



# Oklahoma Site Visit

March 12, 2008



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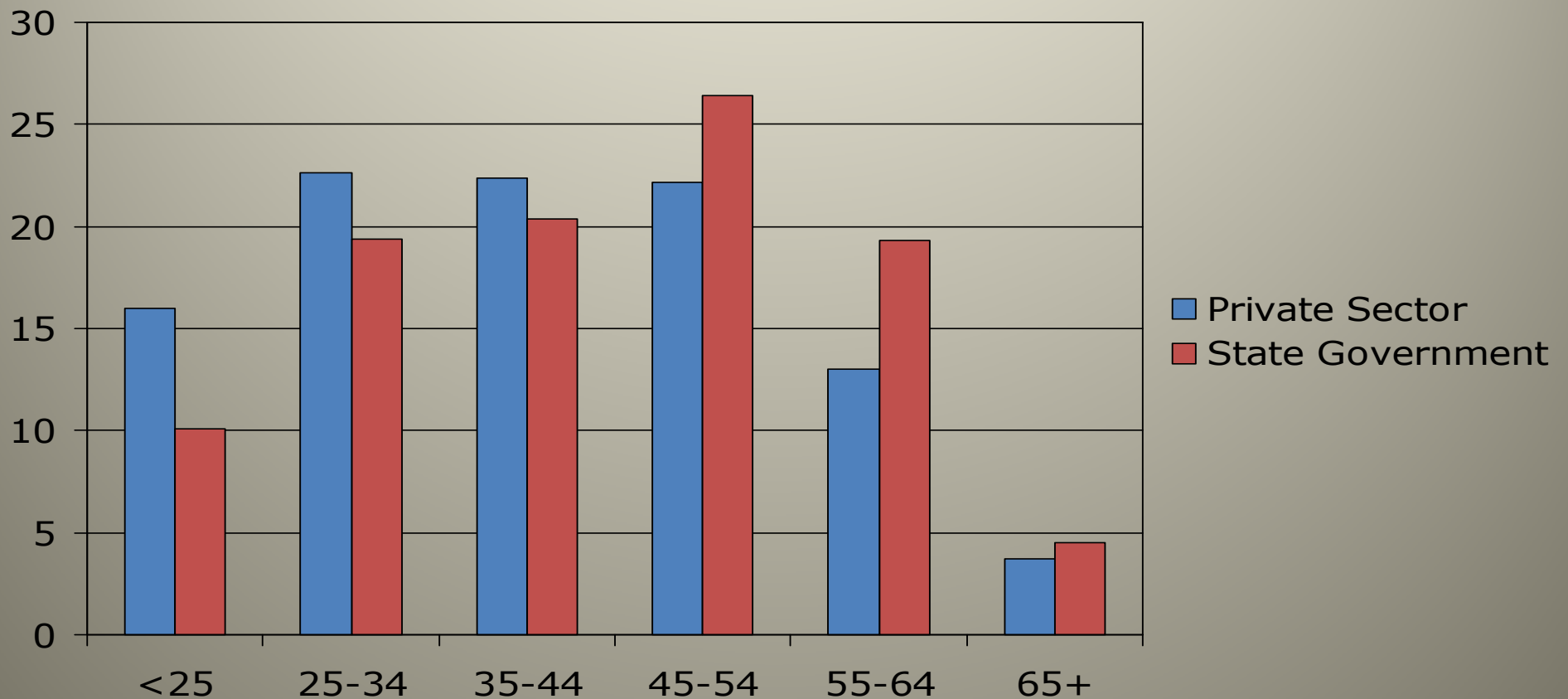
