

# **Talent Management for a 21<sup>st</sup> Century Workforce: The AARP Workforce Assessment Tool**

## “Divided We Fail”

- Working with SEIU, National Federation of Independent Business, Business Roundtable
- Demonstrating shared commitment to control health care costs, help individuals, nonprofits, businesses, government
- Looking for commonsense solutions – everyone has a role to play: individuals, nonprofits, business, and government.



# *Brief History of Talent Management*

- Payroll
- Personnel
- Human Resources
- Talent Management

*MUELLER'S GARDEN & TOOL SHED*  
*Raleigh, NC*  
*Founded 1970*



*AARP Workforce  
Assessment Tool*  
[www.aarp.org/workforceassessment](http://www.aarp.org/workforceassessment)



# *AARP Workforce Assessment Tool*

<http://www.aarp.org/workforceassessment>

- > Employee Age Demographic and Skill Shortage Projections
- > Knowledge Retention
- > Flexible Work Arrangements
- > Training and Development Benefits
- > Workplace Accommodations
- > Positive Work Environment
- > Recruitment

Manager  
Mueller's Garden and Tool Shed

- [Registration](#)
- Capturing your Employee Age Demographics**
- [Assessing for Potential Skill Shortages](#)
- [Knowledge Retention](#)
- [Flexible Work Arrangements](#)
- [Training and Development Opportunities](#)
- [Benefits: Health and Financial](#)
- [Workplace Accommodations](#)
- [Positive Work Environment](#)
- [Recruitment](#)
- [Submit](#)

### Capturing your Employee Age Demographics

1. What is the current age breakdown of your employees?

39 & under #	40-44 #	45-49 #	50-54 #	55-59 #	60+ #	Totals
22	11	9	4	5	5	56
Total employees from registration screen						56

2. What is the current average age of your employees?

The average age of a U.S. employee is 40 years old. Track your own employee demographics since the average age of workers varies by industry.

3. What is the current average retirement age of your workforce?

The average retirement age of a U.S. employee is 62 years old. Track your own employee retirement rate since the average retirement age of workers varies by industry.

At this time, how important is assessing the impact of an aging workforce on your organization? (Check one.)

- Top Priority
  Important
  Not Important at this time
  Don't Know - Need to investigate further

For questions about the AARP Workforce Assessment Tool, please email [workforceassessment@aarp.org](mailto:workforceassessment@aarp.org)





# AARP Workforce Assessment Summary Report

Prepared for

## Mueller's Garden and Tool Shed

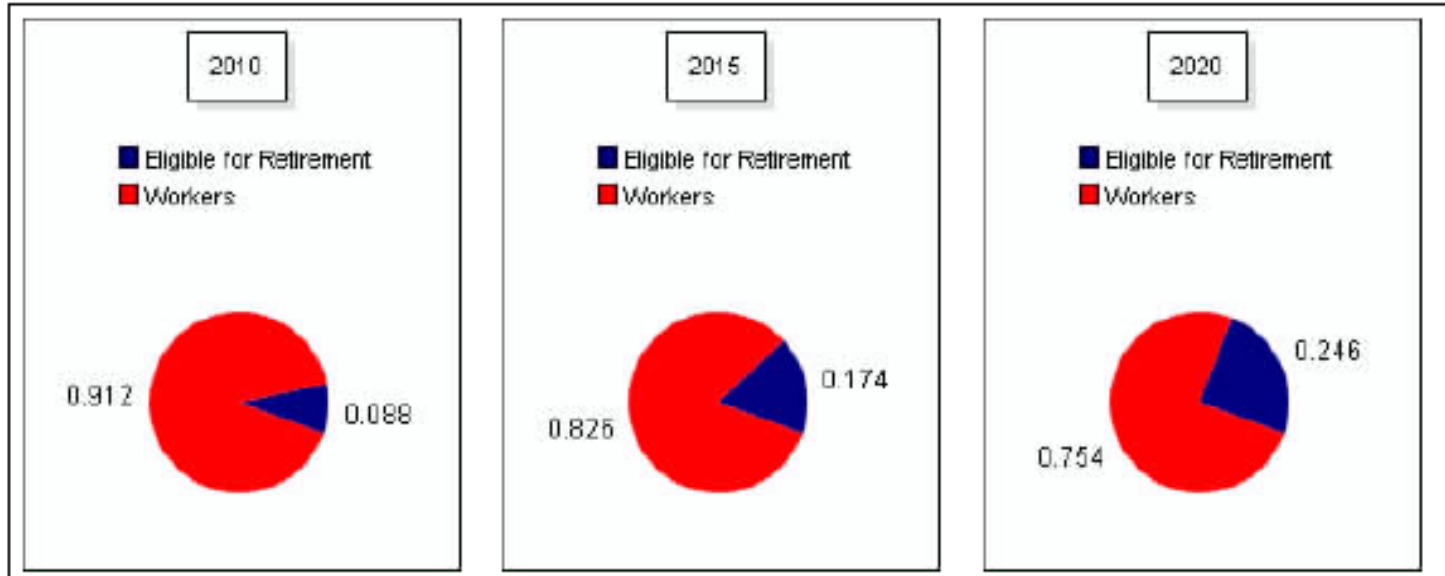
April 2, 2008

For more information, visit  
[www.aarp.org/employerresourcecenter](http://www.aarp.org/employerresourcecenter), or email  
[workforceassessment@aarp.org](mailto:workforceassessment@aarp.org).



