

The Blended Workforce: Retention



**KIM TORYANSKI, DEPUTY ADMINISTRATOR
SHARON DUNCAN, PROJECT MANAGER**

**STATE OF IDAHO
DIVISION OF HUMAN RESOURCES**

Important Notice



- **This material population demographics and the workplace is presented to:**
 - Provide Information and insights
- **This information is NOT intended to:**
 - Pigeon-hole People

The Changing American Workforce



Then:

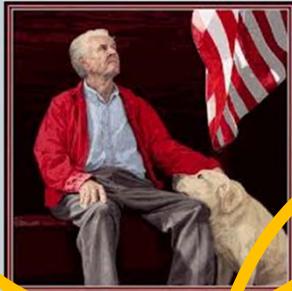


Now:



Today's Dynamic Workforce

Traditionalists
Born 1925-1945



Baby Boomers
Born 1946-1964



Gen Xers
Born 1965-1979



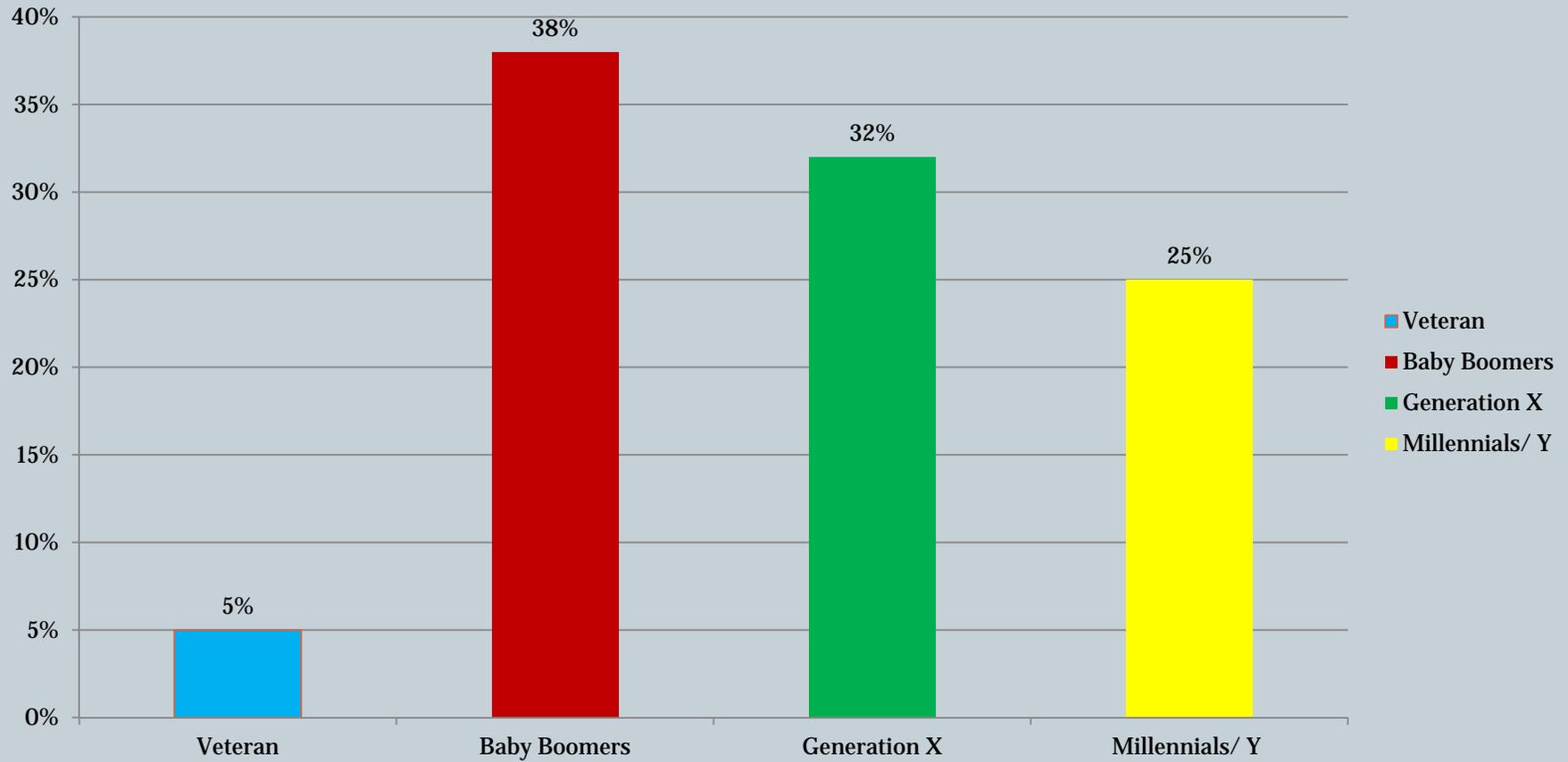
Millennials
Born 1980-2000



US Demographics



Percent in Labor Force by Generation 2012



US Employee Survey Results (All Ages)



EMPLOYEES LEVEL OF SATISFACTION THEY FIND VERY IMPORTANT TO JOB SATISFACTION

Category	Very Satisfied	Very Important	Gap
(1) Compensation/Pay	25%	60%	35%