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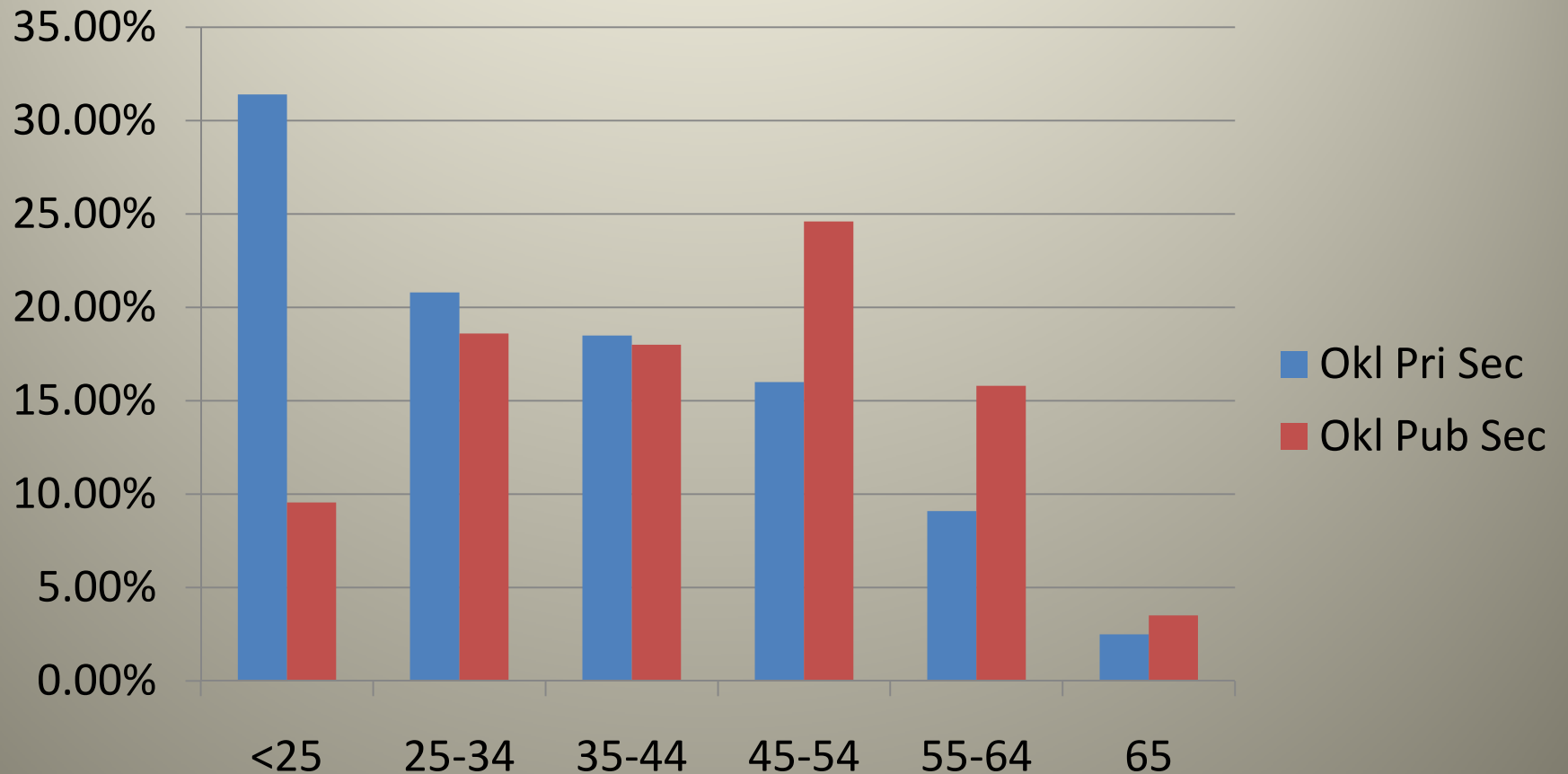
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