

 *States as*
EMPLOYERS-OF-CHOICE

March 25, 2009

Washington Site Visit



*in partnership
with*

THE SLOAN CENTER ON
aging & work
AT BOSTON COLLEGE



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



March 25, 2009

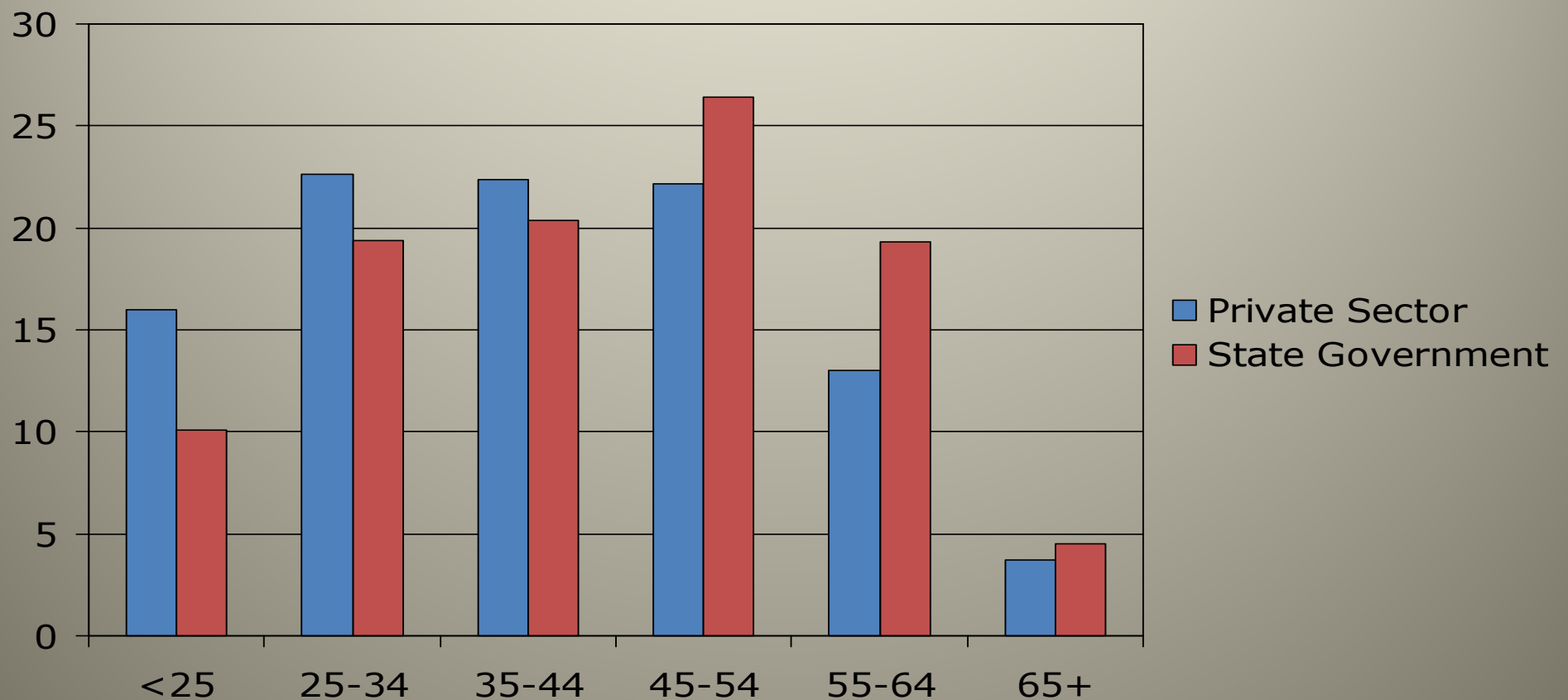
Washington Site Visit



