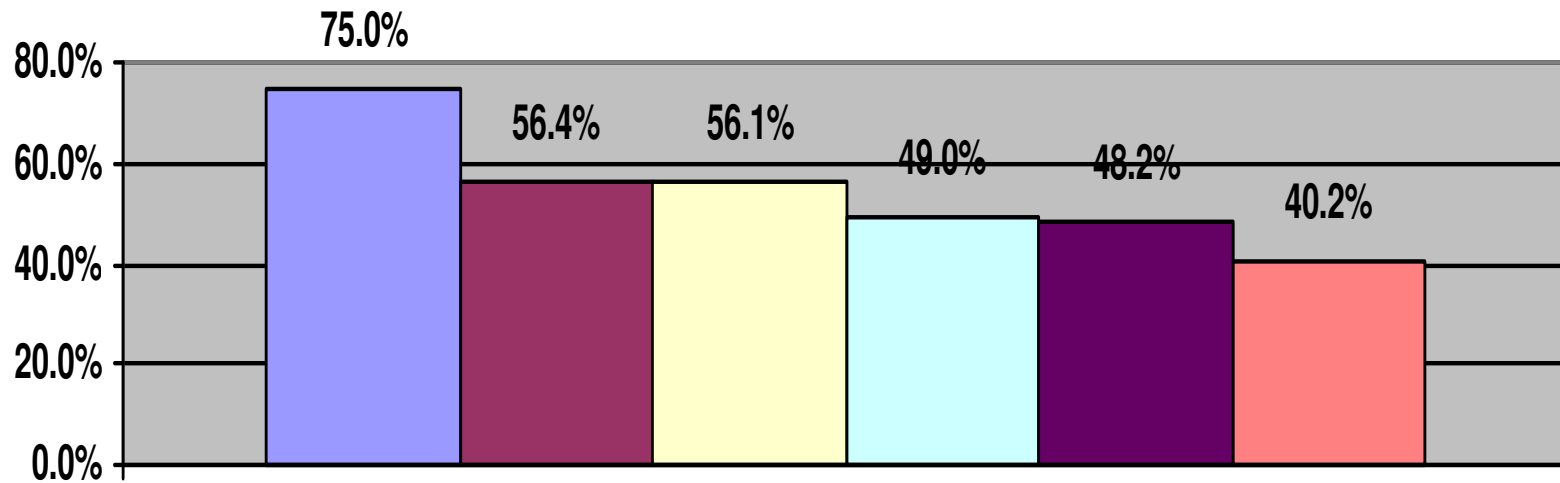


Awareness

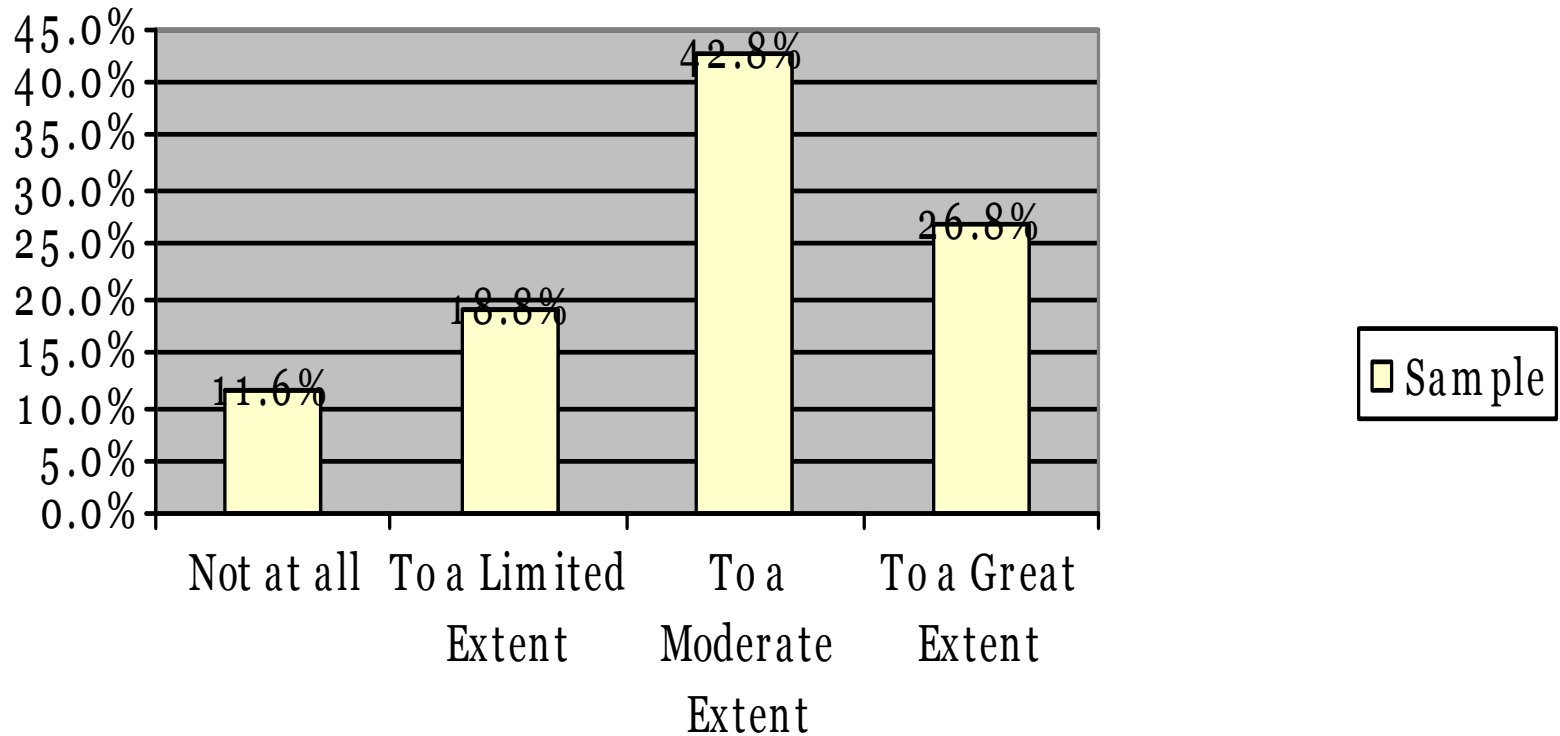
Action

Figure 4: Top HR Challenges Reported by State Agencies

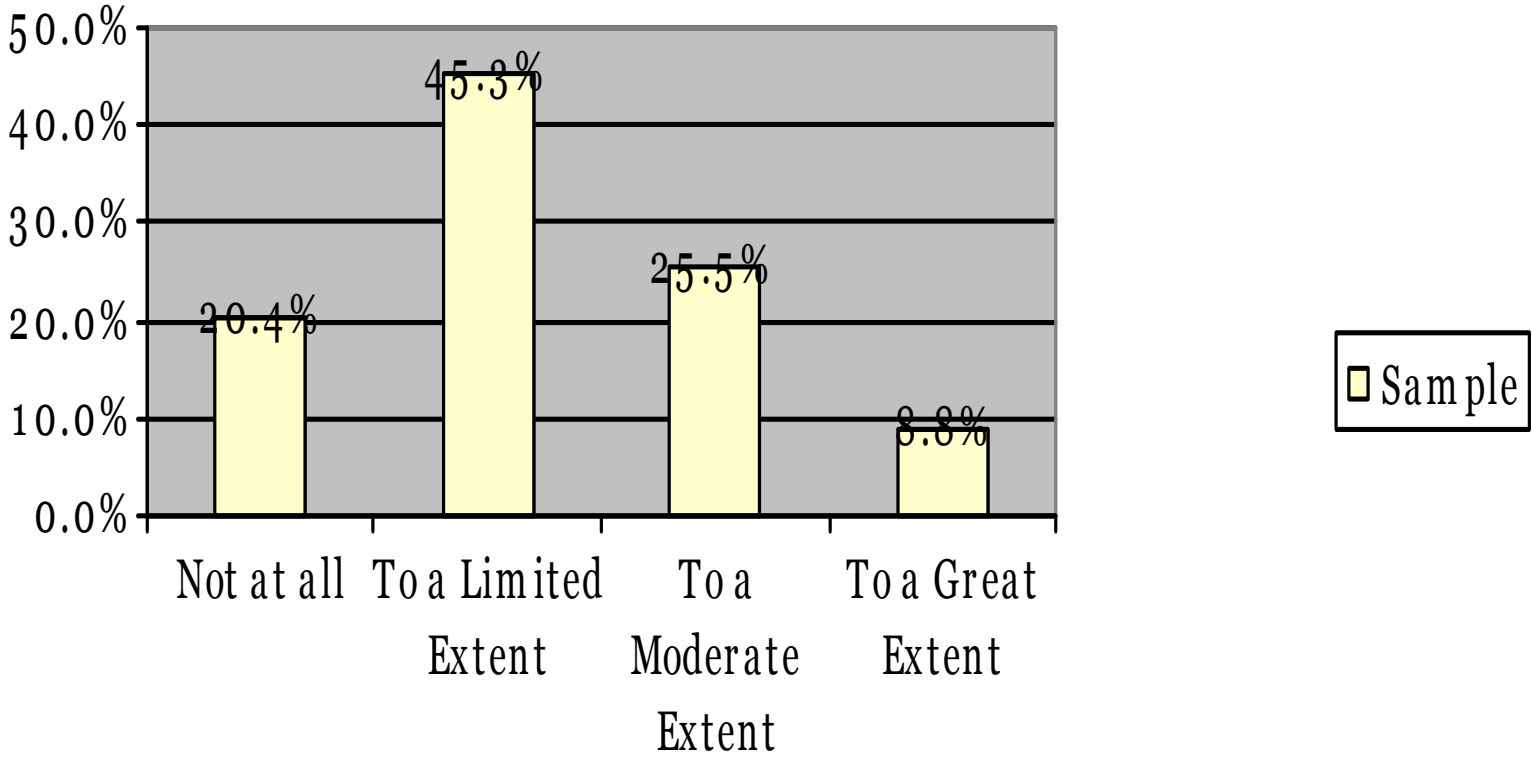
% of respondents