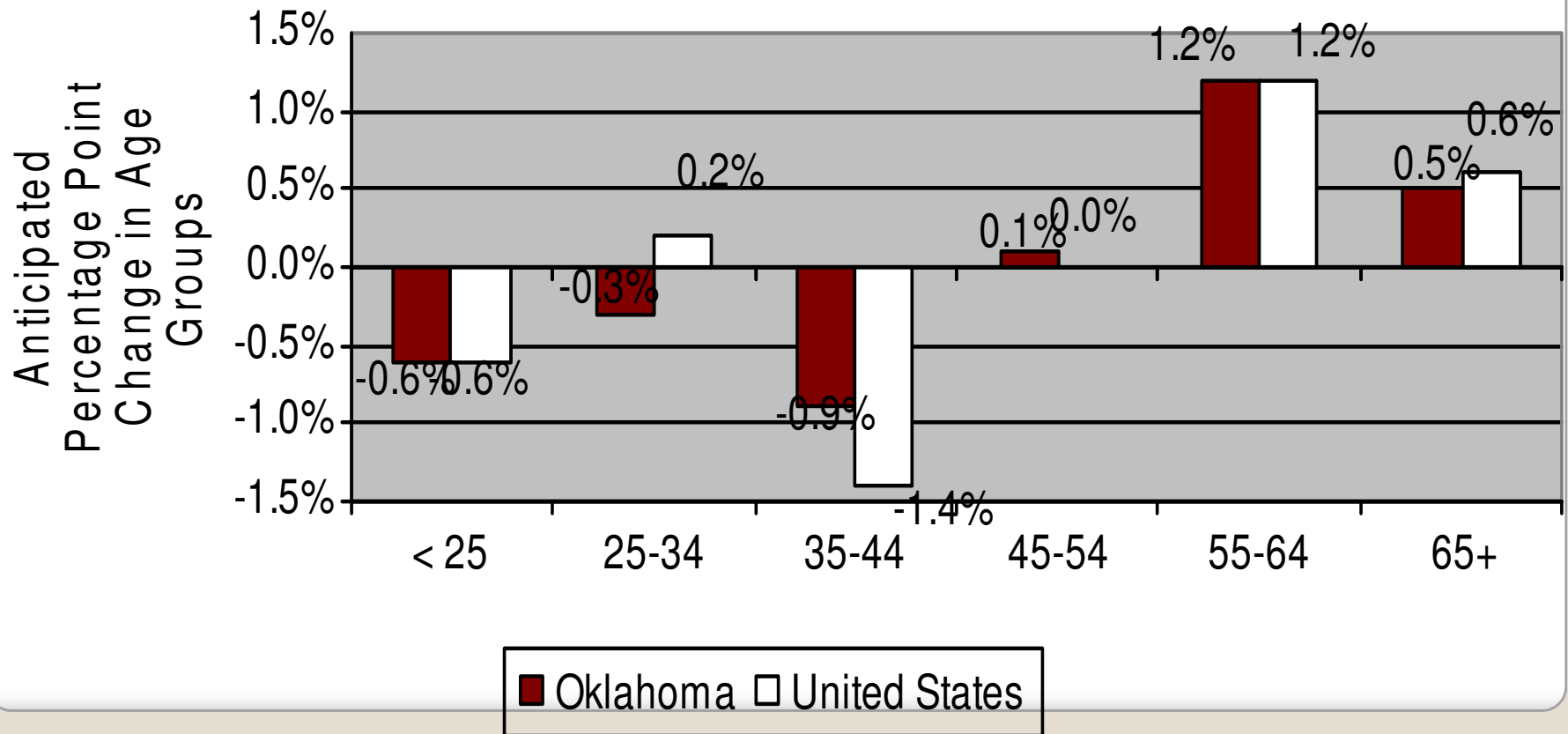
## Distribution of the State Government and Private Sector Workforces by Age, 2008