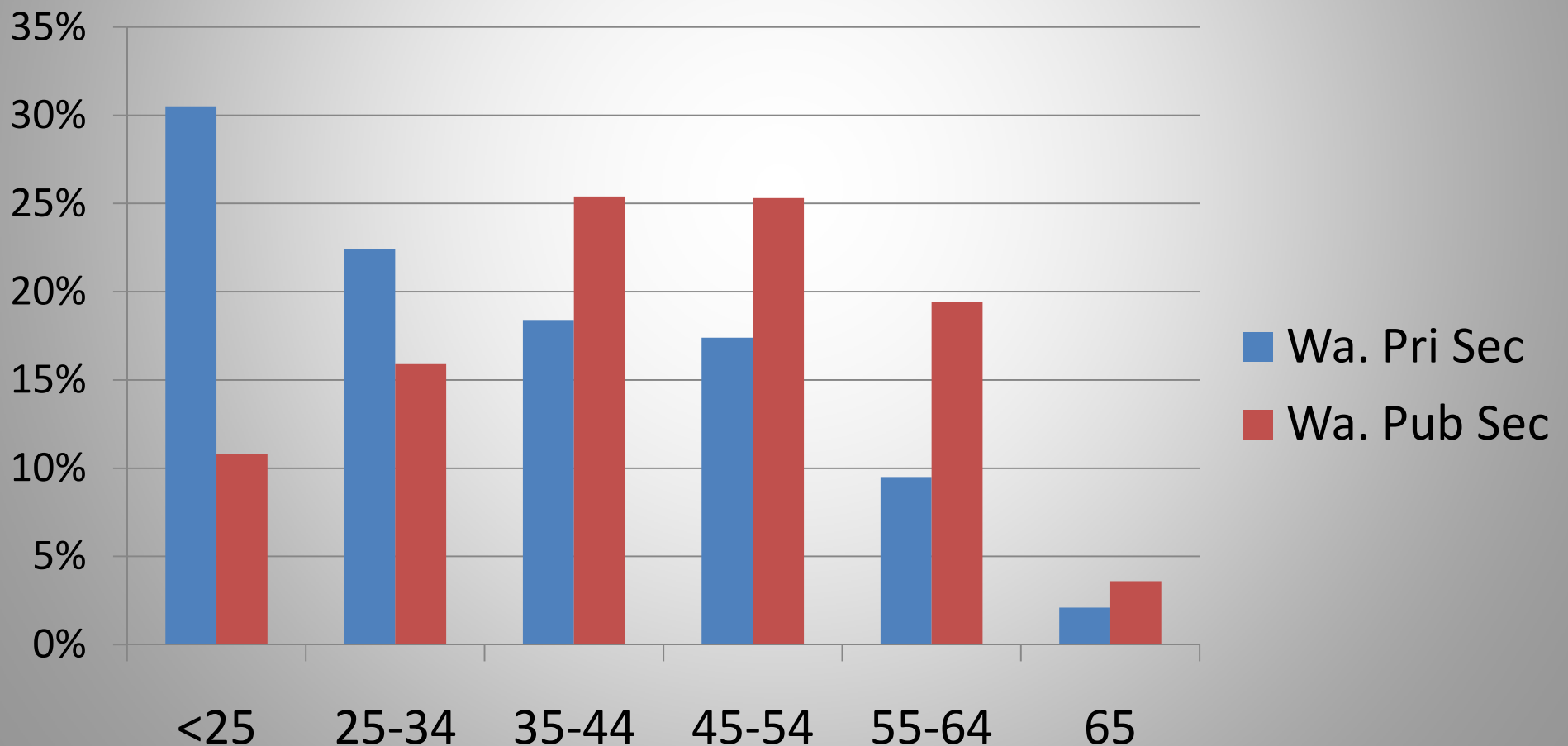
*in partnership
with*



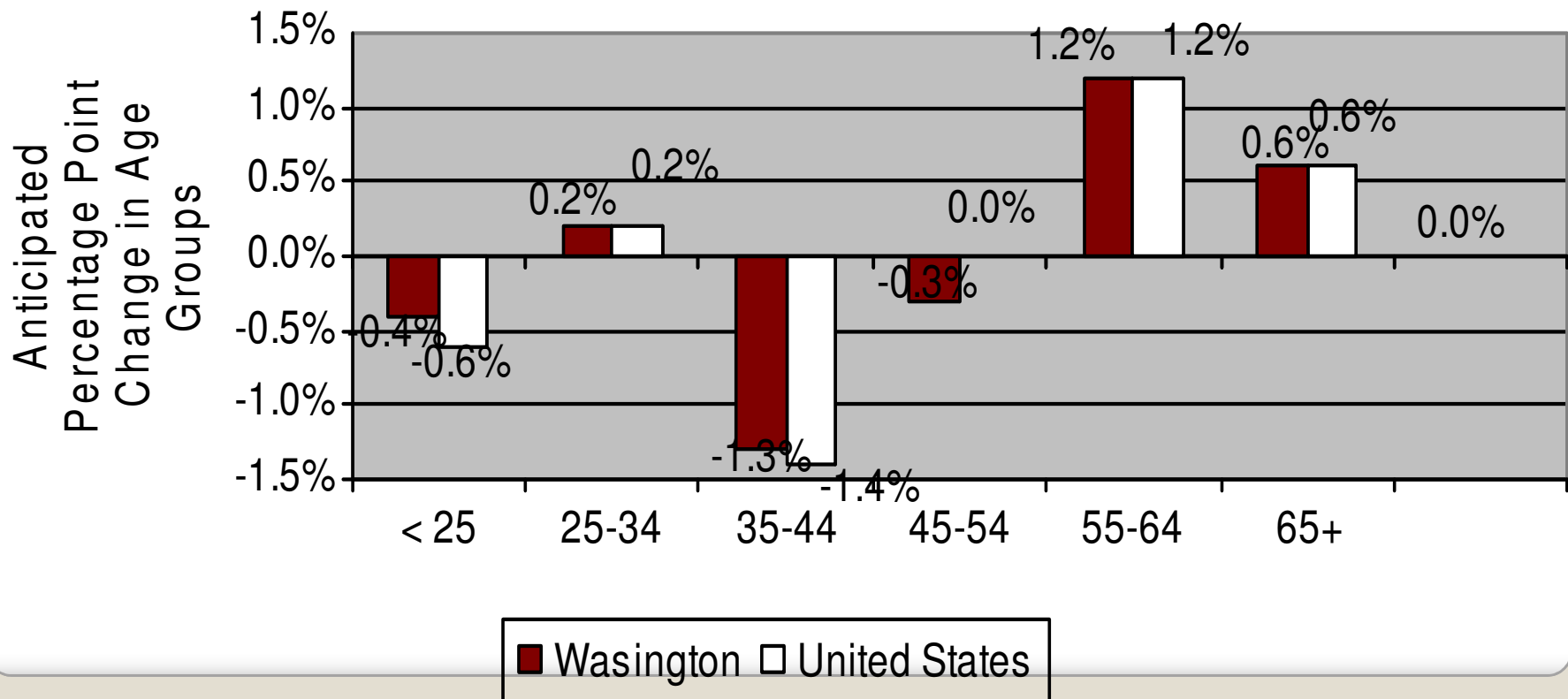
Distribution of the State Government and Private Sector Workforces by Age, 2008



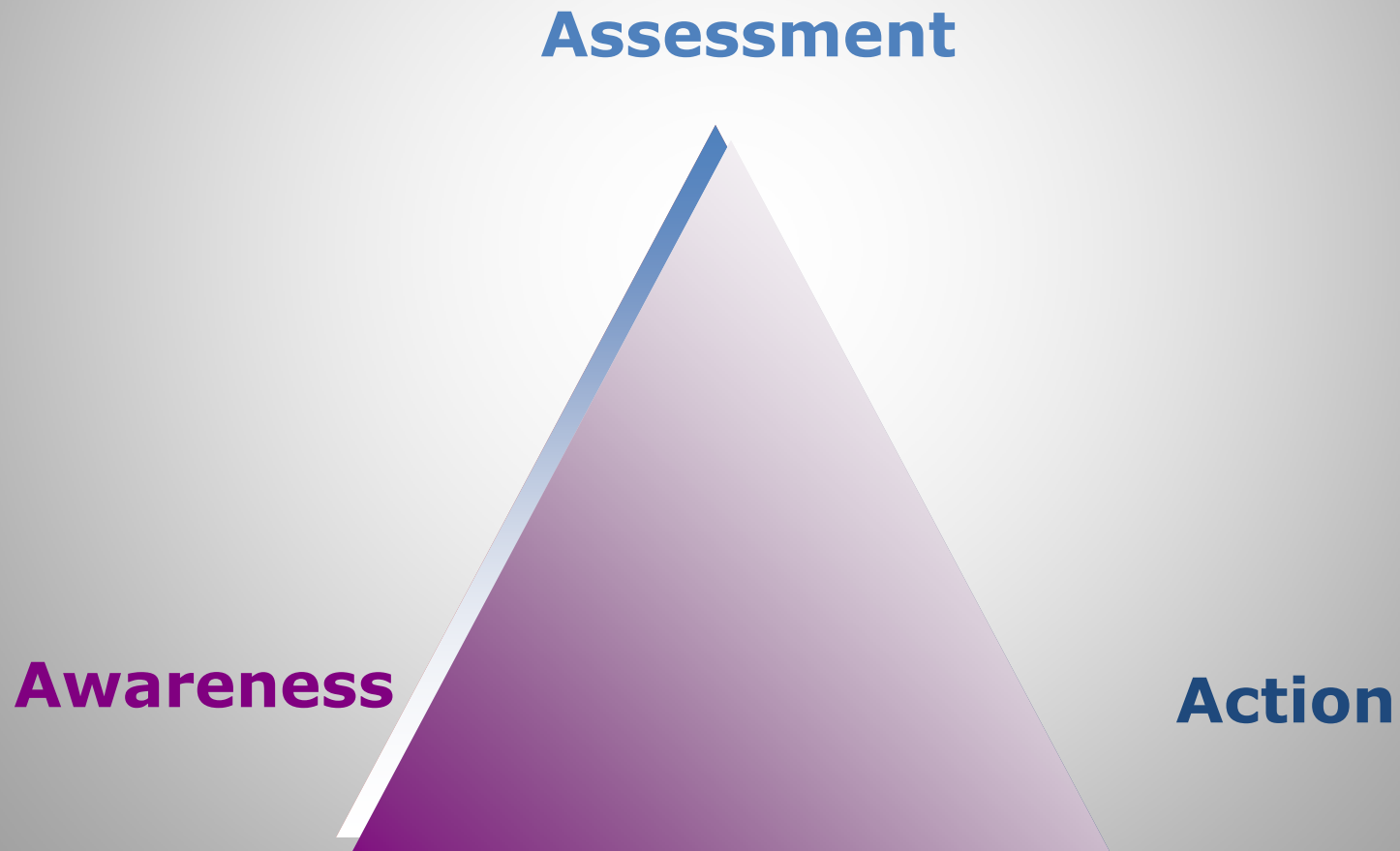
Age Distribution of Wa's. State Workforce vs Private Sector Workforce