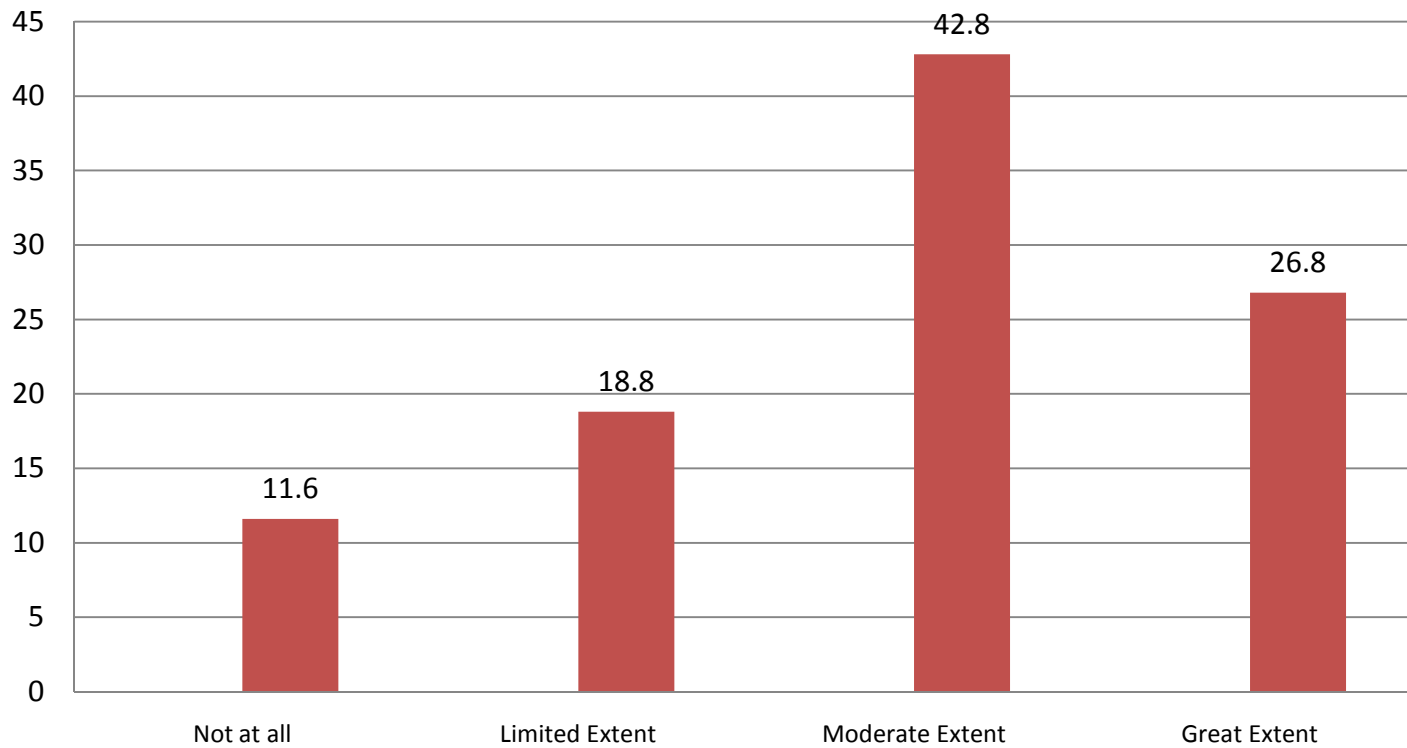
Percentage of Agencies That Have Analyzed Workforce Demographics



Percentage of Agencies That Have Developed Processes to Capture and Transfer Institutional Knowledge from Late-Career Employees to Mid- and Early-Career Employees



Percentage of Agencies that have Analyzed Workforce Demographics



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Flexible Work Options Most Often Available

