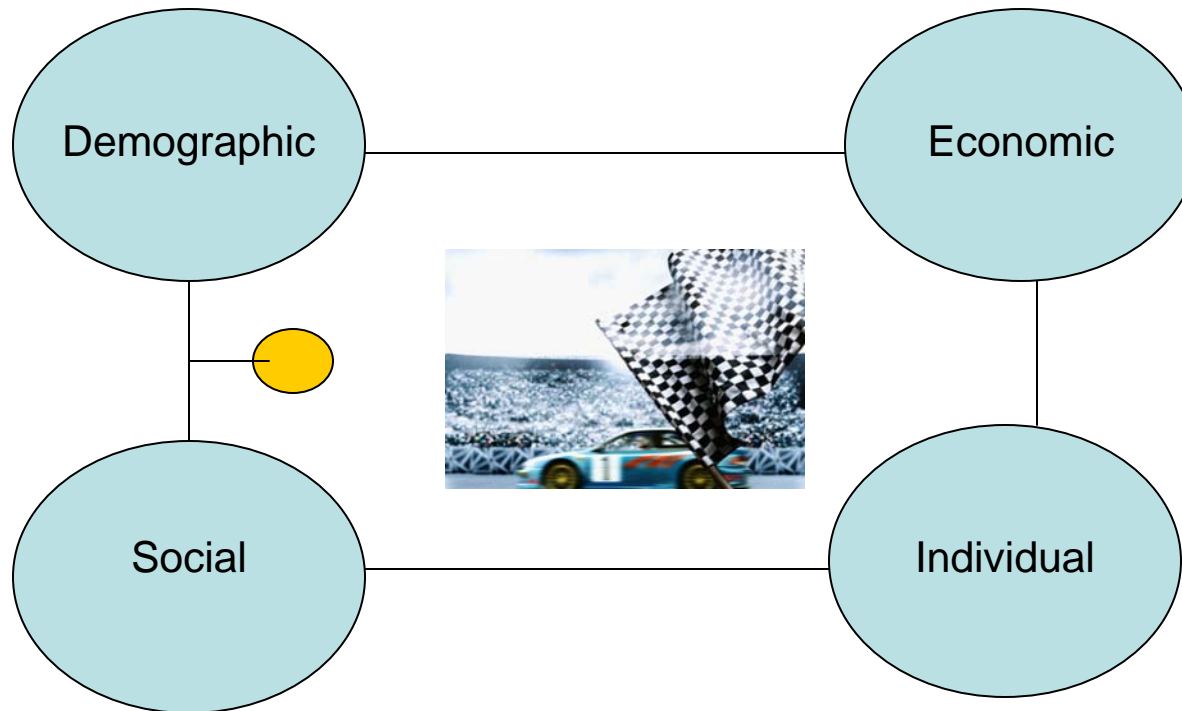


Aging Workforce—A Driving Force for the Future



Racing Toward an Older Workforce

Basic Premise: Significant Phenomena



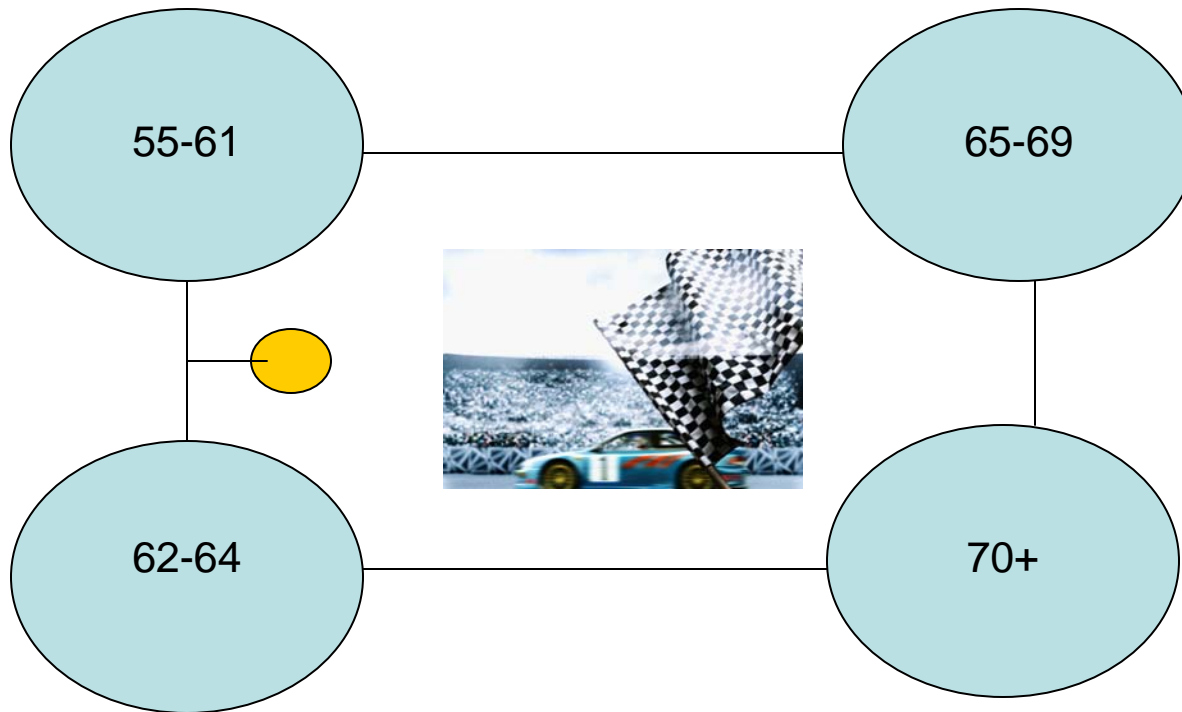
Workforce aging is significant.

Demographics are not Destiny.



Global demographic patterns make it more difficult to meet US/NC labor force supply.