# Understanding your Employee Age Demographics

39 & Under		40-44		45-49		50-54		55-59		60+		Totals	
#	%	#	%	#	%	#	%	#	%	#	%	#	%
22	39.3	11	19.6	9	16.1	4	7.1	5	8.9	5	8.9	56	100



(Retirement age = 62.0)

# Skill Shortages

Key Functions	Impact of Shortages: Systemic, Significant, and Localized	Projected Retirement Rate 2010		Projected Retirement Rate 2015		Projected Retirement Rate 2020	
		#	%	#	%	#	%
Management	Systemic	2	66	2	67	2	67
Landscape/Garden Specialists	Systemic	0	0	0	0	1	10
Business Sales	Systemic	0	0	0	0	2.9	41
Delivery Drivers	Systemic	0	0	0	0	1	19
Cashiers	Significant	0	0	1	16	1	17
Stockers	Significant	0	0	0	0	0	0
Admin/Office	Significant	1	20	1	20	2	39

# Flexible Work Arrangements

It is important to create, review and adapt flexible work arrangements to meet your changing staffing needs. Increasingly, workers of all ages are expressing a desire for a flexible workplace. In a recent AARP survey, more than seven in ten older workers indicated that having a flexible work schedule would be an essential part of their ideal job, and half would like the opportunity to work part-time. Companies that provide a variety of flexible work arrangements will gain a competitive edge in the war for talent. Each flexible work arrangement should be evaluated from the standpoint of both productivity and the ability to recruit and retain your desired talent.

Your organization currently engages in the following flexible work arrangements:

- Part time opportunities
- Telecommuting
- Compressed work schedules
- Job sharing
- Phased retirement arrangements

You currently do not offer the following flexible work arrangements:

- Flextime
- Paid time off for caregiving
- Seasonal or temporary assignments

## Action Steps:

Leadership and management should be engaged to review your current staffing models and assess whether they will meet your short- and long-term staffing needs.

- Learn workplace preferences of your employees through interviews and/or employee opinion surveys.
- Analyze the flexible work arrangements you currently offer. Are the arrangements and job options meeting the needs of your employees and your organization? Do they allow you to be



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## Topics in Money and Work

### Careers

- Choosing a Career
- Job Loss Help
- Finding a Job
- Self Employment
- Workplace Flexibility

[▶ For Employers](#)

### Financial Planning and Retirement

### Social Security

### Credit and Debt

### Tax-Aide

### Low Income Help

### Reverse Mortgages

### Be a Wise Consumer

### Money and Work Message Boards

### AARP SmartBrief

Updated November 6, 2007  
AARP SmartBrief is a FREE, twice-monthly

## Employer Resource Center



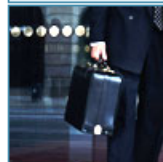
- Recruitment
- Retention Strategies
- Benefits
- Workforce Trends
- Workplace Law
- Best Employers Program

### Highlights



#### Best Employers for Workers Over 50

Meet the organizations [honored in 2007](#) for their commitment to the 50+ workforce.



#### Talent Gap Widens in G7 Countries

AARP International's new study, [Profit from Experience](#), tracks workforce trends around the

### Workforce Assessment Tool



[Assess your staffing needs](#) and challenges to prepare for an aging workforce. ([Adobe Reader 8.0](#) or higher required.)

Credit and Debt

Tax-Aide

Low Income Help

Reverse Mortgages

Be a Wise Consumer

Money and Work  
Message Boards

### AARP SmartBrief

Updated November 6, 2007  
AARP SmartBrief is a FREE, twice-monthly e-mail newsletter designed specifically for employers.

#### AARP News

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## Program

### Highlights



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globe.

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#### Workforce Assessment Tool

or higher required.)

[Take this easy assessment](#) to determine if your company is prepared for the aging workforce. ([Adobe Reader 8.0](#)



#### 401(k) Plans on Autopilot

The emerging trend of [automating 401\(k\)s](#) is benefiting both employer and employee.

### Workforce Assessment Tool



[Assess your staffing needs](#) and challenges to prepare for an aging workforce. ([Adobe Reader 8.0](#) or higher required.)

### Best Employers Award



Should your organization be recognized for its commitment to 50+ workers? [Apply online](#) for this prestigious award.

### Best Practices

Read about the aging workforce programs and policies in these sectors:

[Industrial Sector](#)

[Non-Profit/Community](#)

### Related Programs

[AARP's National Employer Team](#)

[BusinessWeek](#)

### Free Publications

Order your complimentary copy of [Resource Guide for Employers](#) and other AARP publications.

*Thank you!*

*Q & A*