(2) Job security	31%	59%	28%
(2) Opportunities to use skills	33%	59%	26%
(3) Relationship with immediate supervisor	37%	54%	17%
(4) Benefits	26%	53%	27%
(4) Organization financial stability	29%	53%	24%
(5) The work itself	35%	51%	16%

Society for Human Resource Management (SHRM) May 2014

US Employee Survey Results (Generations)



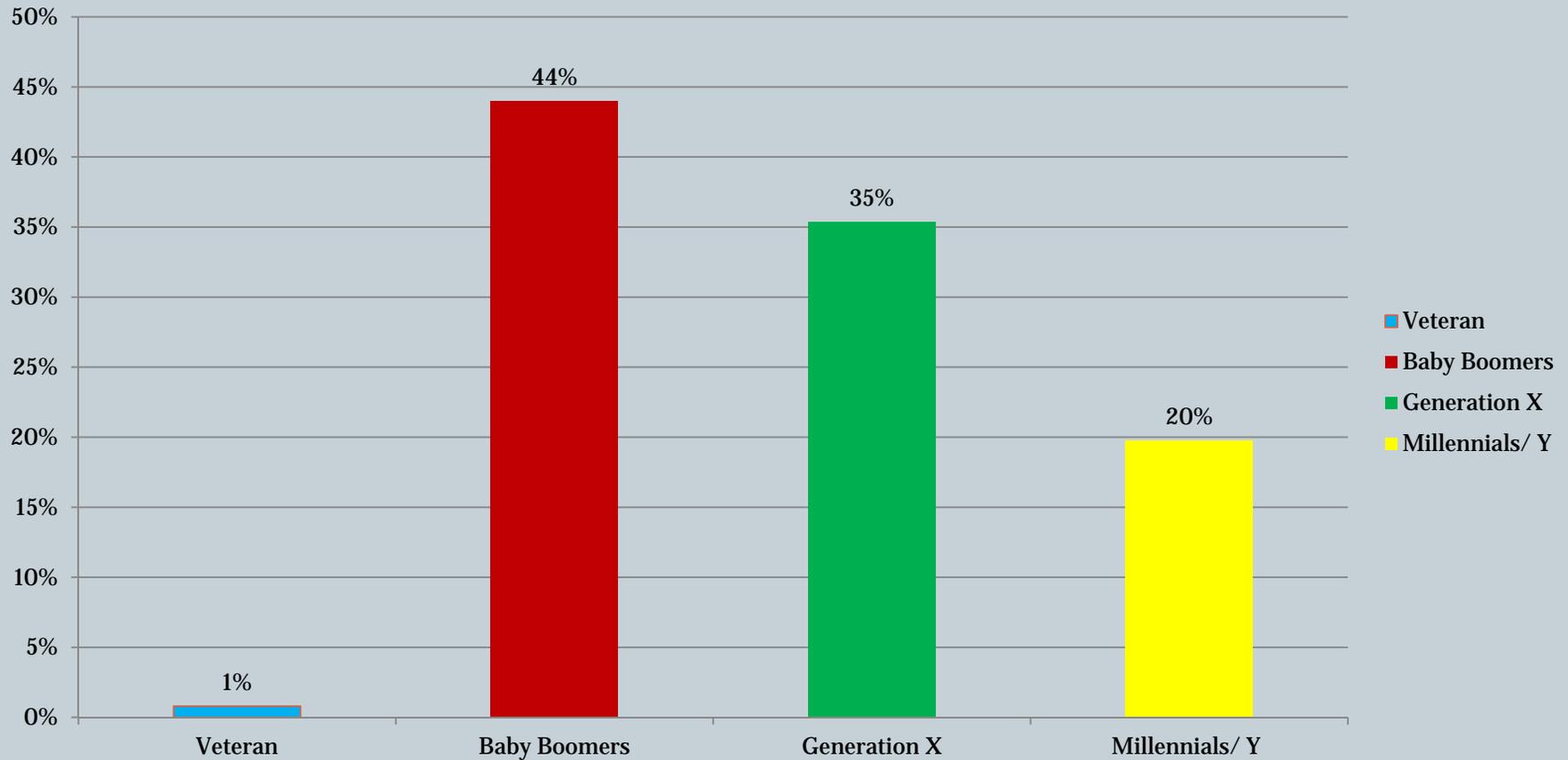
Top Five Very Important Aspects of Job Satisfaction by Employee Generation