Demographics

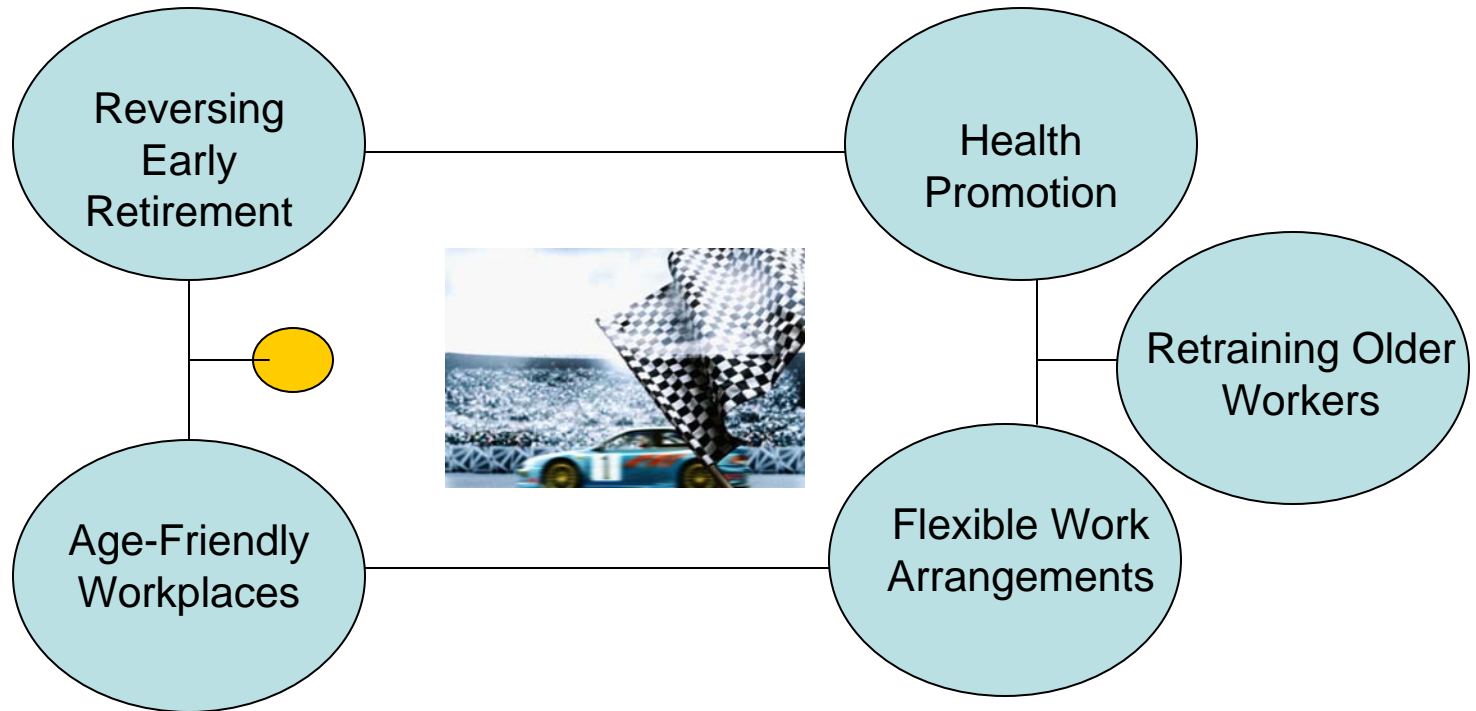


Lifelong view of work, learning and leisure



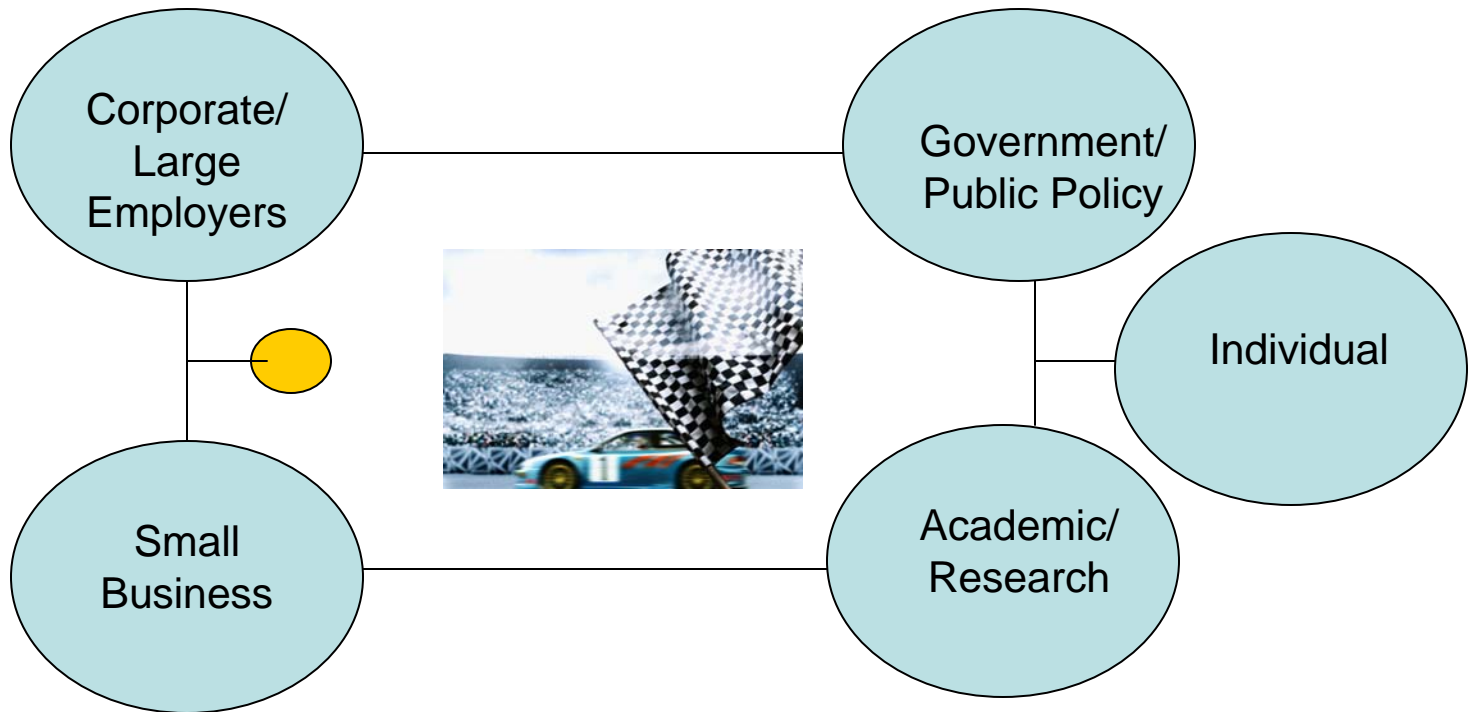
Issues and strategies will vary by age cohort...but also by other demographic and social factors.