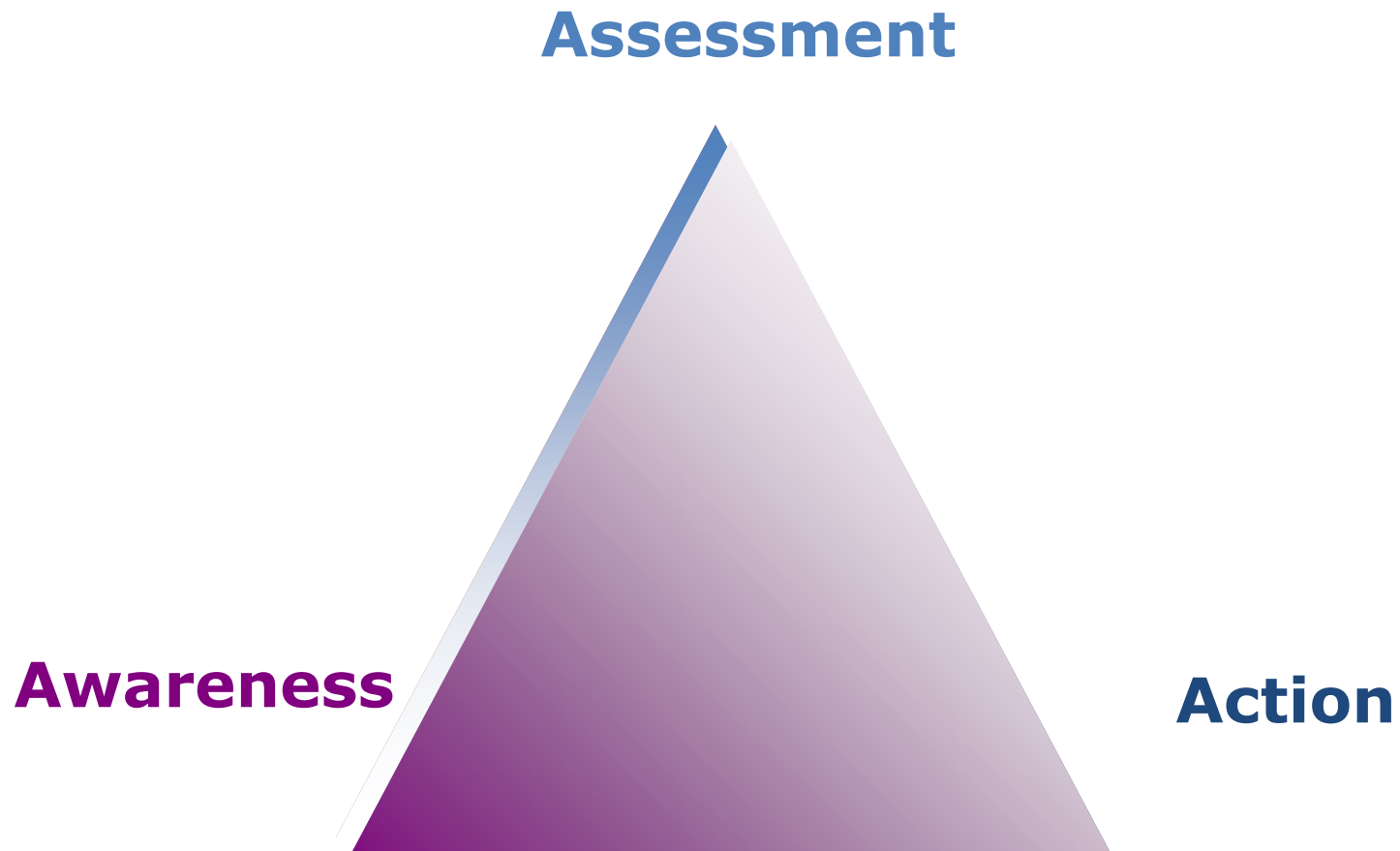
## Age Distribution of Okla's. State Workforce vs Private Sector Workforce