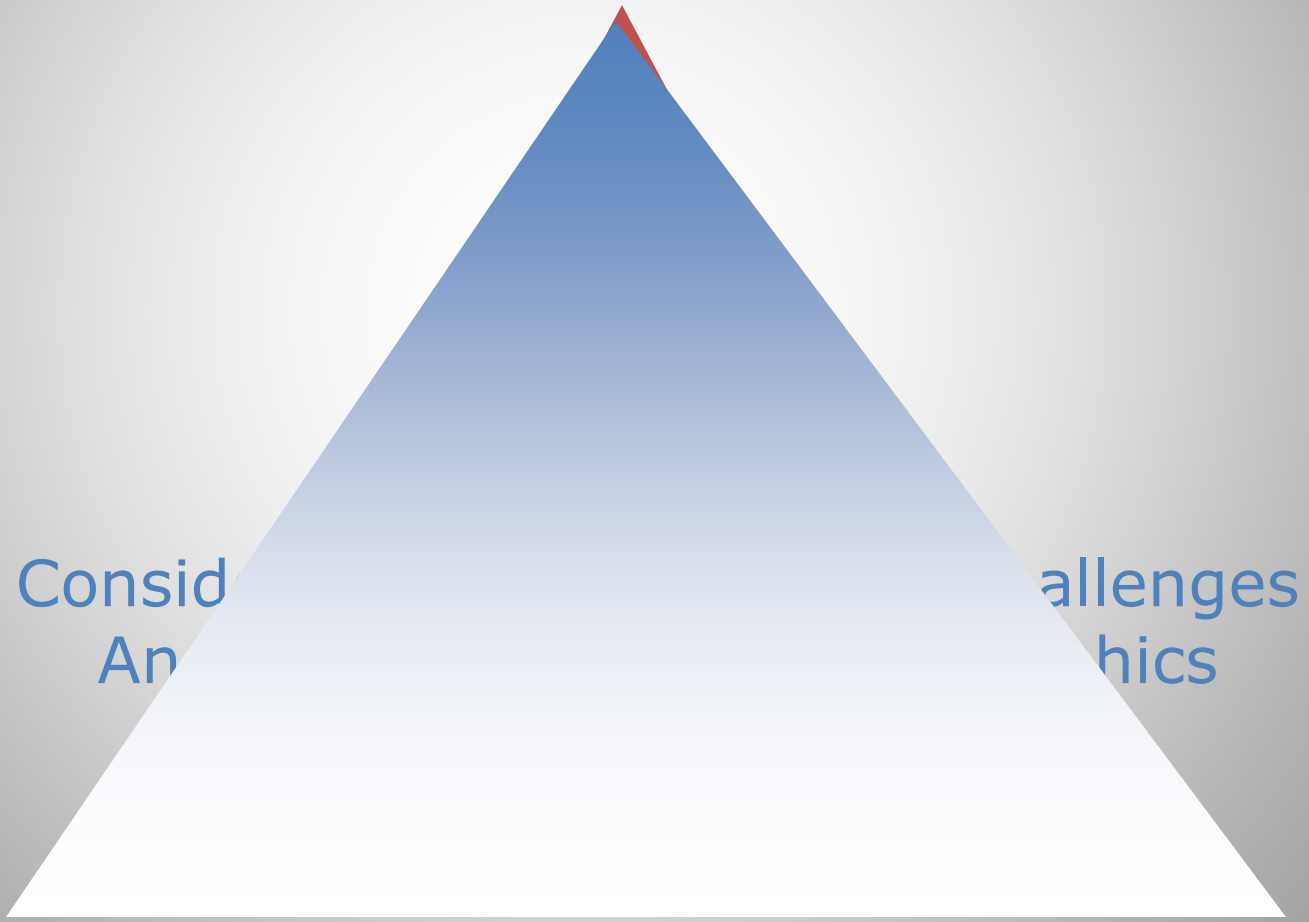
Anticipated Percentage Point Changes in Washington & the United States age structures, 2006 – 2010