Changing Culture

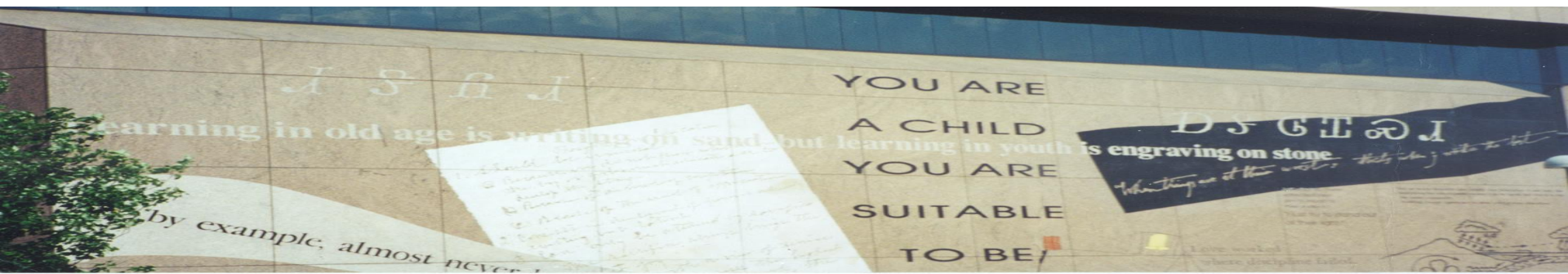


FLEXIBILITY with SECURITY

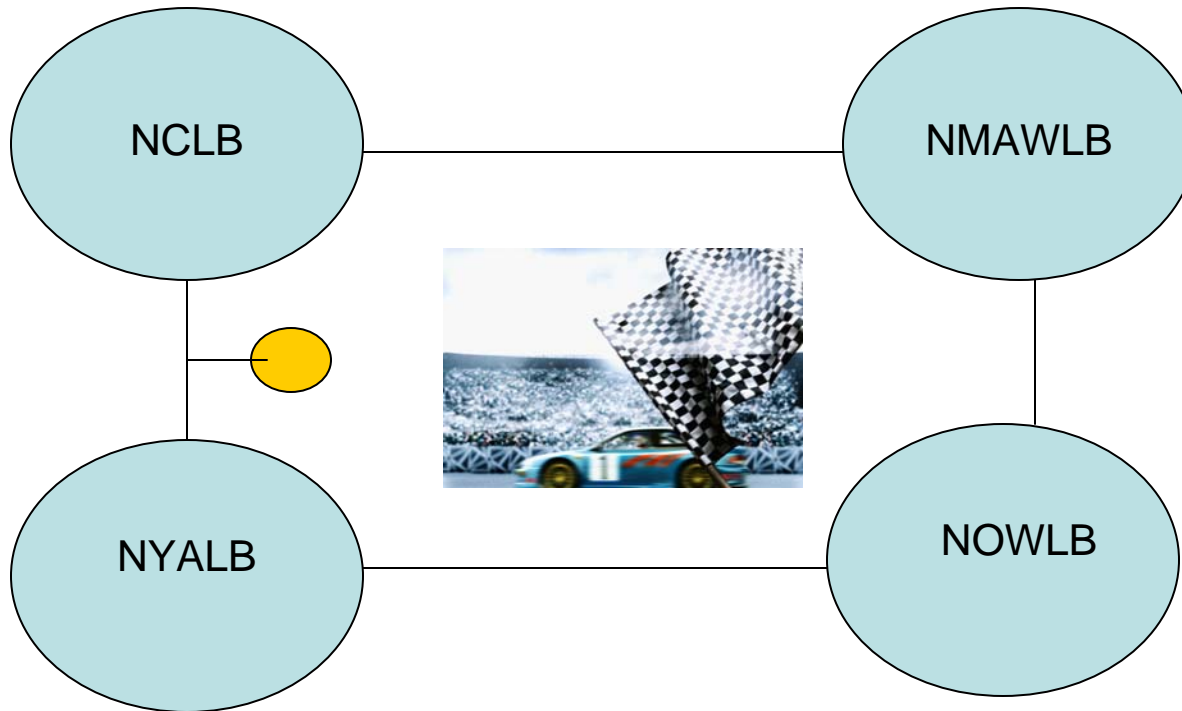
Multi-faceted Response Required



Ageism and Age Discrimination



No ___ Left Behind



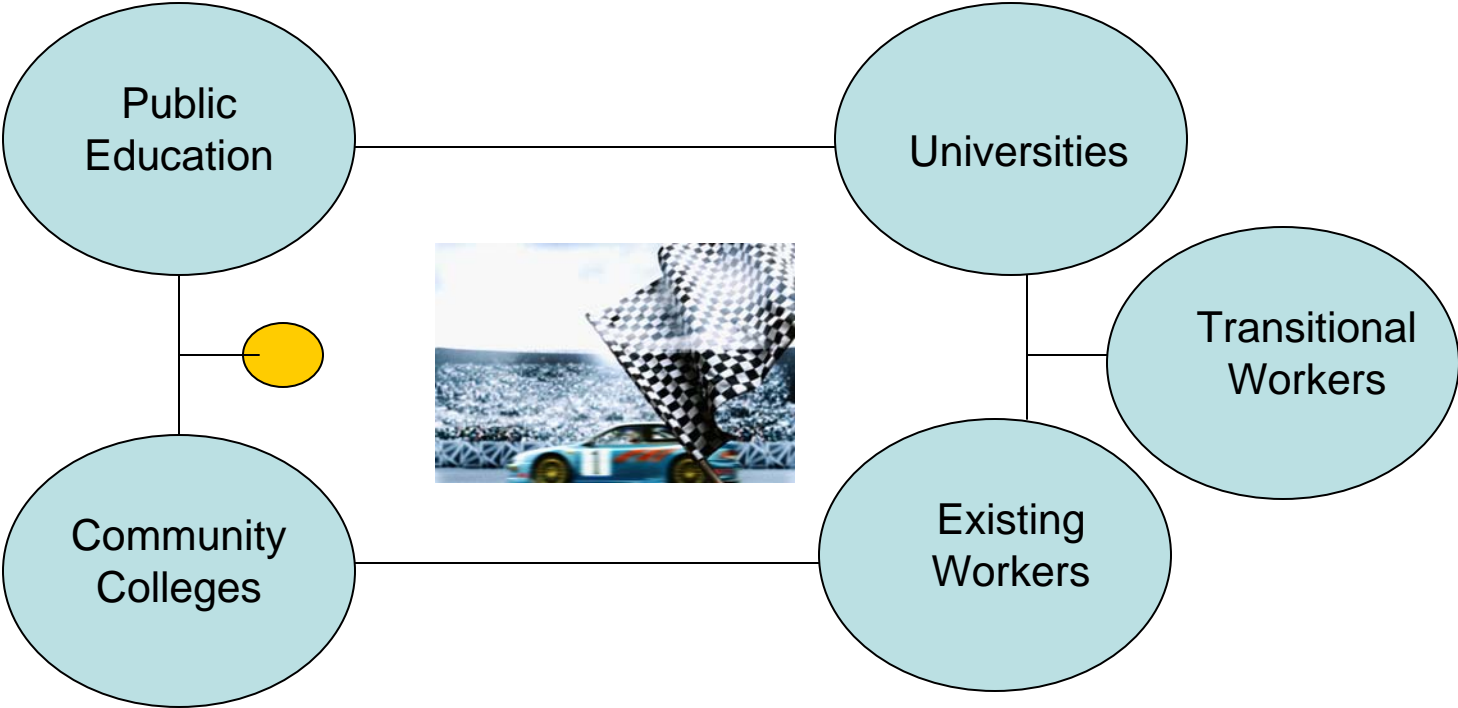
Lifelong Learning for a Competitive Workforce

Defining Workforce—Paid and Volunteer



***Requires Individual and Community Investment—
Cannot afford to waste our human capital***

Labor Pools



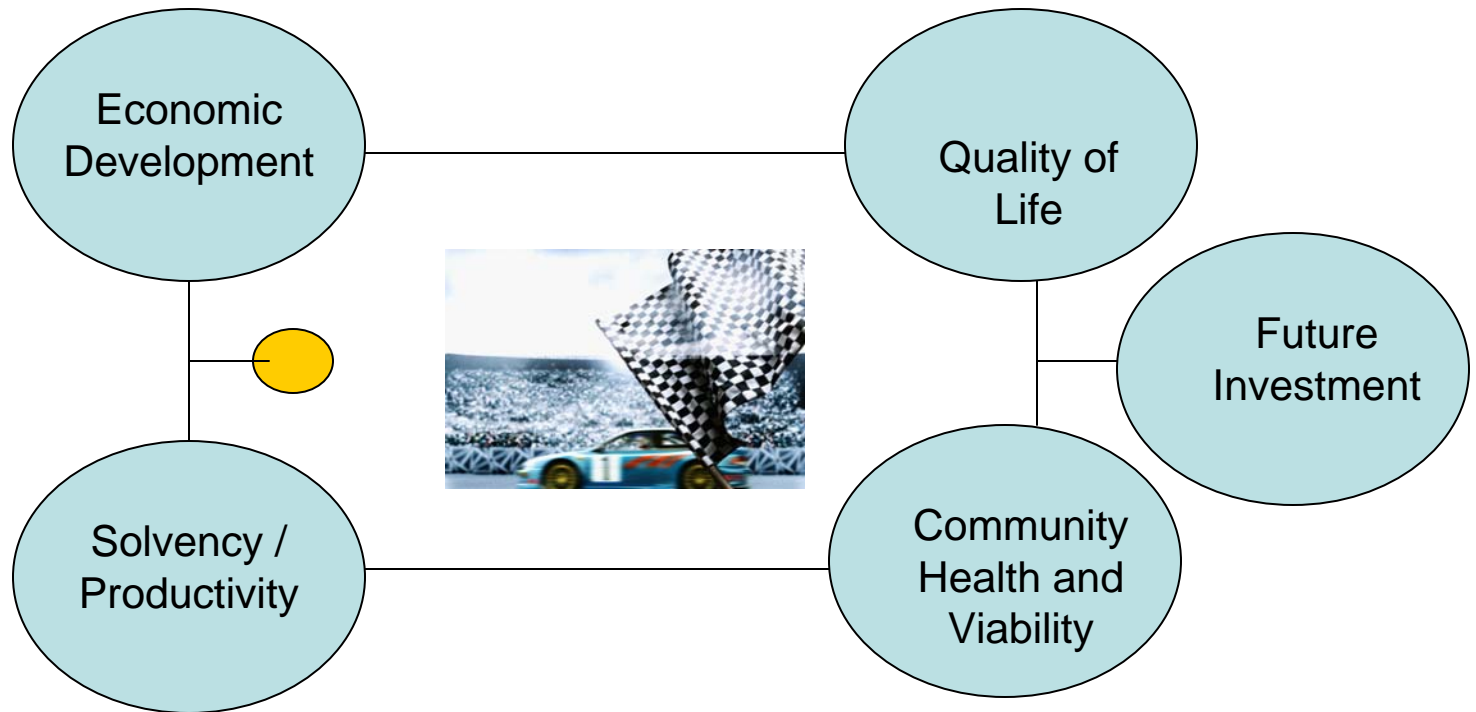
Importance of Continuing Education in Various Forms

