

# State Government's Workforce

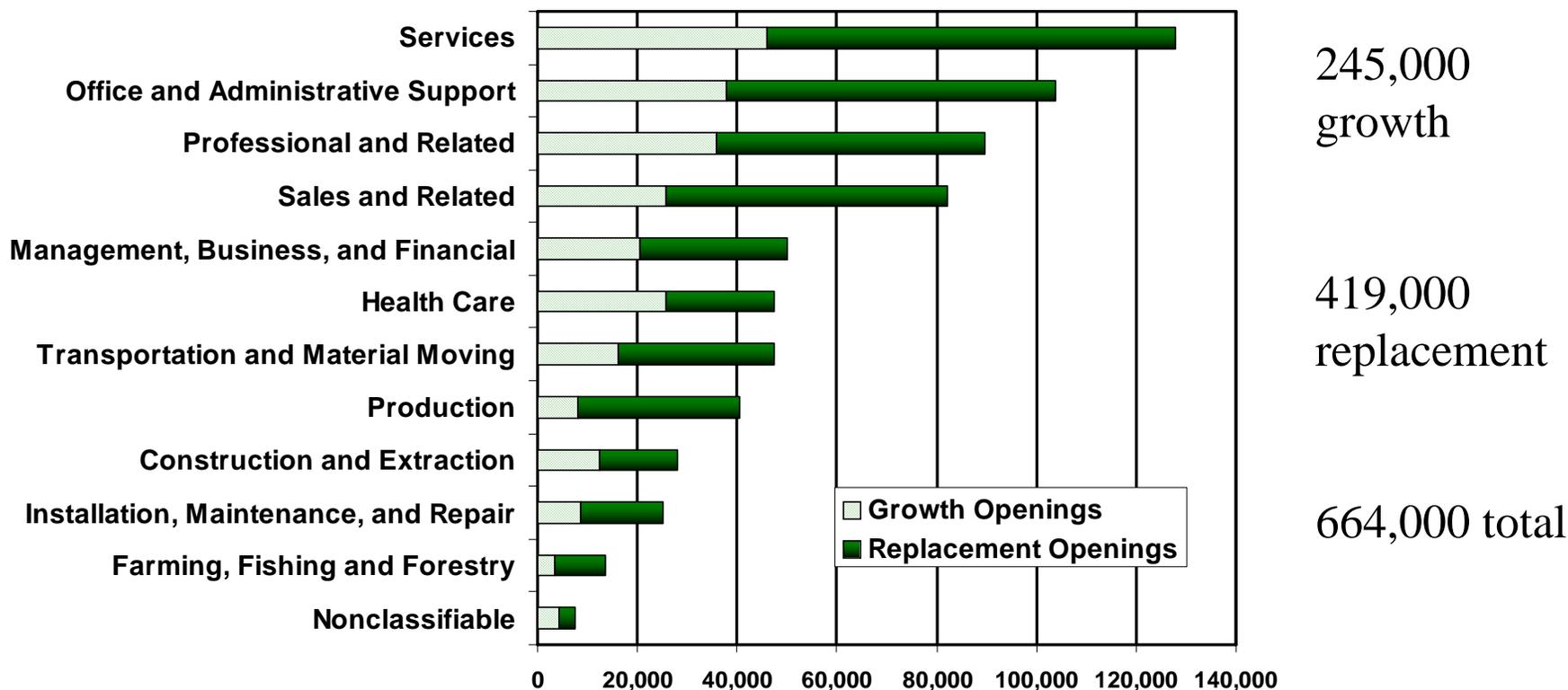
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Presentation to Leadership Oregon  
Susan Wilson

February 15, 2007

In the next 10 years, more vacancies will be created by “replacements” than by economic growth.

### Oregon Projected Employment Openings 2004-2014



And as in the private sector there will be more replacements than new jobs within state government.