Awareness to Action A Conceptual Model

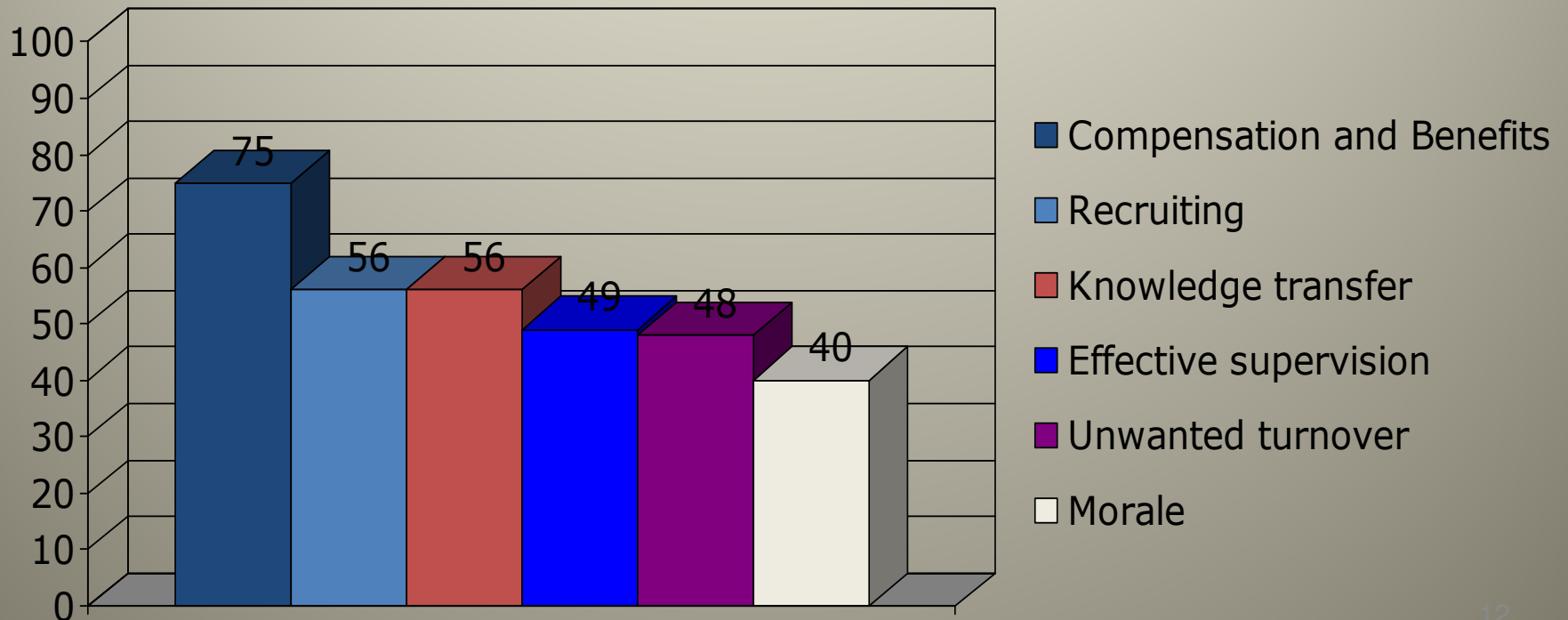


Assessment



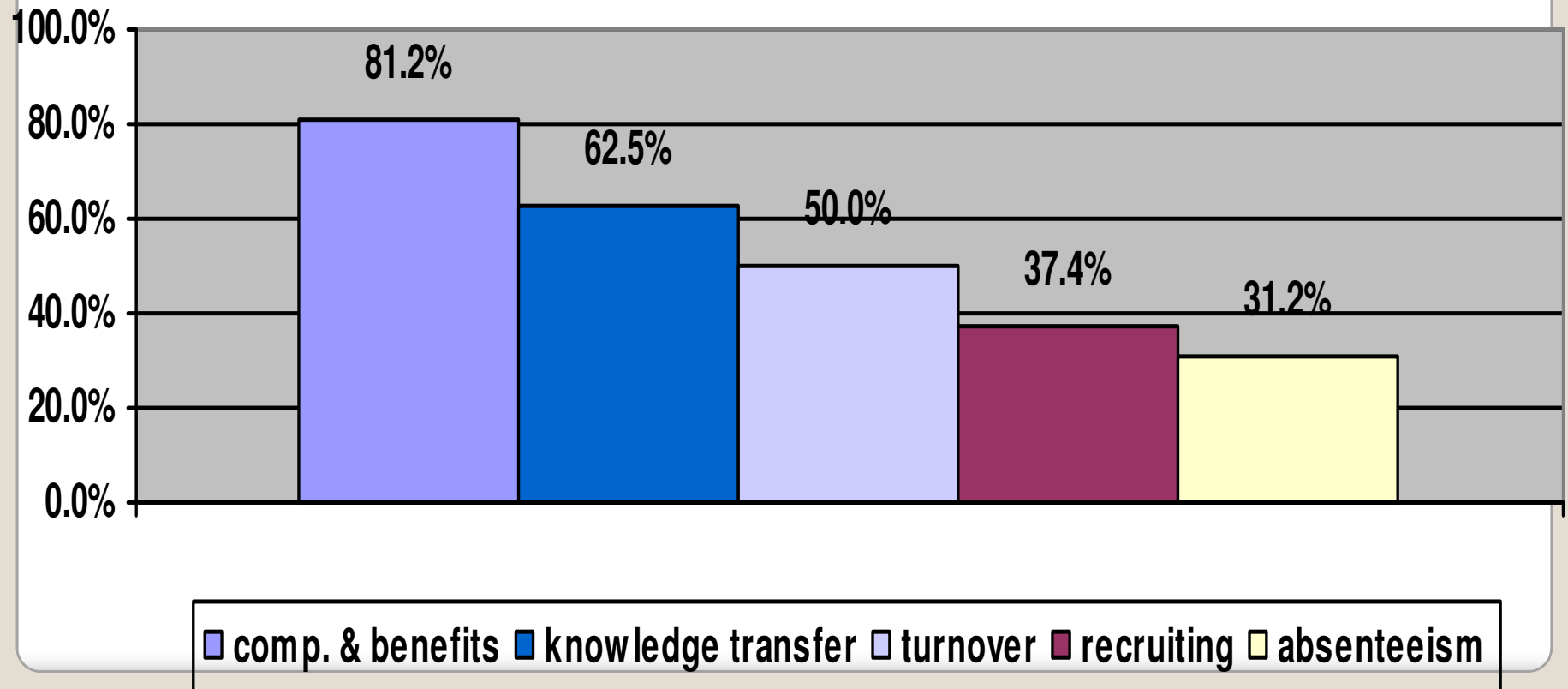
Considering HR Challenges

Top HR Challenges Reported by State Agencies

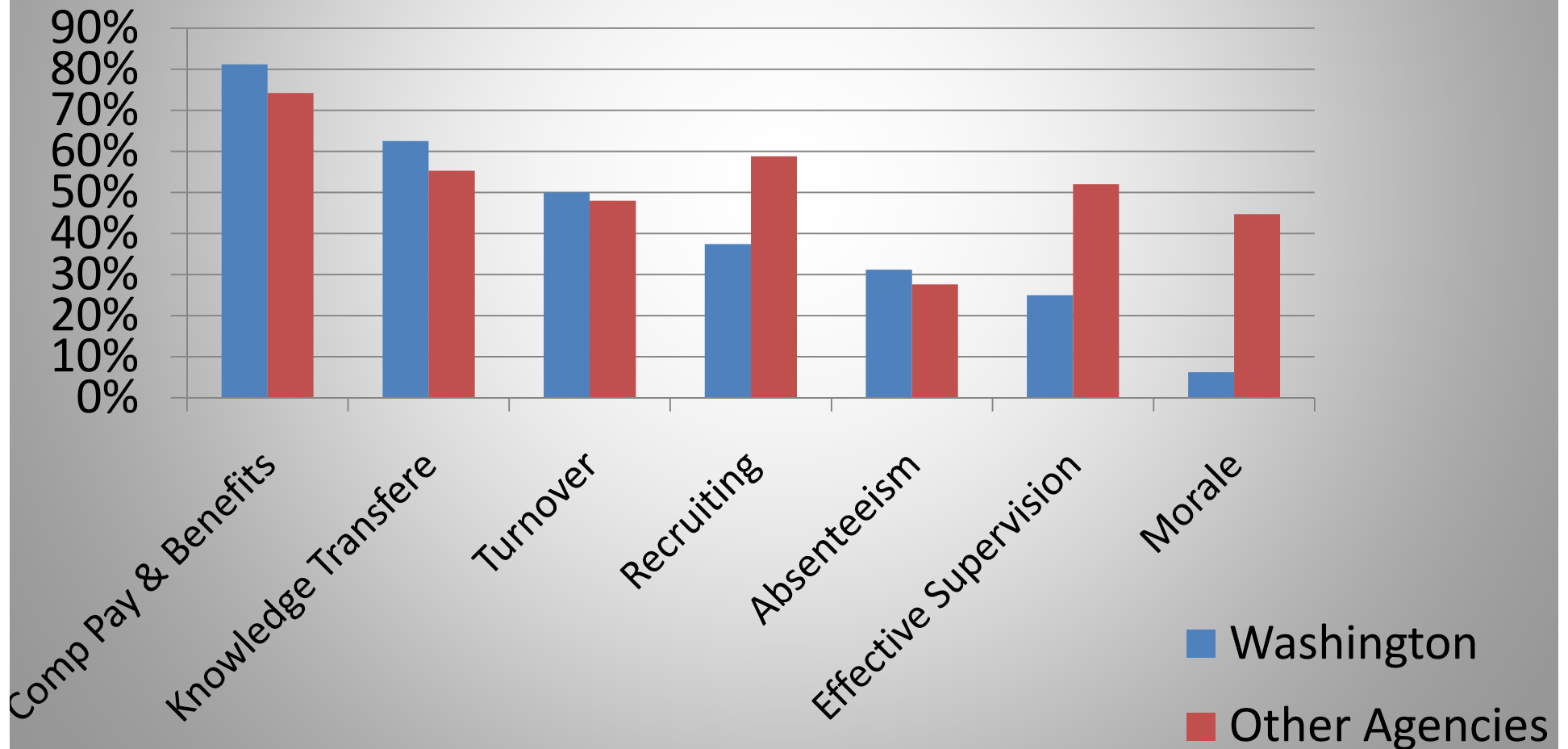




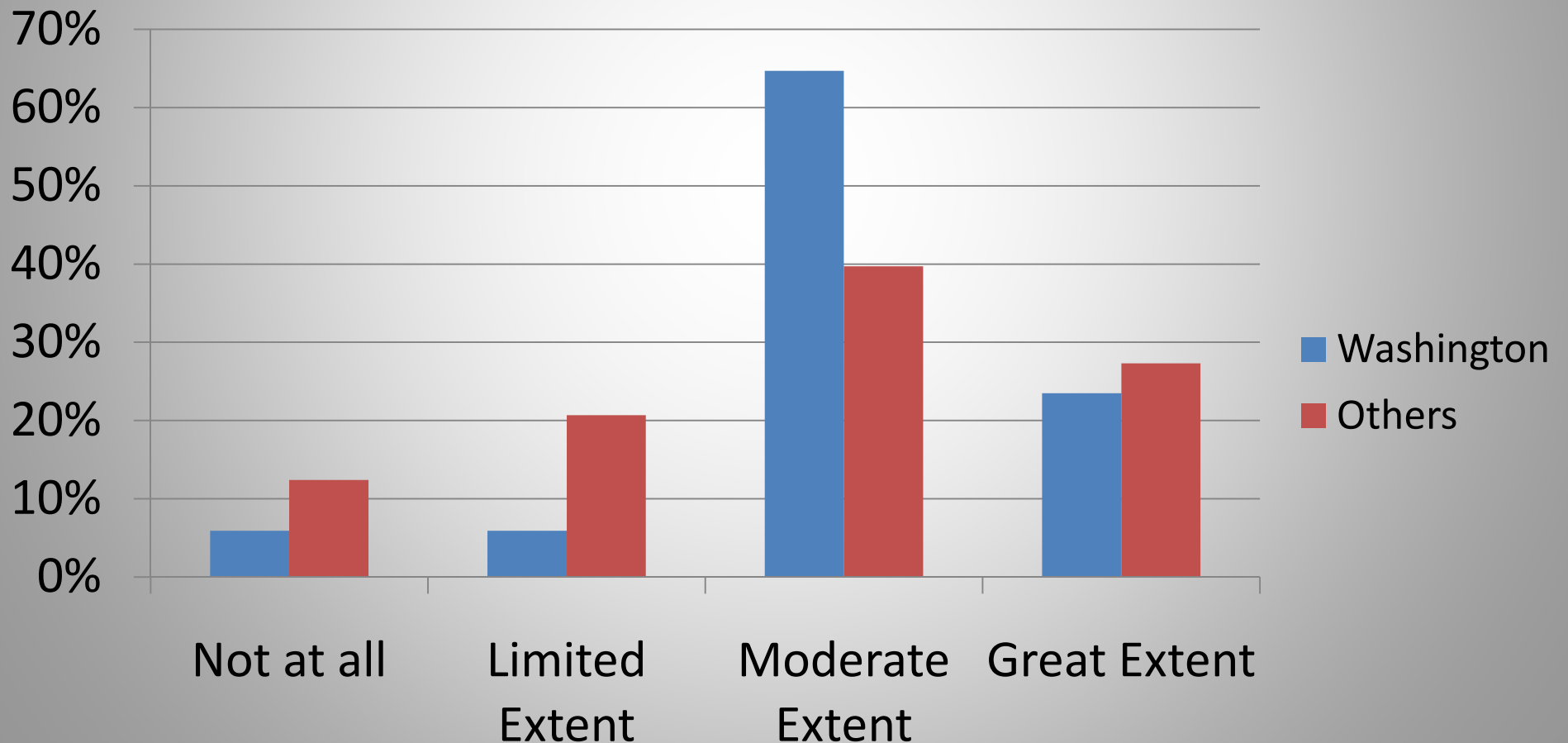
Top HR Challenges Reported by Washington State Agencies