There's a skill shortage of epic proportions



***Older adults = one of our few growing
natural resources***

Rationale for Paying Attention



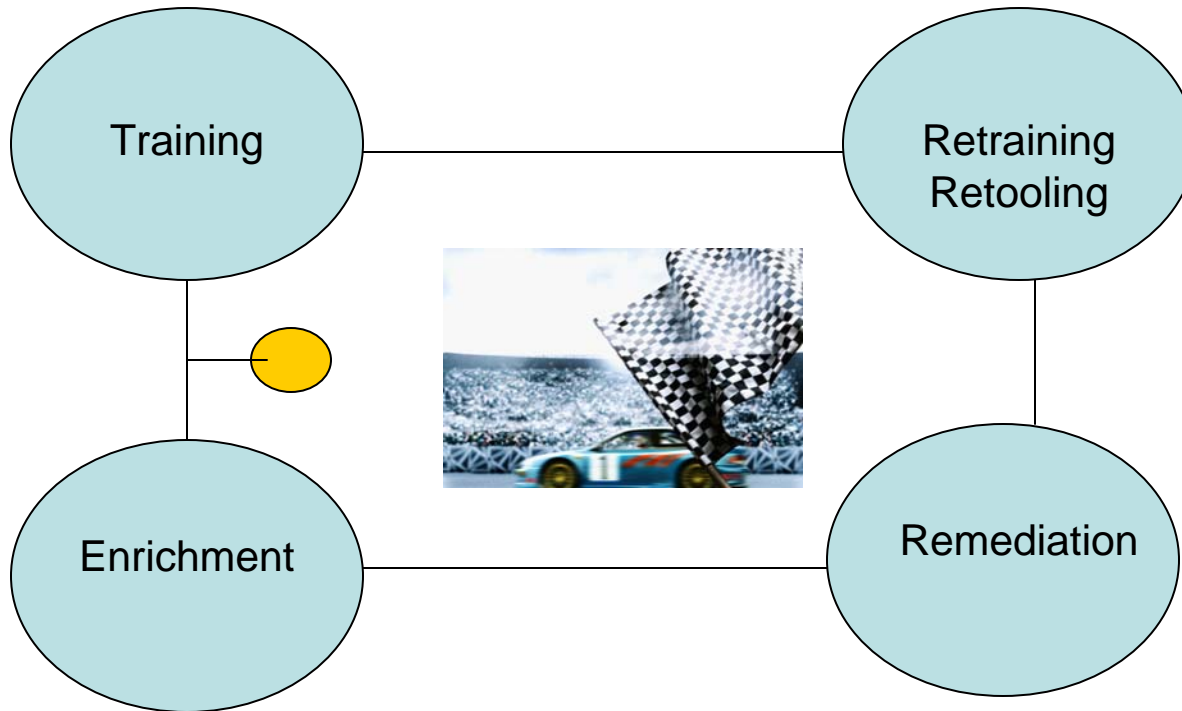
80% of inmates are high school dropouts—opportunities for improvement

There's a digital skill shortage and divide



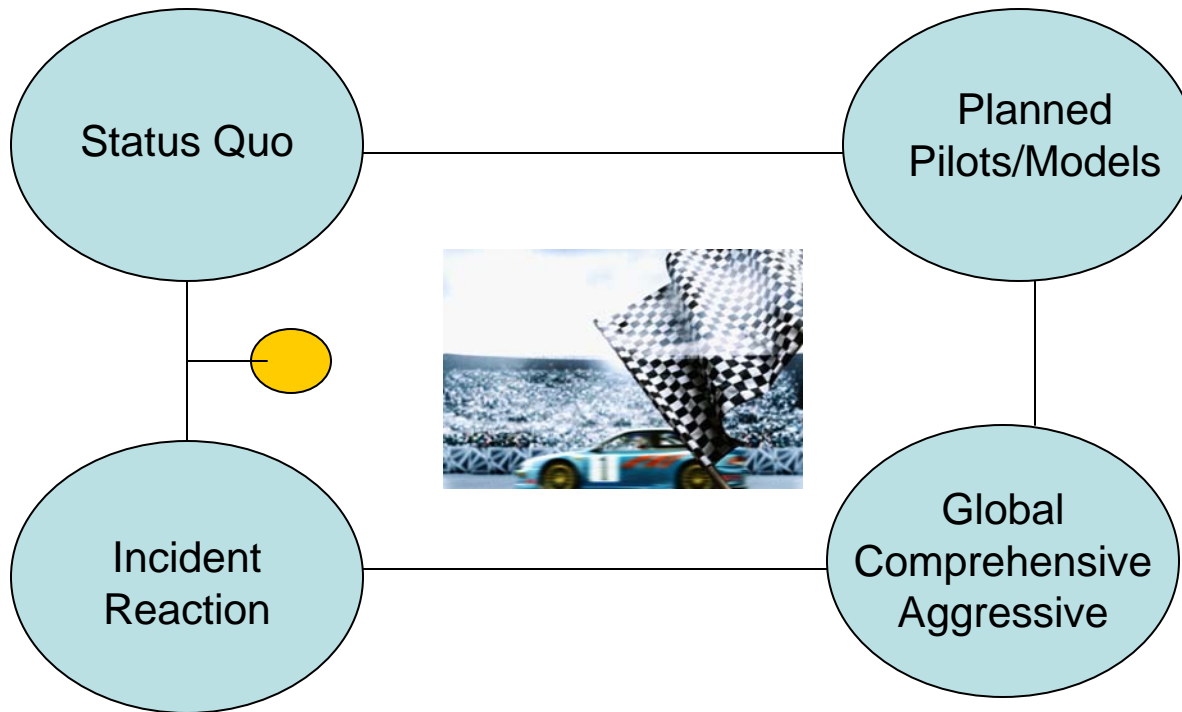
Effect of in-migration of workers from within US and other countries

Strategic Interventions



Workforce availability is critically important variable in creating good jobs in communities