	First	Second	Third	Fourth	Fifth
Veterans	Compensation/Pay, communication between employees and senior management	Overall corporate culture	Opportunities to use skills , Supervisor Relationship,	Meaningfulness of the job, relationships with coworkers	Professional development, benefits, job security
	67%	63%	56%	50%	44%
Baby Boomers	Opportunities to use skills	Compensation/ Pay	Job Security	Benefits	Financial Stability of Organization, Relationship with Supervisor
	63%	62%	60%	57%	54%
Generation X	Job Security	Compensation/ Pay	Opportunity to use skills	Relationship with Supervisor	The work itself
	62%	59%	58%	56%	55%
GenerationY/ Millennials	Compensation Pay	Job Security	Use skills / Supervisor Relationship	Management recognition of employee perf.	Career Advancement
	58%	56%	54%	52%	50%

Idaho Demographics



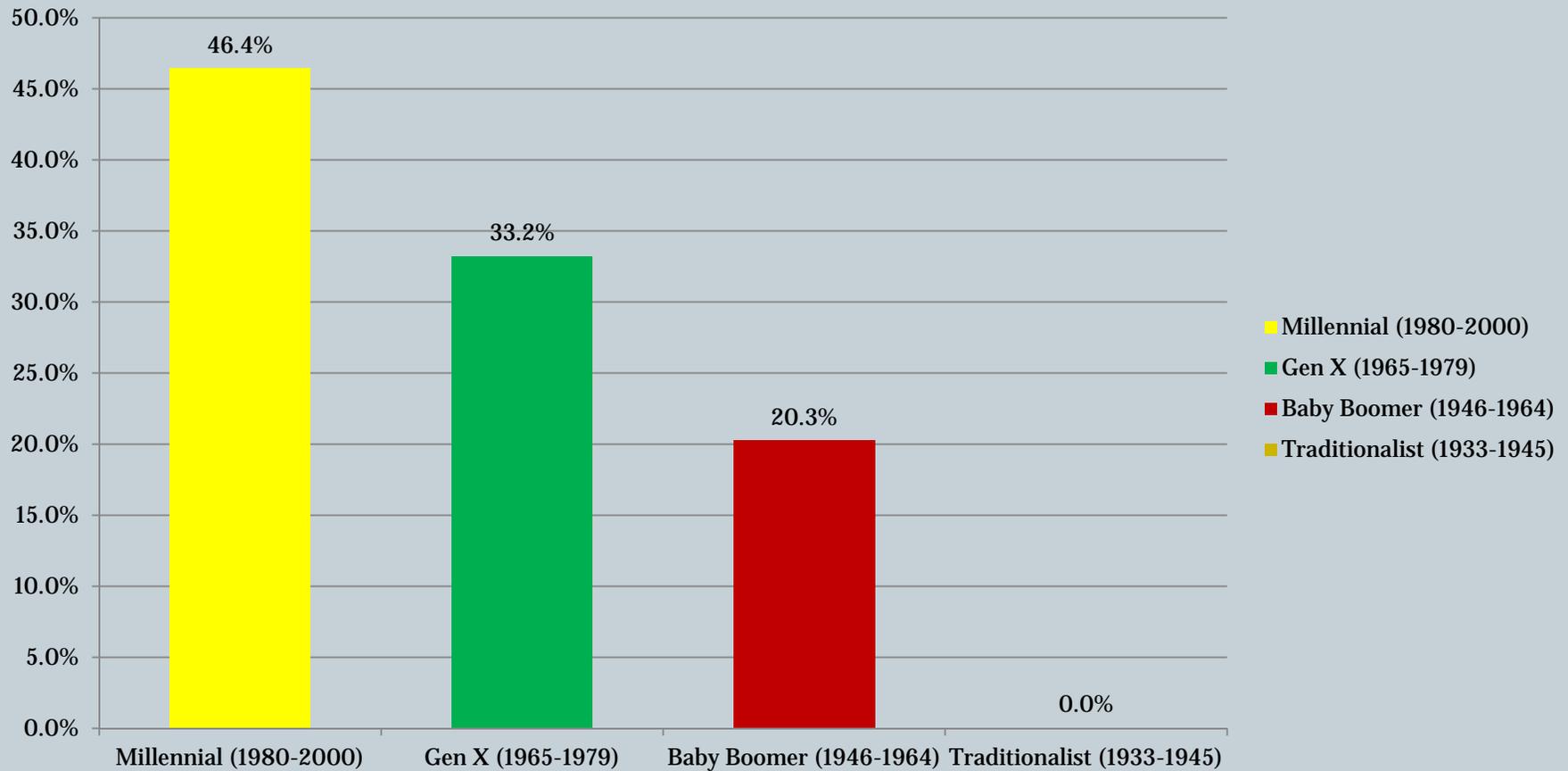
Idaho Percent in Labor Force by Generation FY 2014