**Employment Estimates and Projections, 2004-2014  
State Government Non-Education**

	2004 Employment	2014 Employment	Percent Growth	2004-2014 Annualized		
				Growth Openings	Replacement Openings	Total Openings
Management, Business, and Financial Professional and Related	8,324	8,756	5.2%	432	1,669	2,101
Health Care	10,460	10,979	5.0%	519	1,932	2,451
Service	1,713	1,792	4.6%	79	321	400
Sales and Related	4,379	4,600	5.0%	221	1,008	1,229
Office and Administrative Support	37	29	-21.6%	-8	7	-1
Farming, Fishing, and Forestry	7,796	8,196	5.1%	400	1,777	2,177
Construction and Extraction	195	205	5.1%	10	48	58
Installation, Maintenance, and Repair	1,293	1,352	4.6%	59	214	273
Production	595	625	5.0%	30	137	167
Transportation and Material Moving	232	242	4.3%	10	55	65
Total Employment	322	337	4.7%	15	87	102
	35,346	37,113	5.0%	1,767	7,255	9,022



# This is not just an Oregon phenomenon.

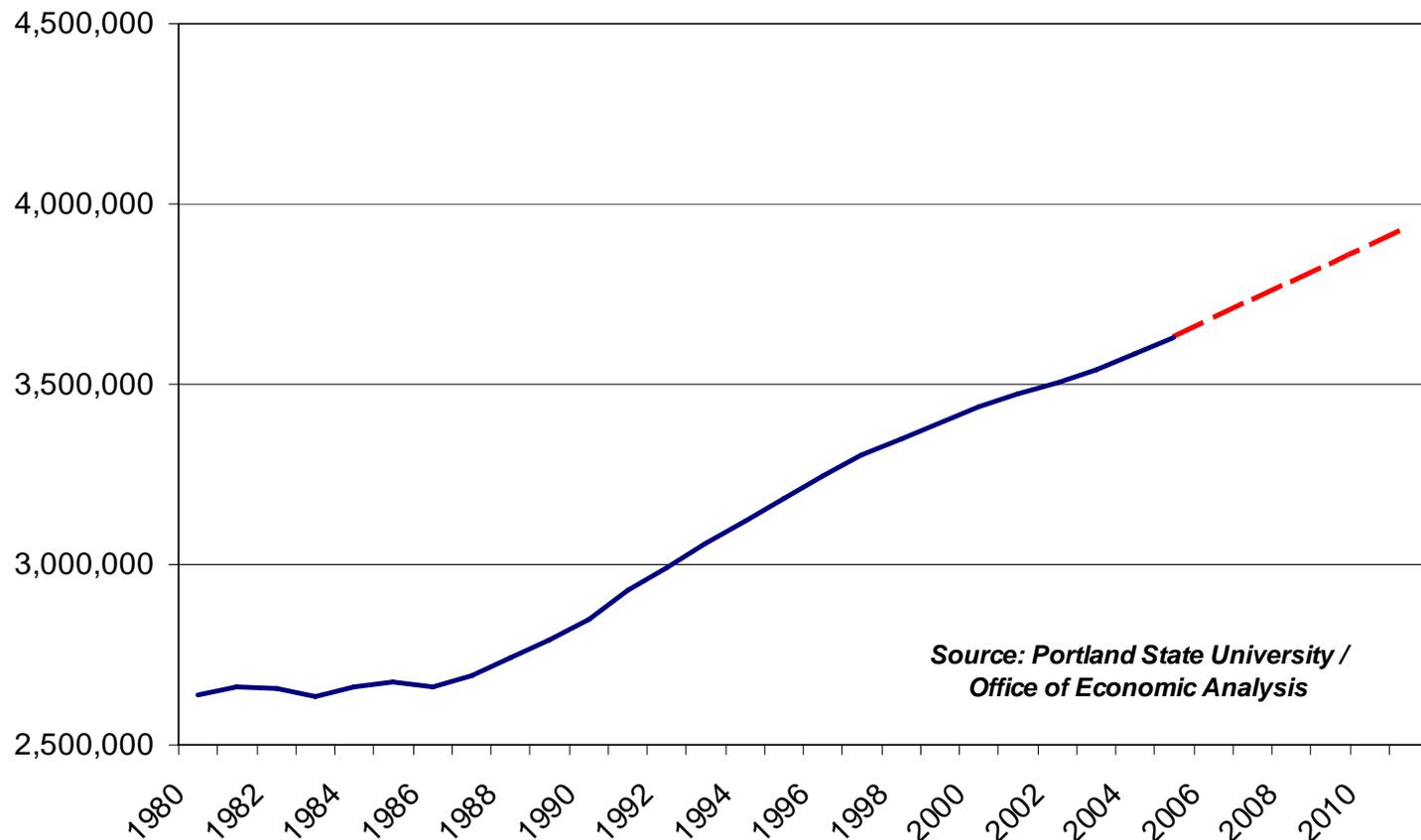
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- US labor force growth rate slows from 3.5% in 1978 to 1% in 2008.
- 50% of American companies will lose 50% of their current senior management by 2010.
- Significant population aging is occurring across the USA and Canada, most of Europe, and Australia.