Style/Pace of Intervention

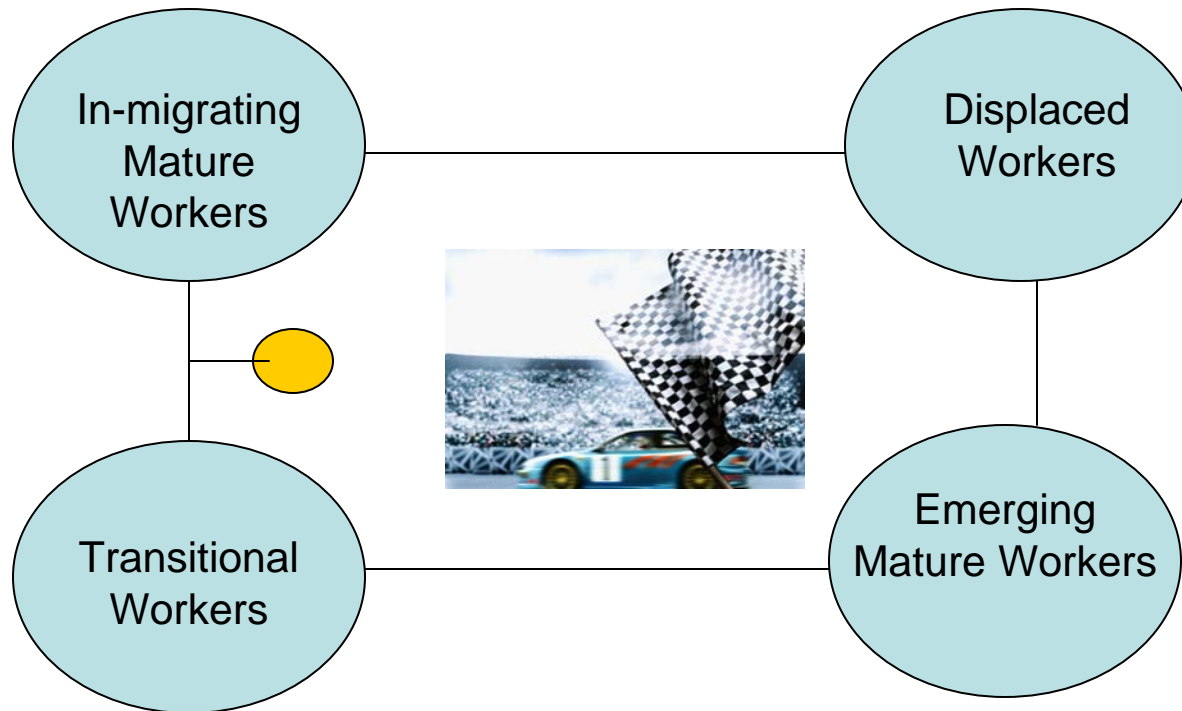


1/4 of Pillowtex workers were age 55-64—1/4 of all workers ended up in community colleges



Urban/Rural differences—retirement impact greater on the economies of mountains and rural areas

Workforce Availability



During the next 10 years, NC will lose 61,000 workers/year to retirement and experience an overall annual deficit of 12,600 workers to employees needed

It's all about education—education is the key

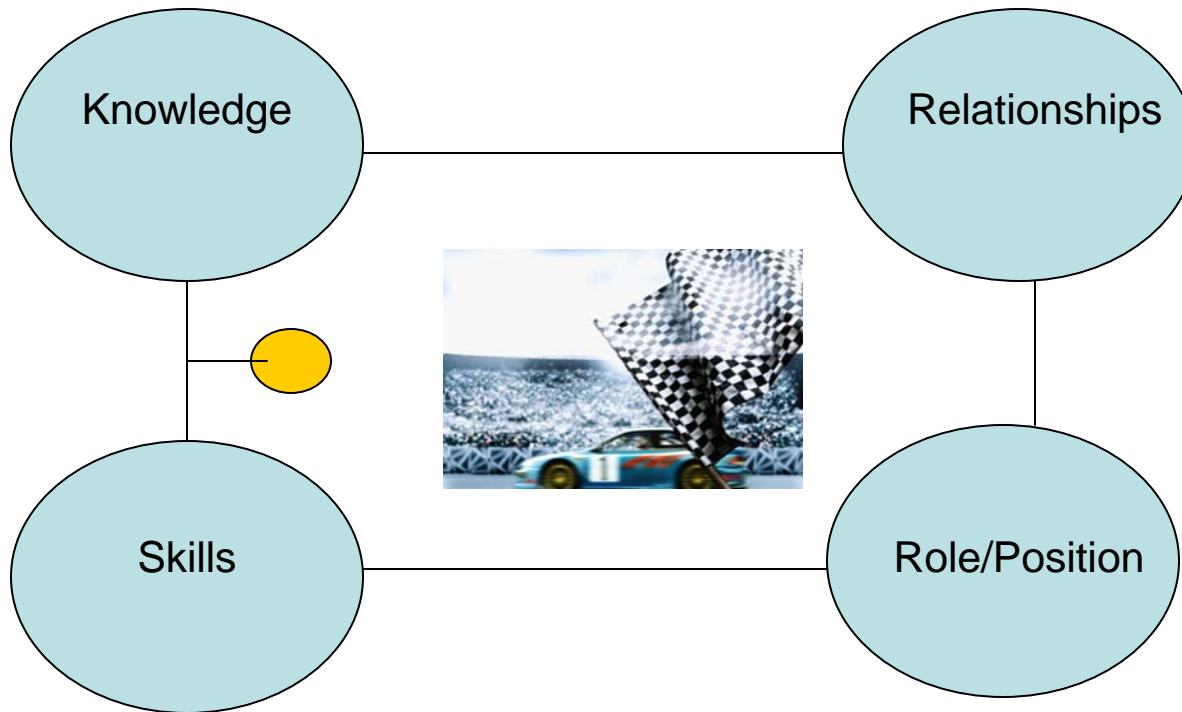


NC has a talent shortage—too few people graduating from college

Basic Policy Questions

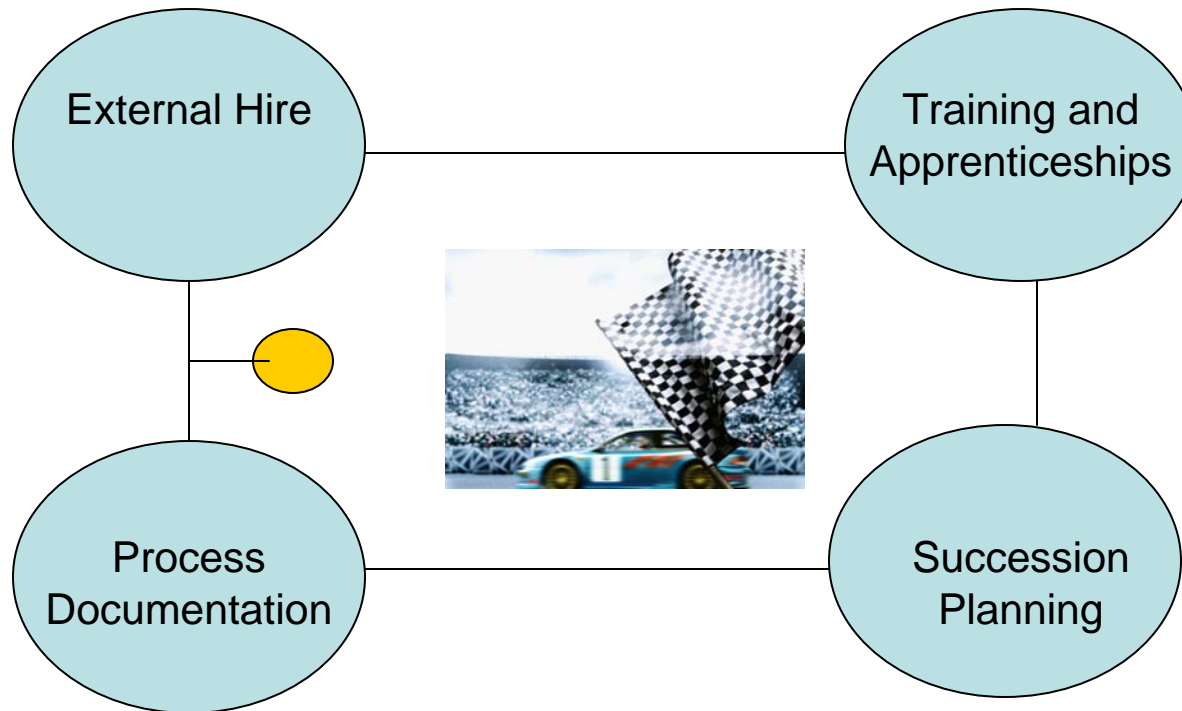
- How can NC better leverage its workers beyond retirement age?
- Should State offer incentives?—What and for whom?
- What changes are needed in workplace culture?
- Should NC advocate for federal changes relative to retirement income/pensions and Social Security?