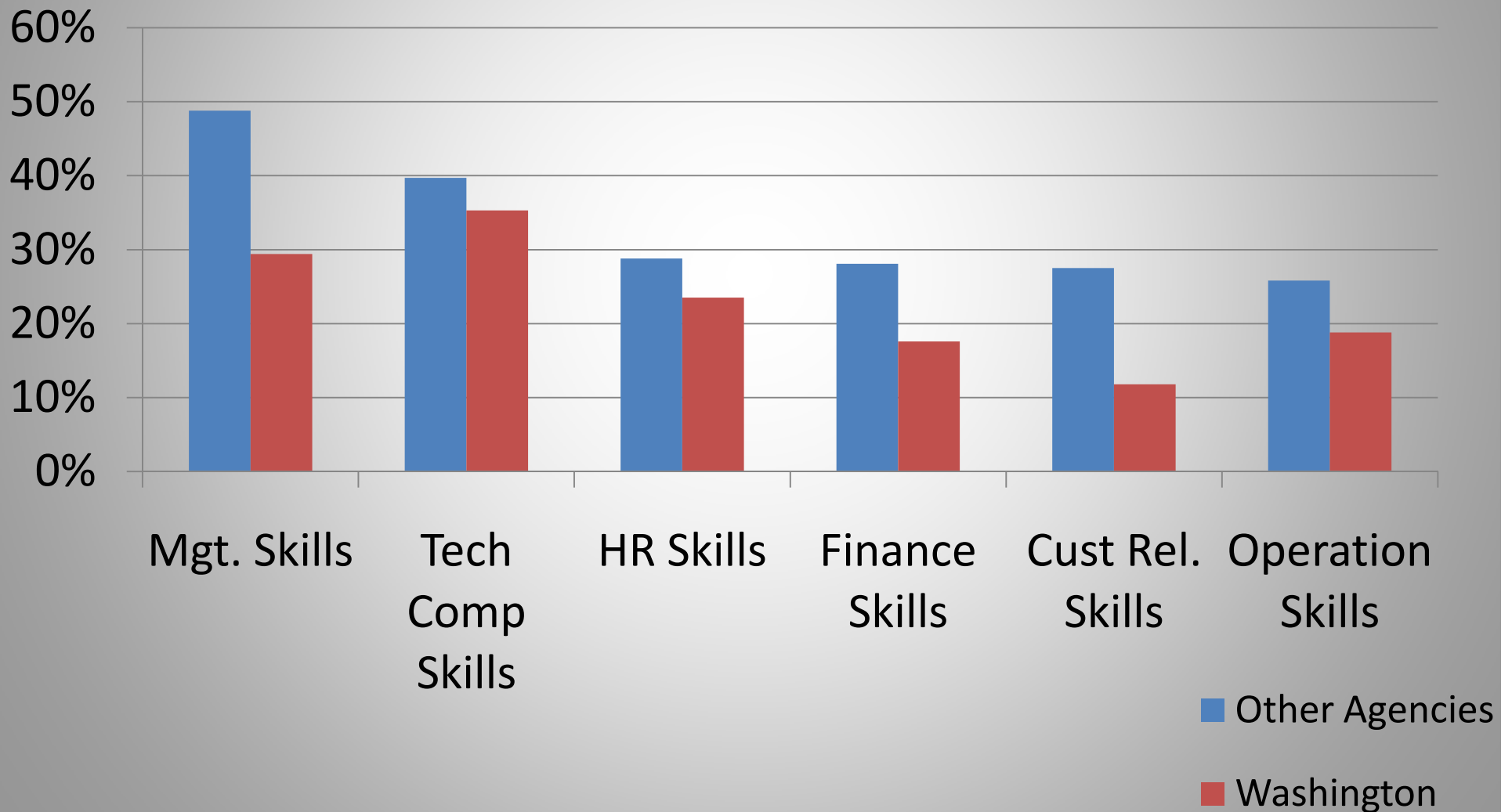
Top HR Challenges Washington vs State Agencies