**: Anticipated Percentage Point Changes in Oklahoma & the United States age structures, 2006 – 2010**



## Awareness to Action A Conceptual Model



# Assessment

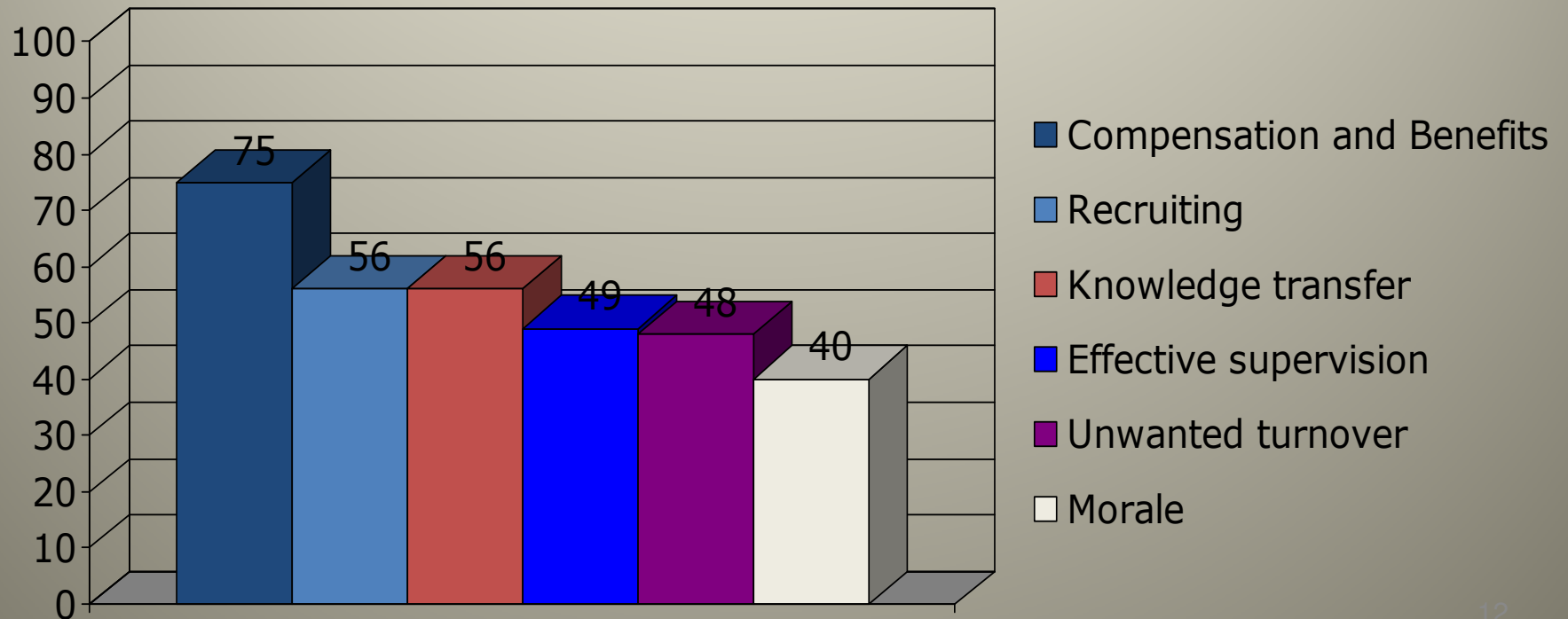
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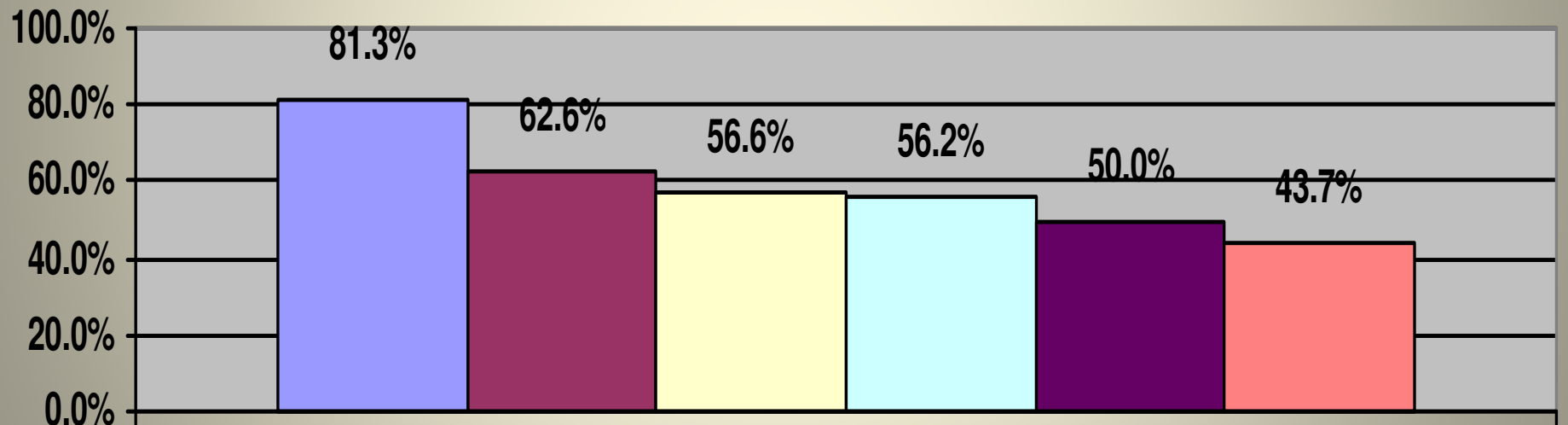
## Considering HR Challenges