Measuring Employer Risk



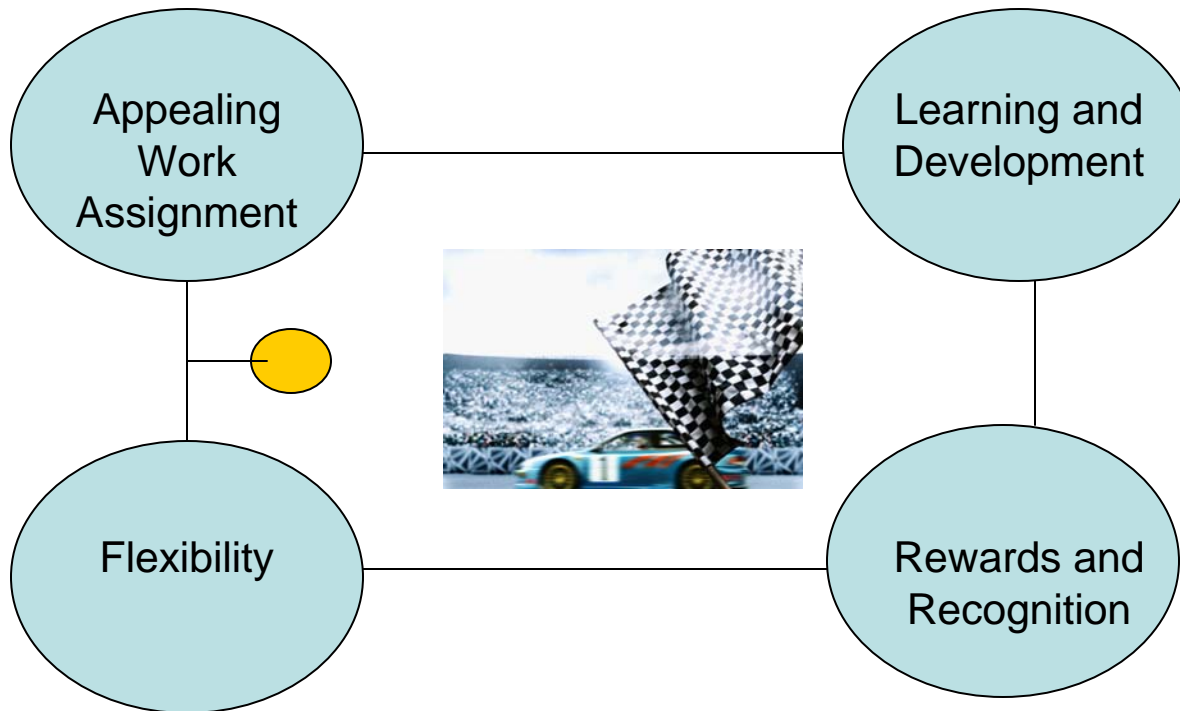
Brain Drain is a critical issue.

Critical Knowledge Management



Succession planning may not be as effective where job guarantee cannot be assured

Employee Engagement Strategies



Succession planning – leverage for multiple learners

Understand Demographics...Assess Risk...



and Tailor Strategies

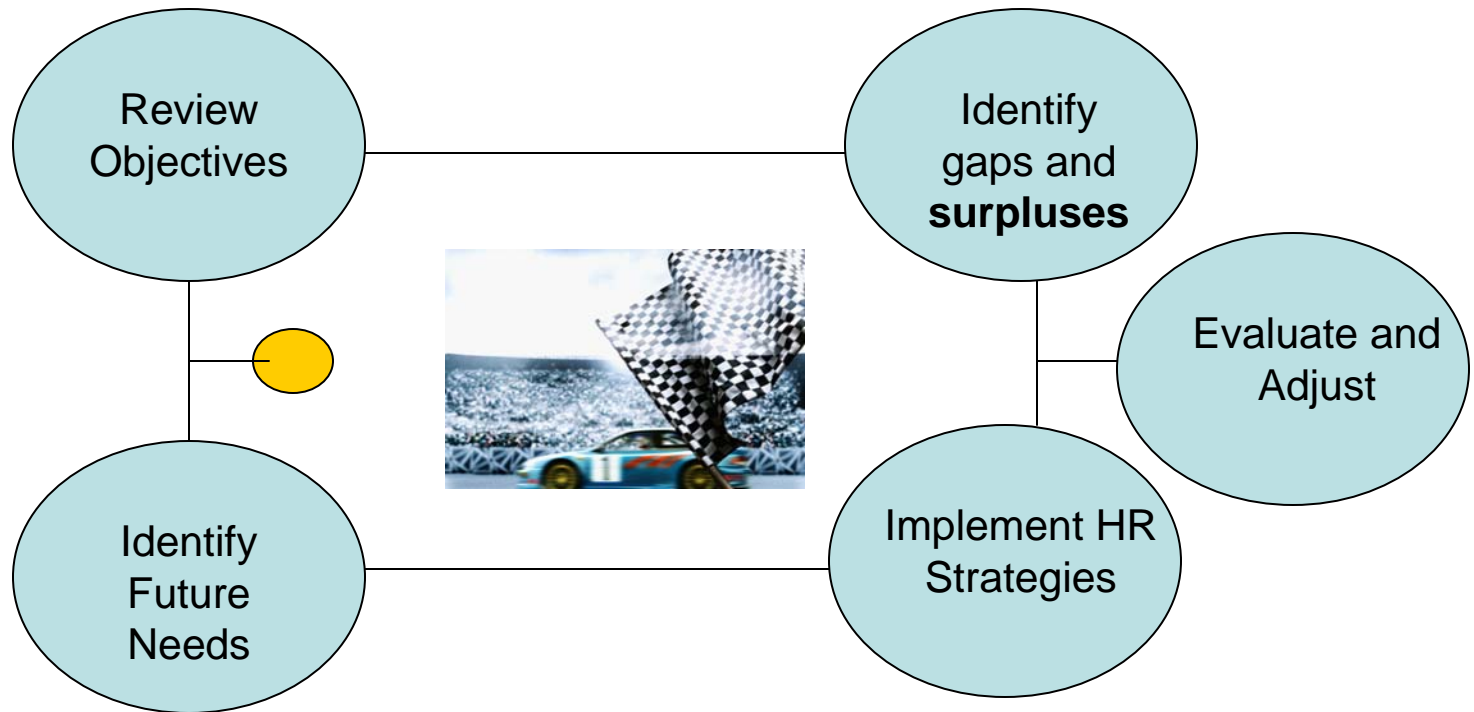
Is NC Ready?