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



Matching competency shortages





March 25, 2009

Washington Site Visit



*in partnership
with*

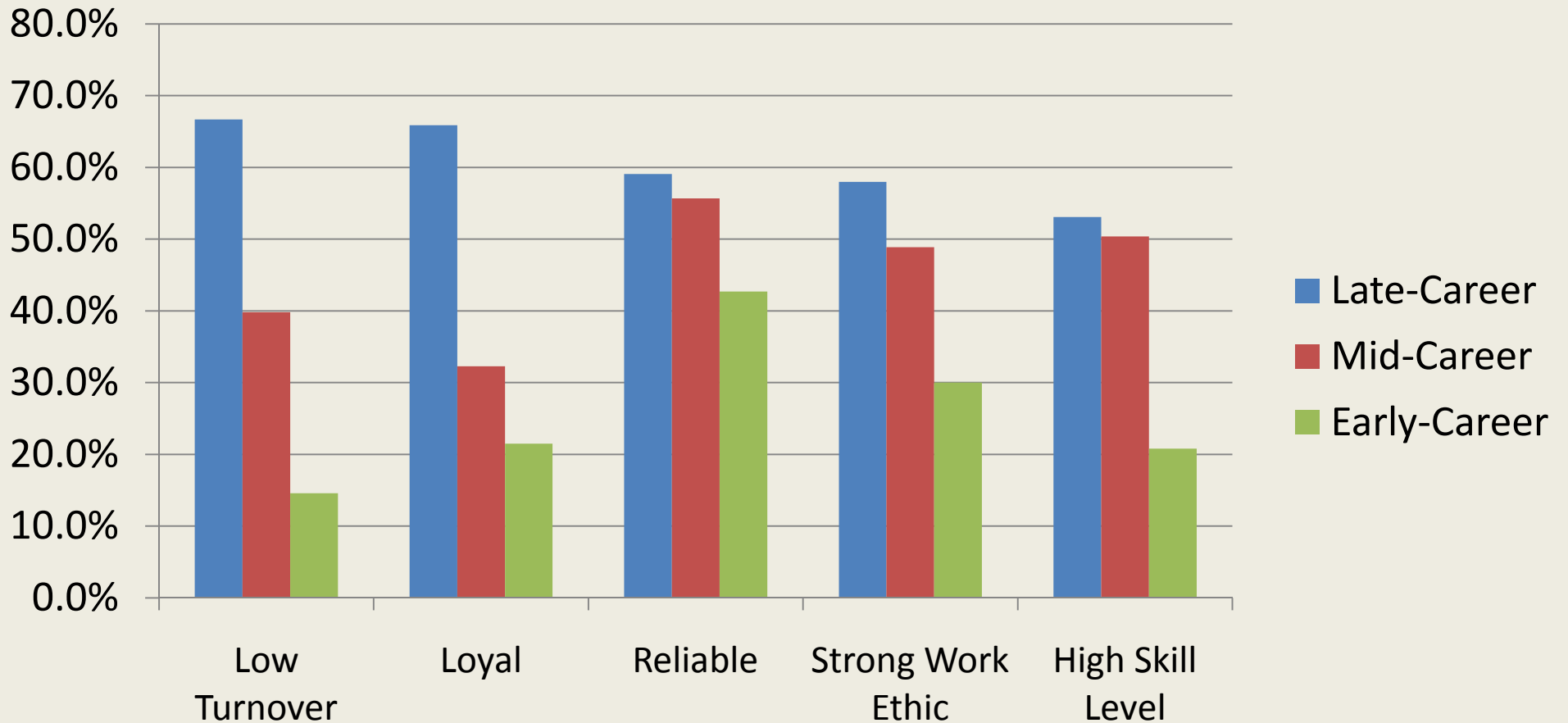


Positive characteristics
Negative characteristics

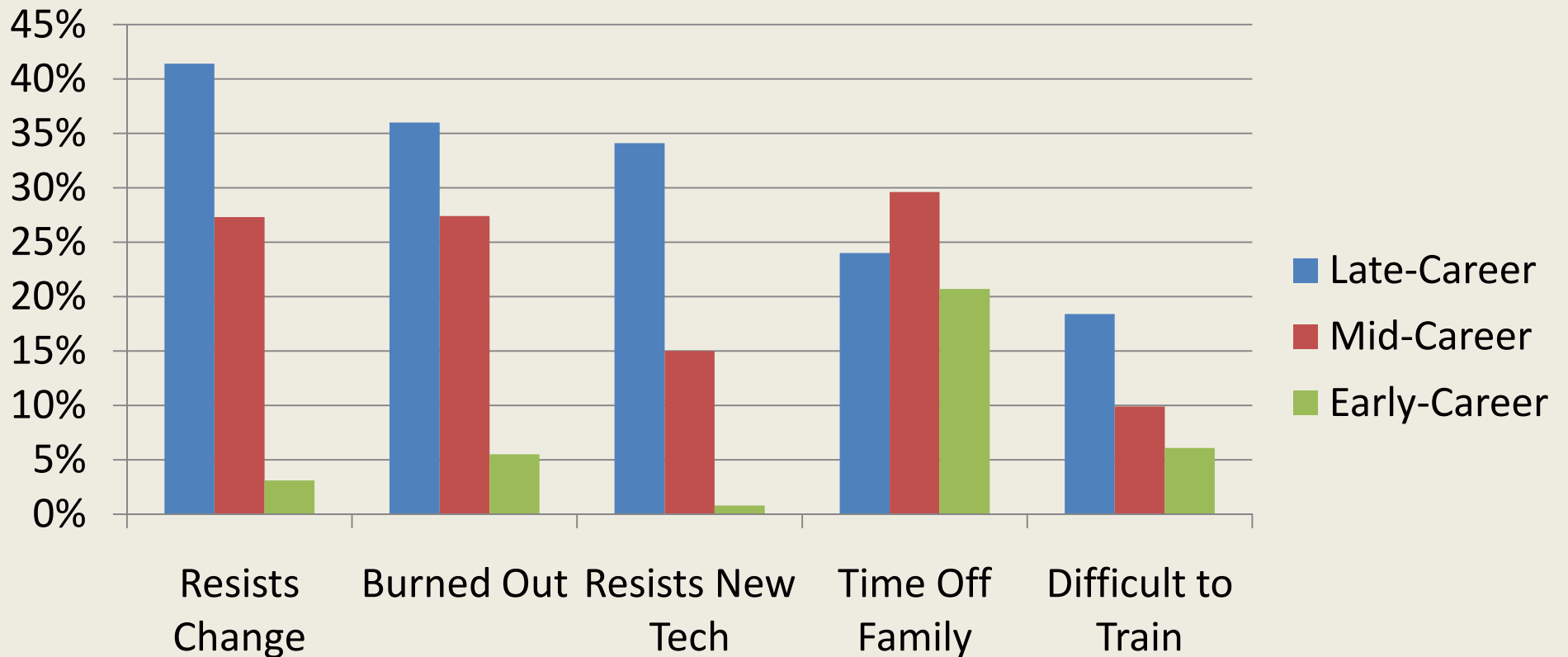
Awareness

A purple triangle with a red outline, representing awareness. The triangle is positioned in the lower half of the slide, pointing upwards. The word "Awareness" is written in purple text to the left of the triangle.