### Top HR Challenges Reported by State Agencies





## Top HR Challenges Reported by Oklahoma State Agencies



comp. & benefits

recruiting

knowledge transfer

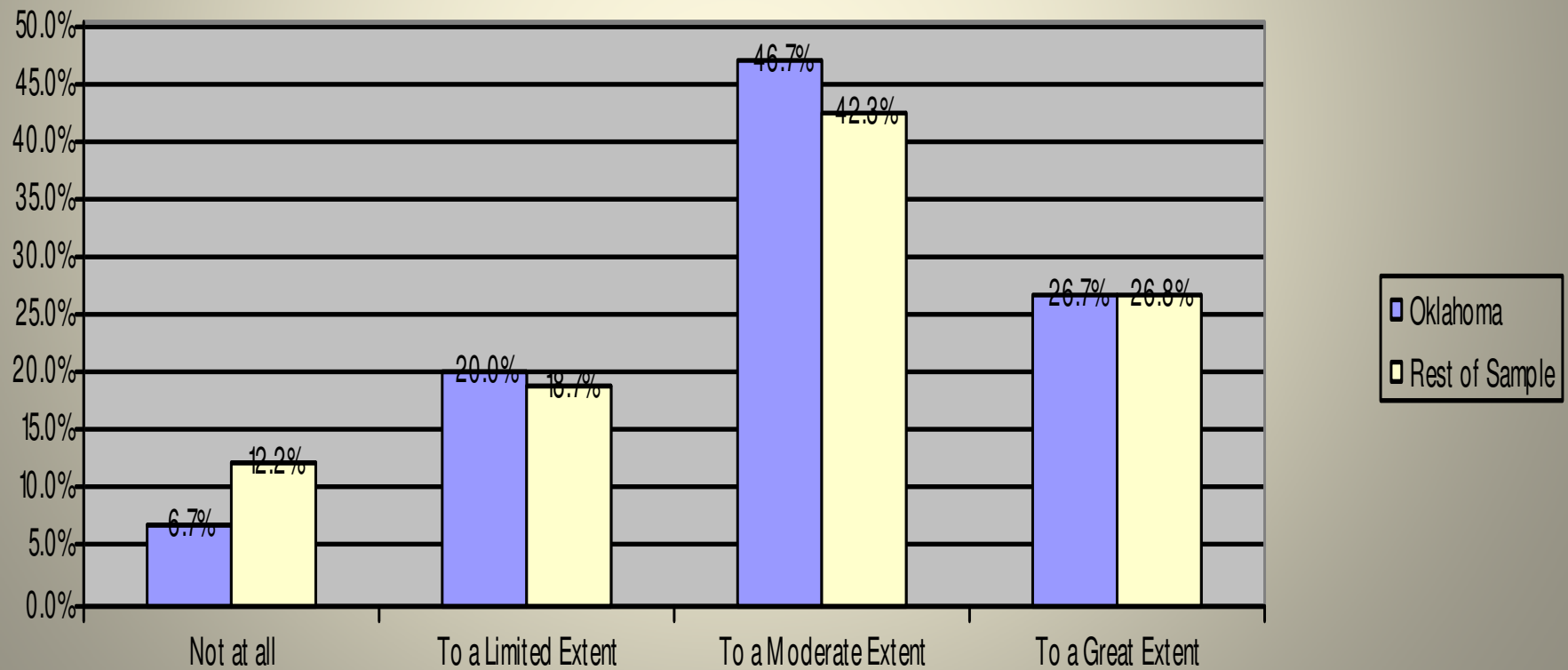
turnover

morale

providing effective supervision