What we are facing is not becoming easier—
governing is harder—need **Right People in Right
Place with Right Skills at the Right Time**



- High % of workforce are Boomers.
- Too little central workforce or succession planning taking place.

Workforce Planning



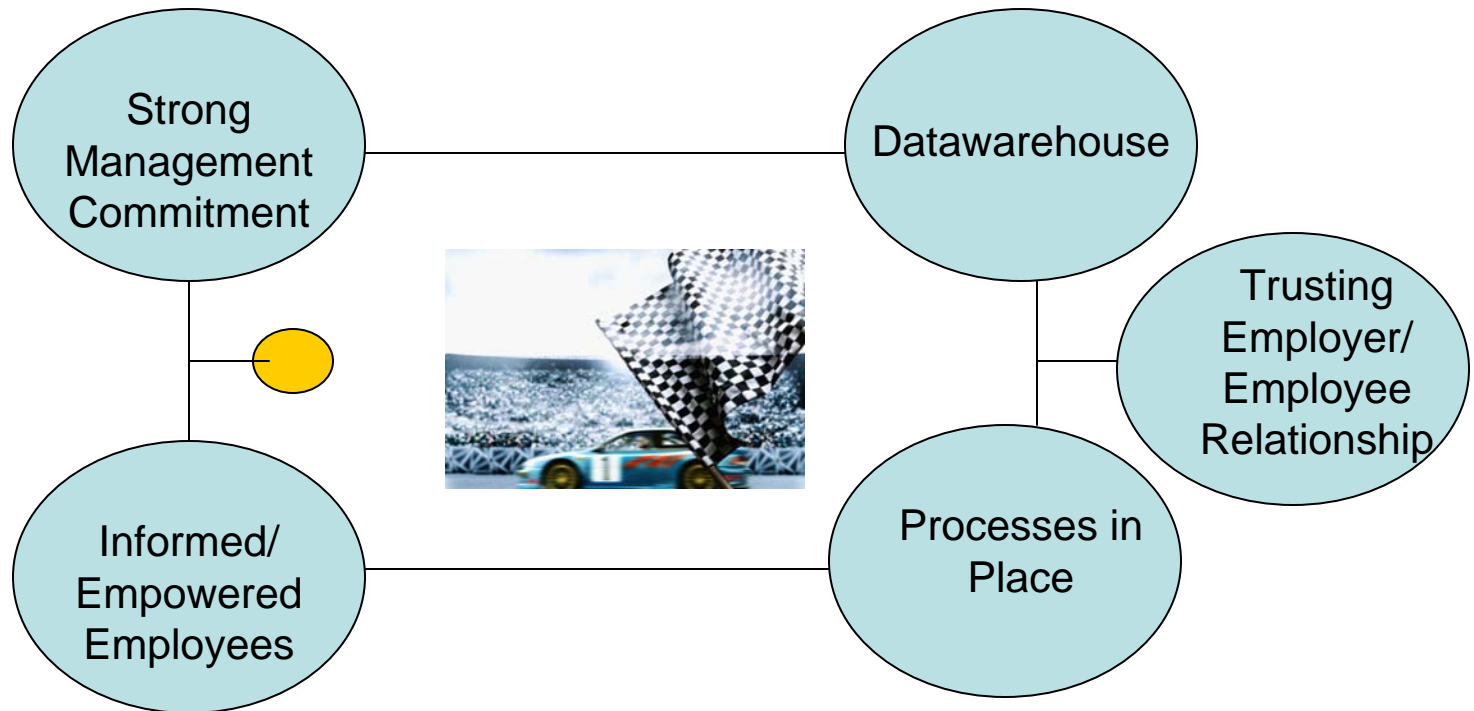
Must have major buy-in in terms of \$ and time

Demographic Equilibrium... “Body Building” Age Structure



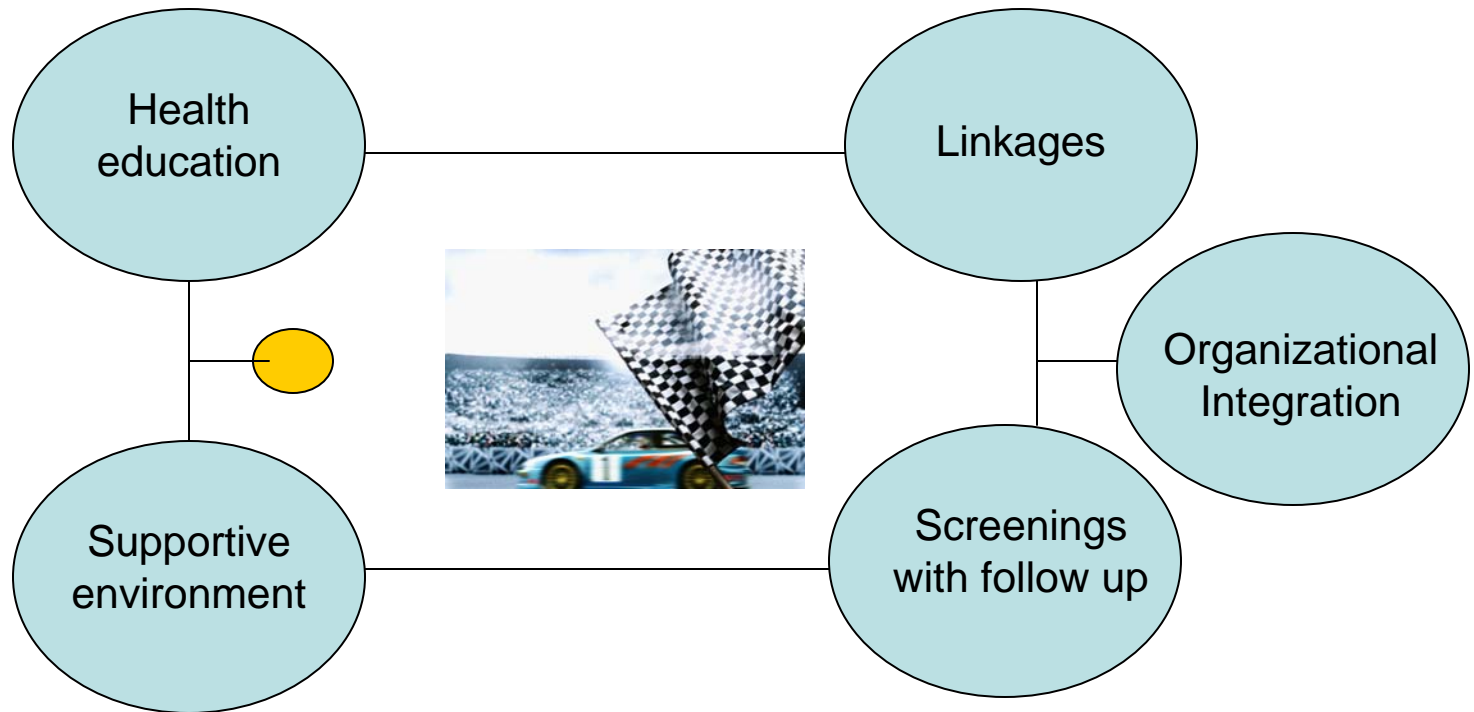
Use demographic model to project and analyze the age structure of a company and how it changes in response to specific HR policies—how can we restructure to facilitate, rather than create barriers to phased retirement

Characteristics of 'Who's Best'?