Perceptions of Positive Workforce Characteristics by Career Stages



Workforce Characteristics that Might Present Negative Consequences for Agencies





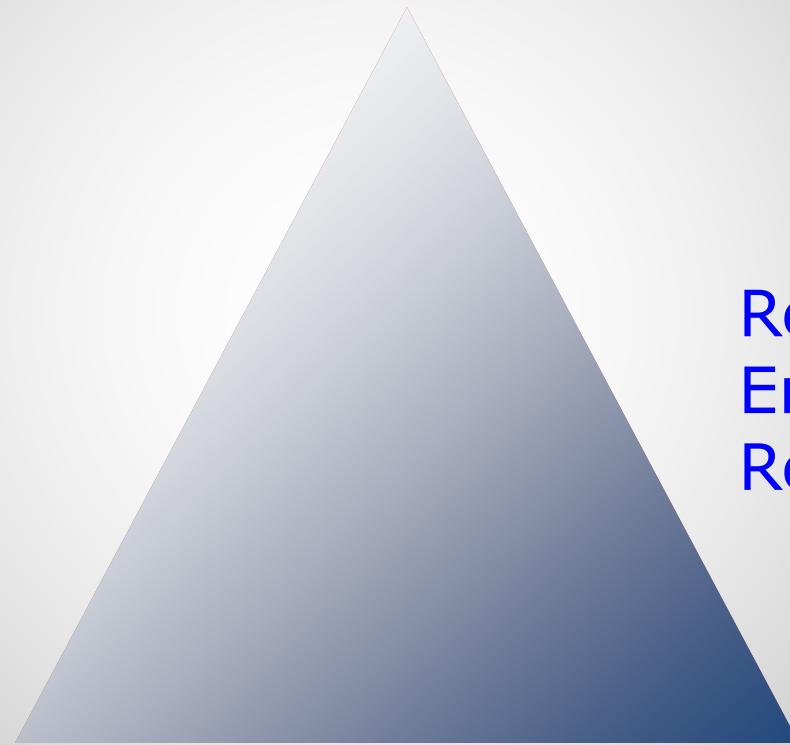
March 25, 2009

Washington Site Visit



*in partnership
with*

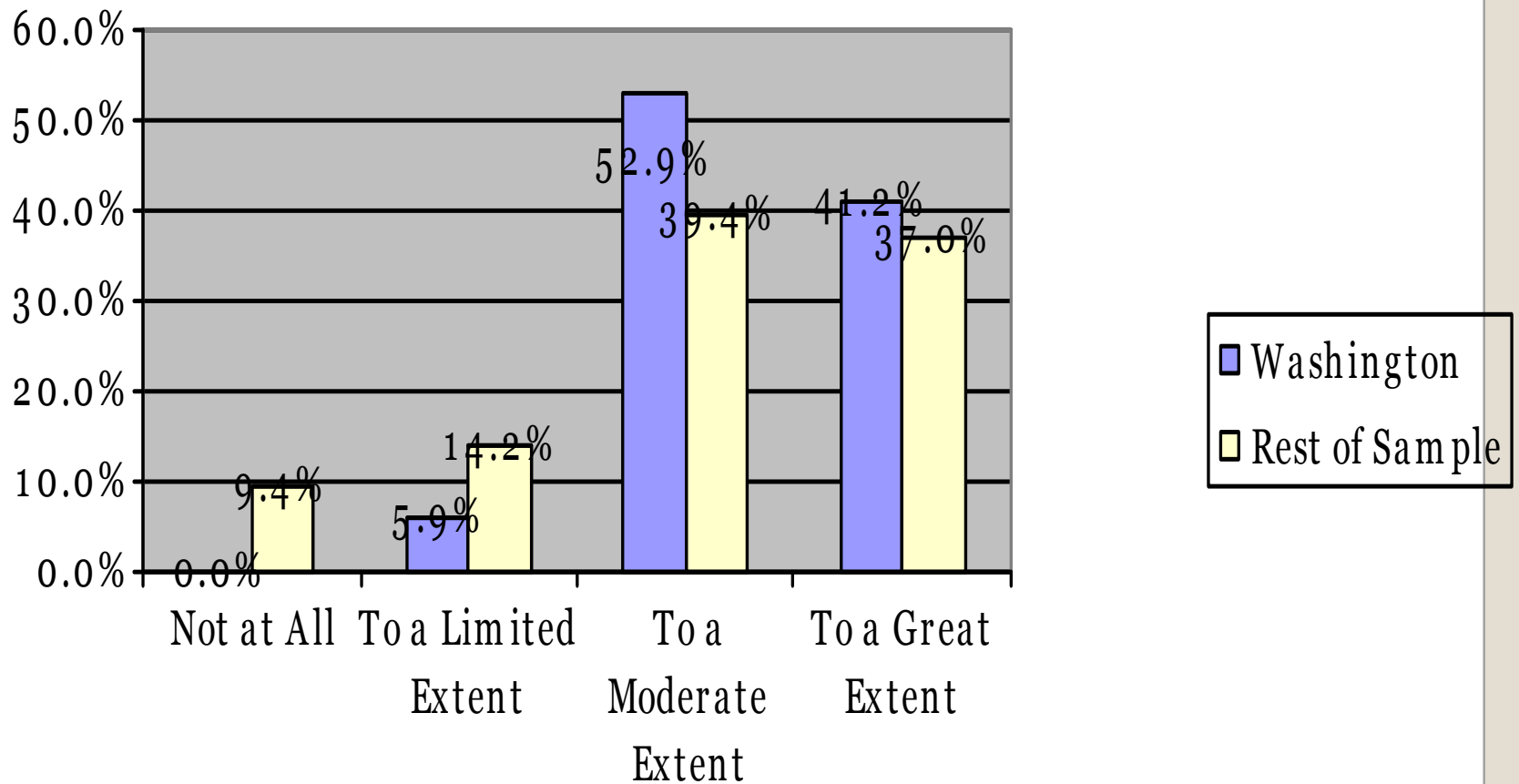




Recruitment
Engagement
Retention

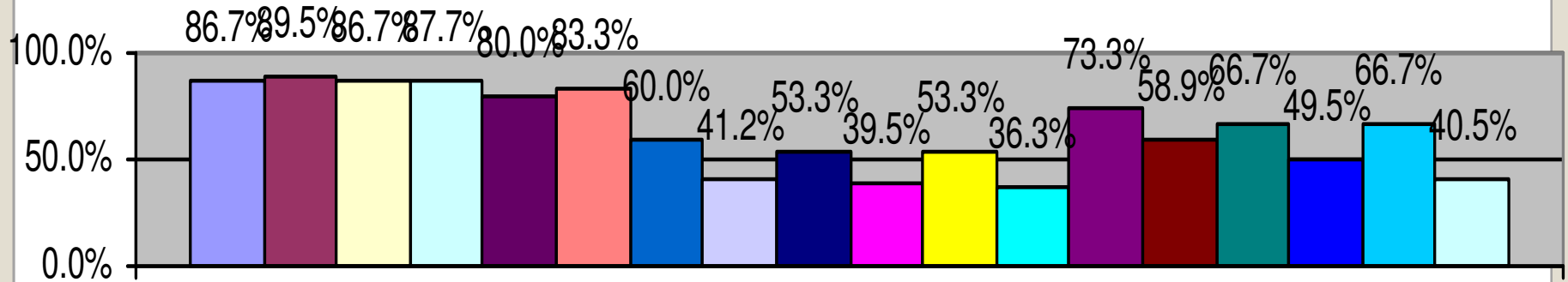
Action

Recruiting by Diverse Ages



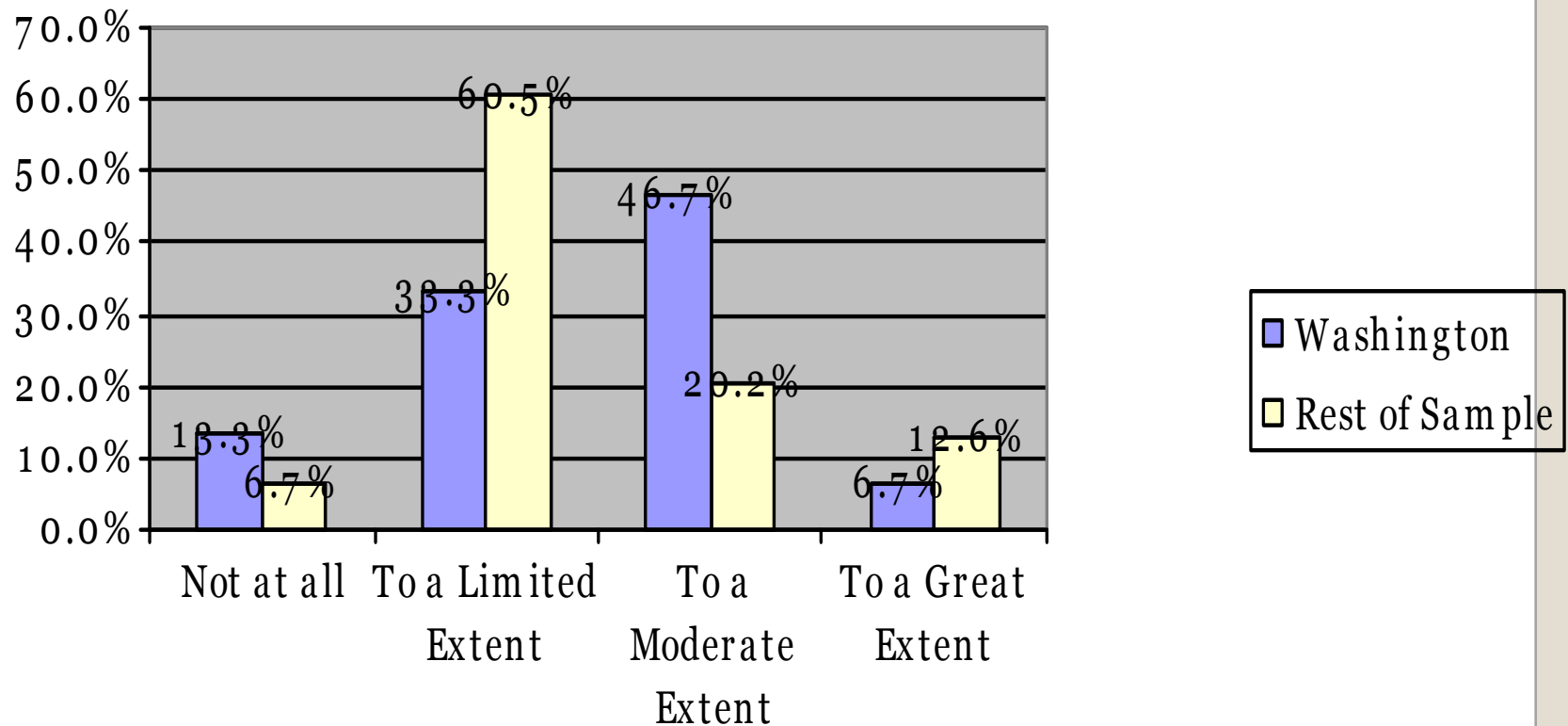


Availability of Career Development Opportunities by Career Stage

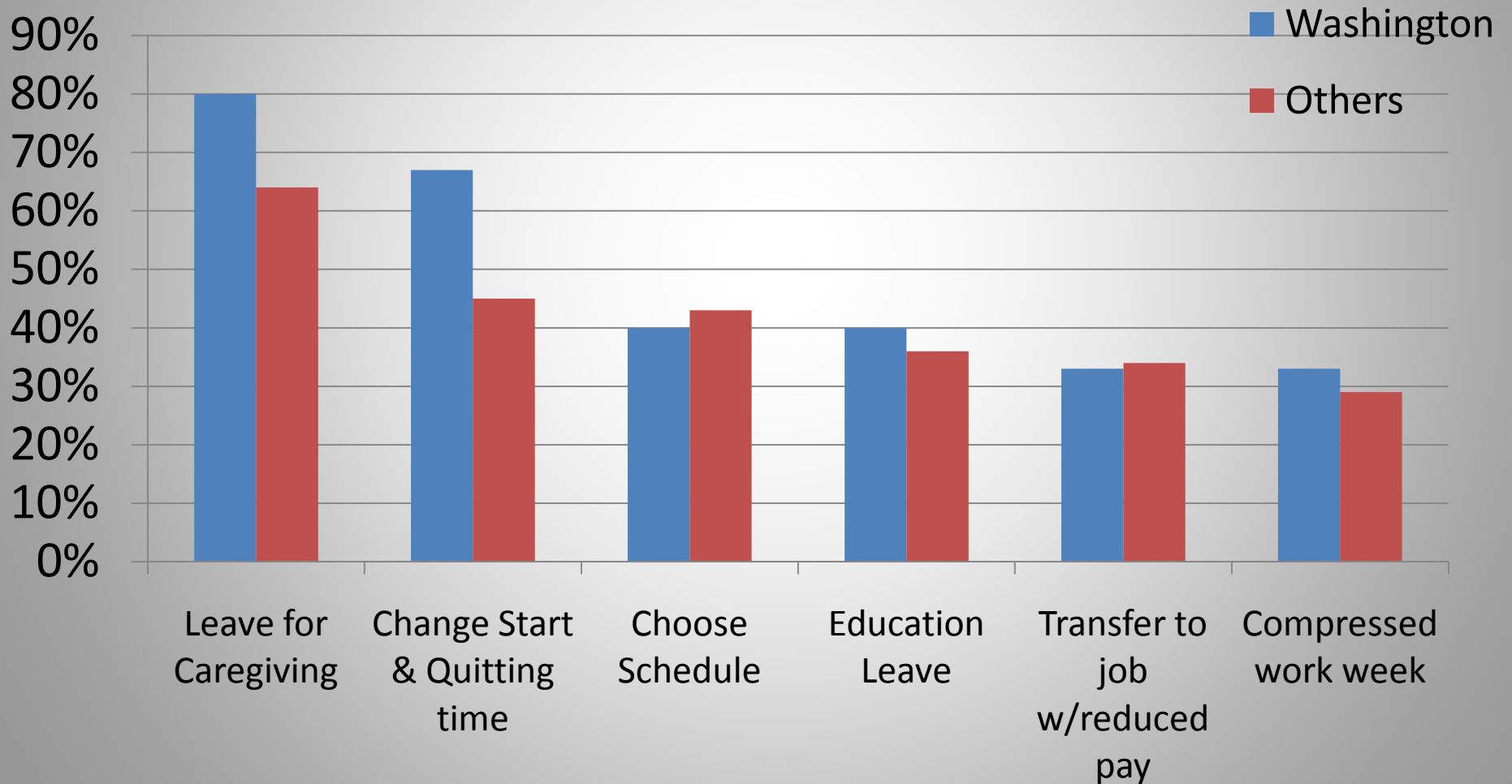


- WA On the Job Training Early
 Rest On the Job Training Early