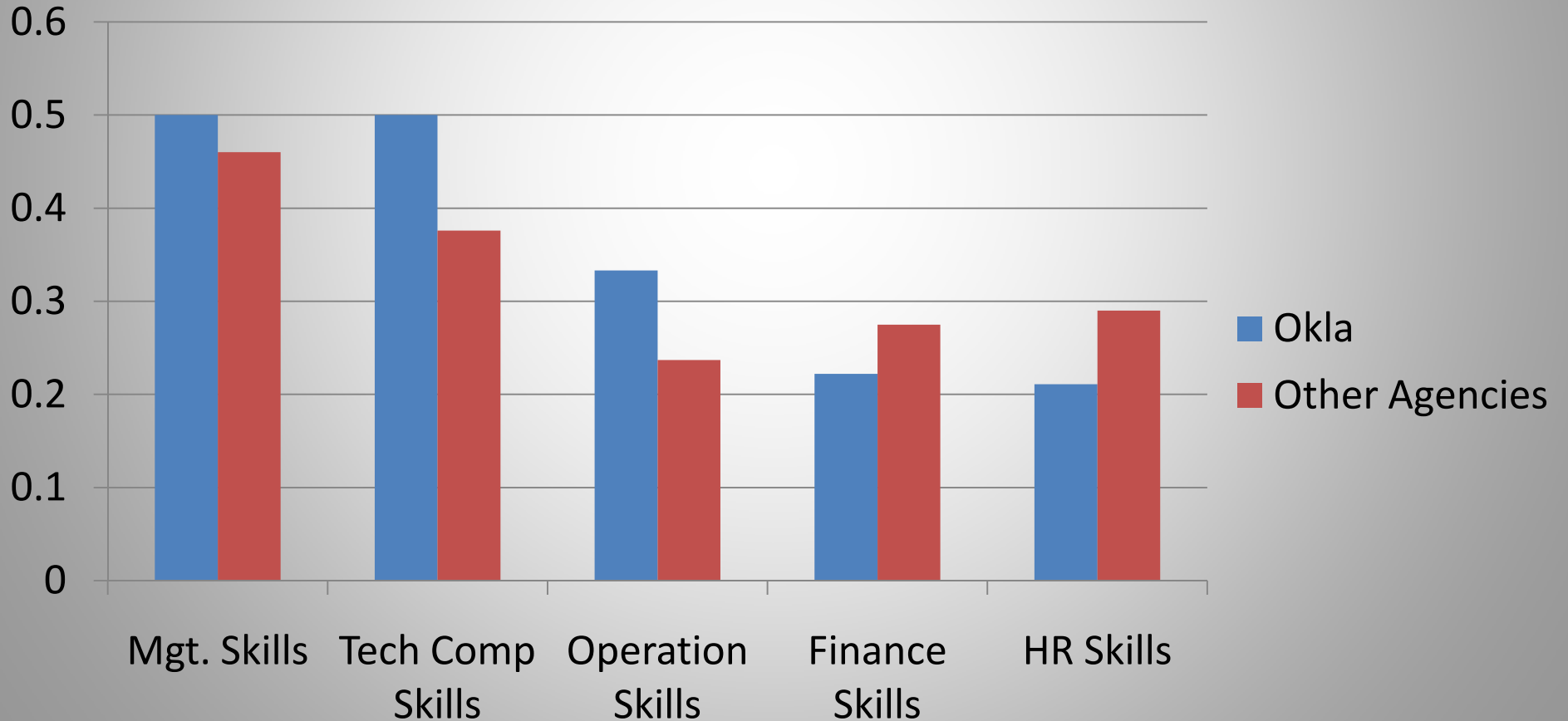


## Percentage of Agencies That Have Analyzed Workforce Demographics; Oklahoma Compared to Other Agencies





## Matching competency shortages





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