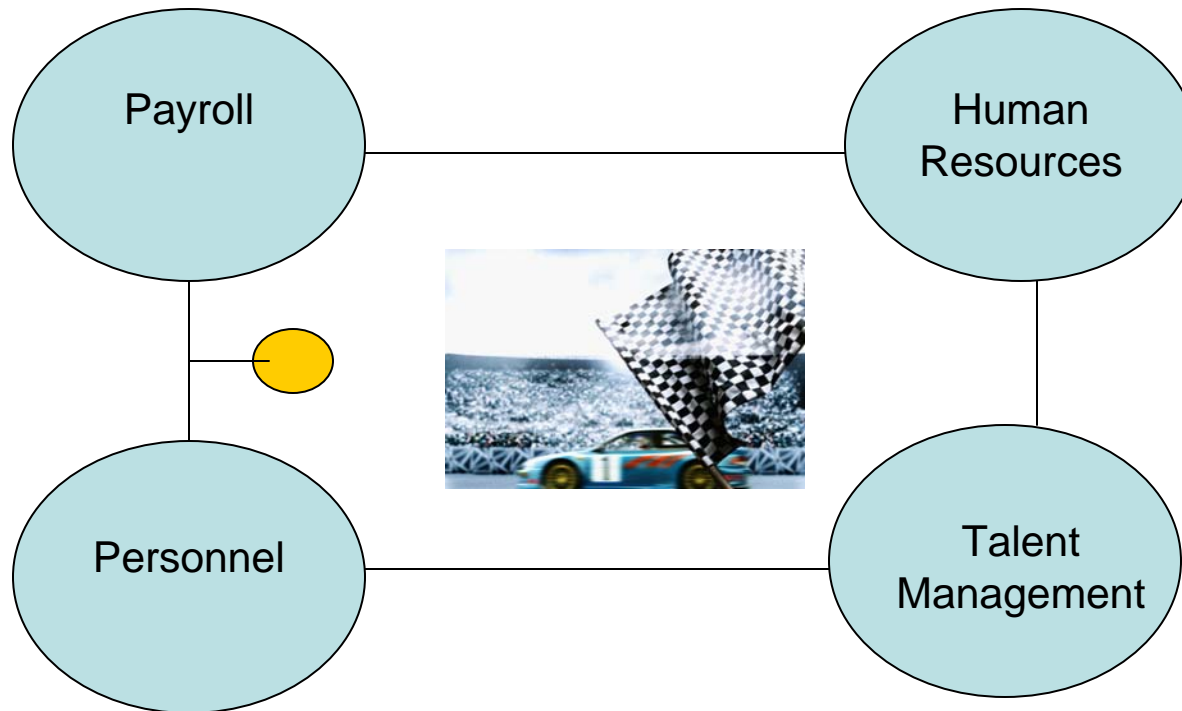
No examples of 'best' local governments; many provosts have not been proactive

Worksite Health Promotion



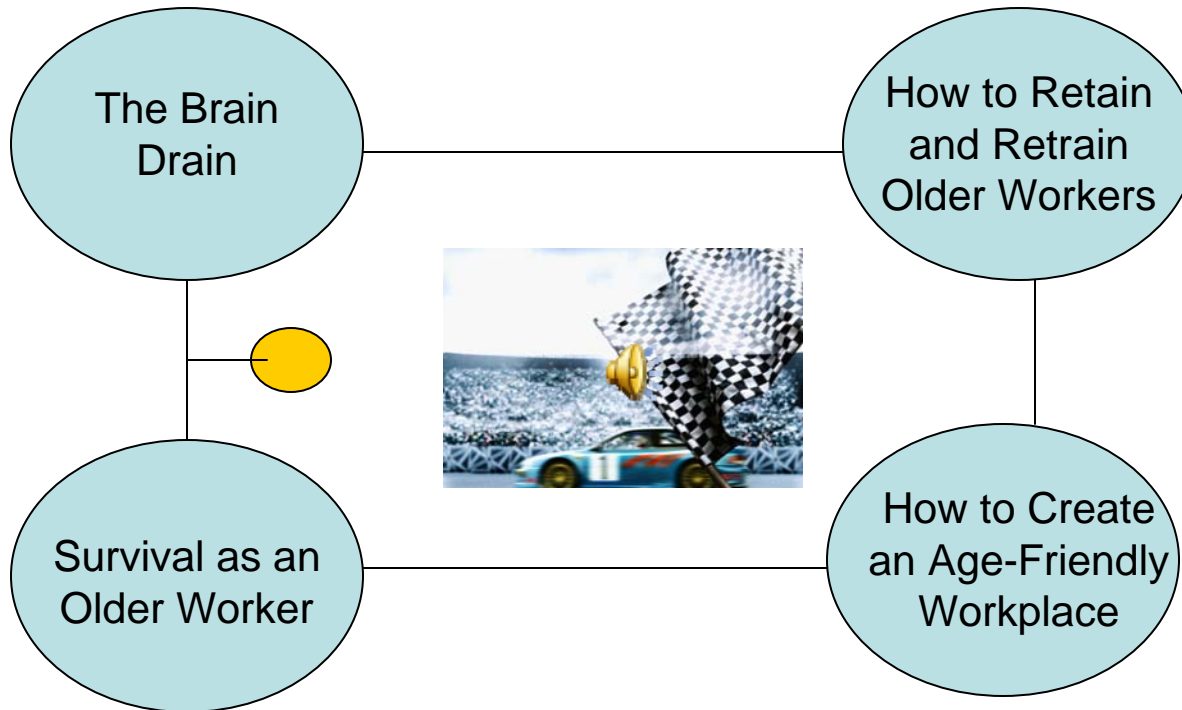
Less than 7% of larger employers (50+) offer comprehensive worksite health promotion program

History of HR



Succession planning – leverage for multiple learners

Work Groups





Cross-cutting Issues

- Middle class/middle managers—a dinosaur?
 - $\frac{3}{4}$ of all middle-managers are excluded from succession planning—“lack of middle managers makes succession planning difficult”
 - Former middle jobs disappearing
 - New middle class jobs requiring higher level of education/skills
 - ‘Need ole-time supervisors/foreman—heart-beat of business’
- Public education still vital but needs reformed— “hasn’t changed significantly since WWII”
- How do we increase awareness and commitment (resources) relative to this important topic?—Changes to HR policies (employment and compensation) affecting State/UNC requires legislative action—Changes affecting ERISA requires Federal action—What will it take to get this on the agenda of the next Governor?



Some Other Questions

- What is the effect of the large military presence in NC?
- Do we still give lip-service to the issues affecting working caregivers?
- Is it better today than in the past in terms of trustworthy career and professional planners?
- How do we help the person who “just needs a job” while also needing retooling?
- How do we better personalize assistance in an increasingly impersonal culture?

The Other Side of the Desk

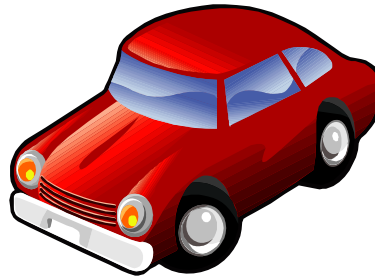
“Have you ever thought just a wee bit
of how it would seem to be a misfit,
And how you would feel if YOU had to
sit on the other side of the desk?”

Important Web Addresses

www.nctomorrow.org



www.azgovernor.gov/gaca



www.nccommerce.com/workforce