 WA On the Job Training Mid
- Rest On the Job Training Mid
 WA on the Job Training Late
 Rest on the Job Training Late
- WA Career Counseling Early
 Rest Career Counseling Early
 WA Career Counseling Mid
- Rest Career Counseling Mid
 WA Career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

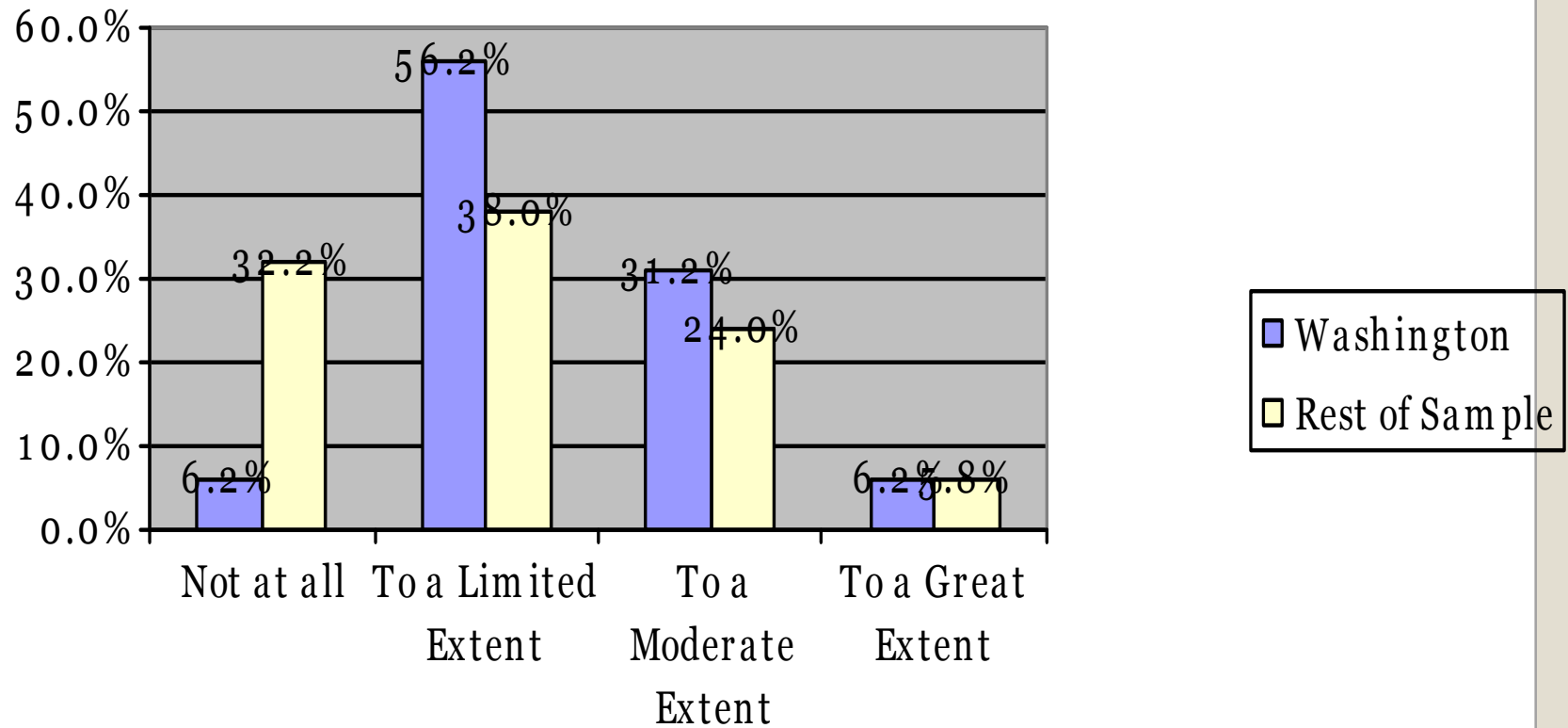
Linking Workplace Flexibility to Agency Effectiveness



Profiles of Available Flexible Work Options



Strategies to Encourage Late Career Employees to Work Past Retirement



March 25, 2009

Washington Site Visit



*in partnership
with*

THE SLOAN CENTER ON
aging & work
AT BOSTON COLLEGE