Idaho New Hires by Generation



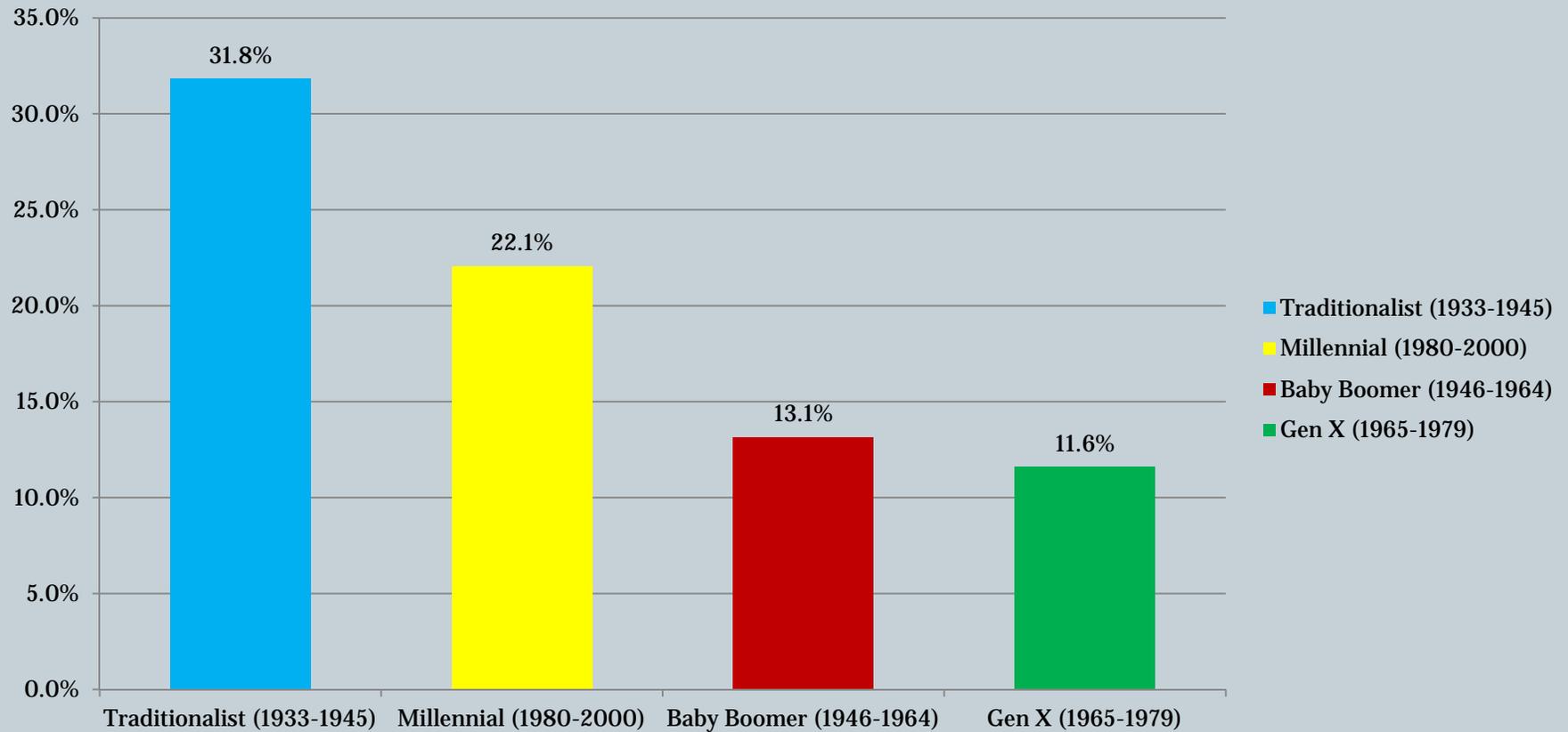
State of Idaho % of Total of New Hires by Generation - FY 2014



Idaho Turnover by Generation



State of Idaho Total Turnover Rates by Generation FY 2014



Idaho HR Improvements



- **Enhancing online Application System**
- **Supervisory Training**
- **Online Performance Evaluation System**

Retaining Boomers



- Understand they are going through life changes; taking care of elderly parents
- Convey empathy
- Find opportunities to partner
- Find ways to capture their knowledge, including part-time flexible schedules

Retaining Gen Xers



- **Appreciate candid perspective and feedback**
- **Mentoring**
- **Customized career planning**
- **Flexible work arrangements**
- **Have succession planning conversations early and often**

Retaining Millennials



- All about technology
- Provide access to social media
- Provide opportunities to expand their skills
- Provide feedback OFTEN
- Offer flexibility
- Healthy work-life balance
- Challenging
- Varied stimulating work
- If you ask them they will say *“Get out of our way!”*

Just So You Know...



- Will be entering the workforce in the next 6-8 years
- They have never known a world without computers and cell phones.

How will we intermingle with THIS generation?

Will sharpening our skills with Generation x and the Millennials be helpful?