*Source: The Emerging  
Workforce, Maryann Billington*

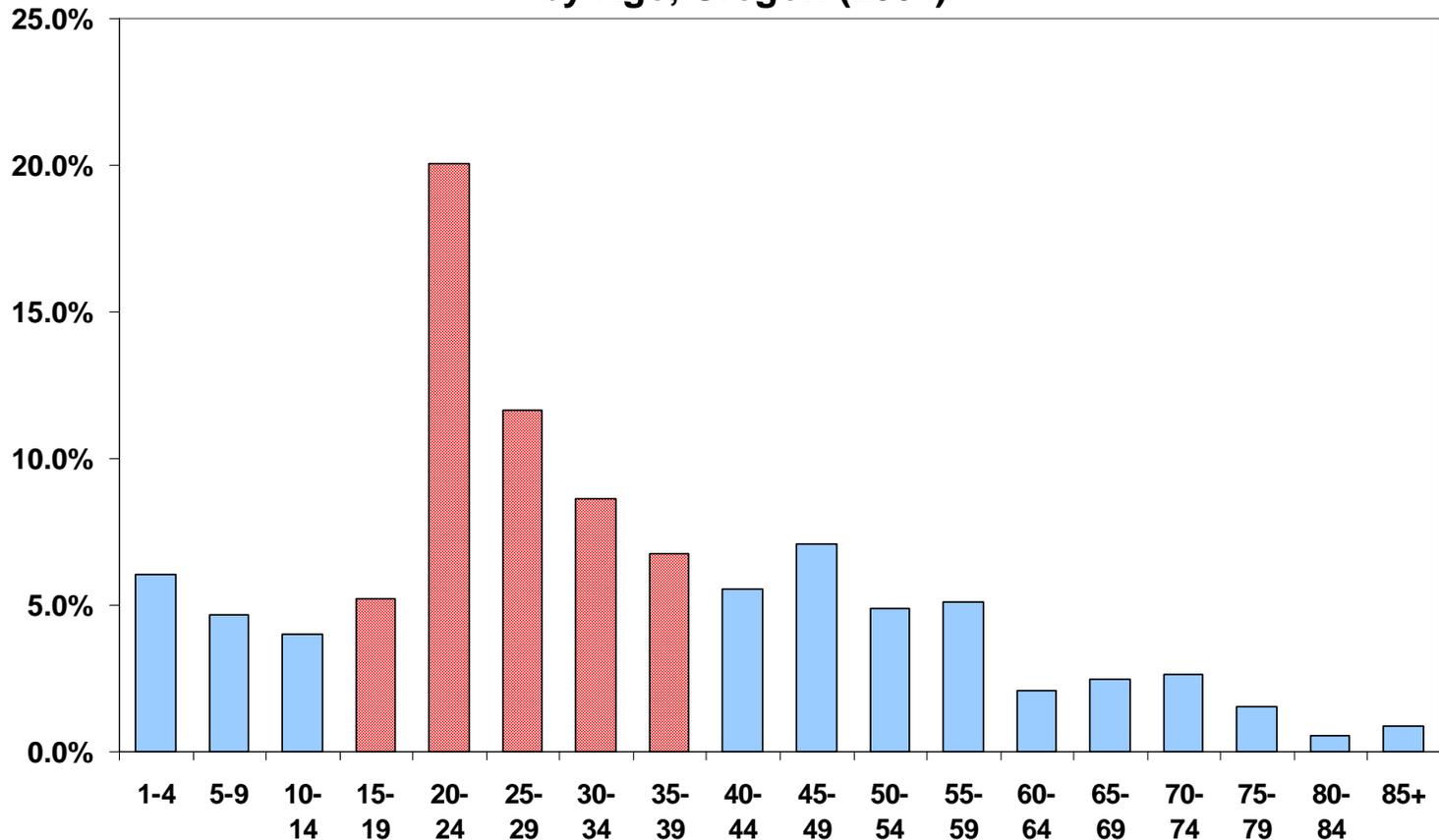
# Oregon's population is increasing ...

Oregon's Population Grows ...



# And more than half of the people moving here are in the age group of “younger workers” (15-40).

**Percent of All In-Migrants From Other States or Countries  
by Age; Oregon (2004)**



Source: U.S. Census Bureau, 2004 American Community Survey

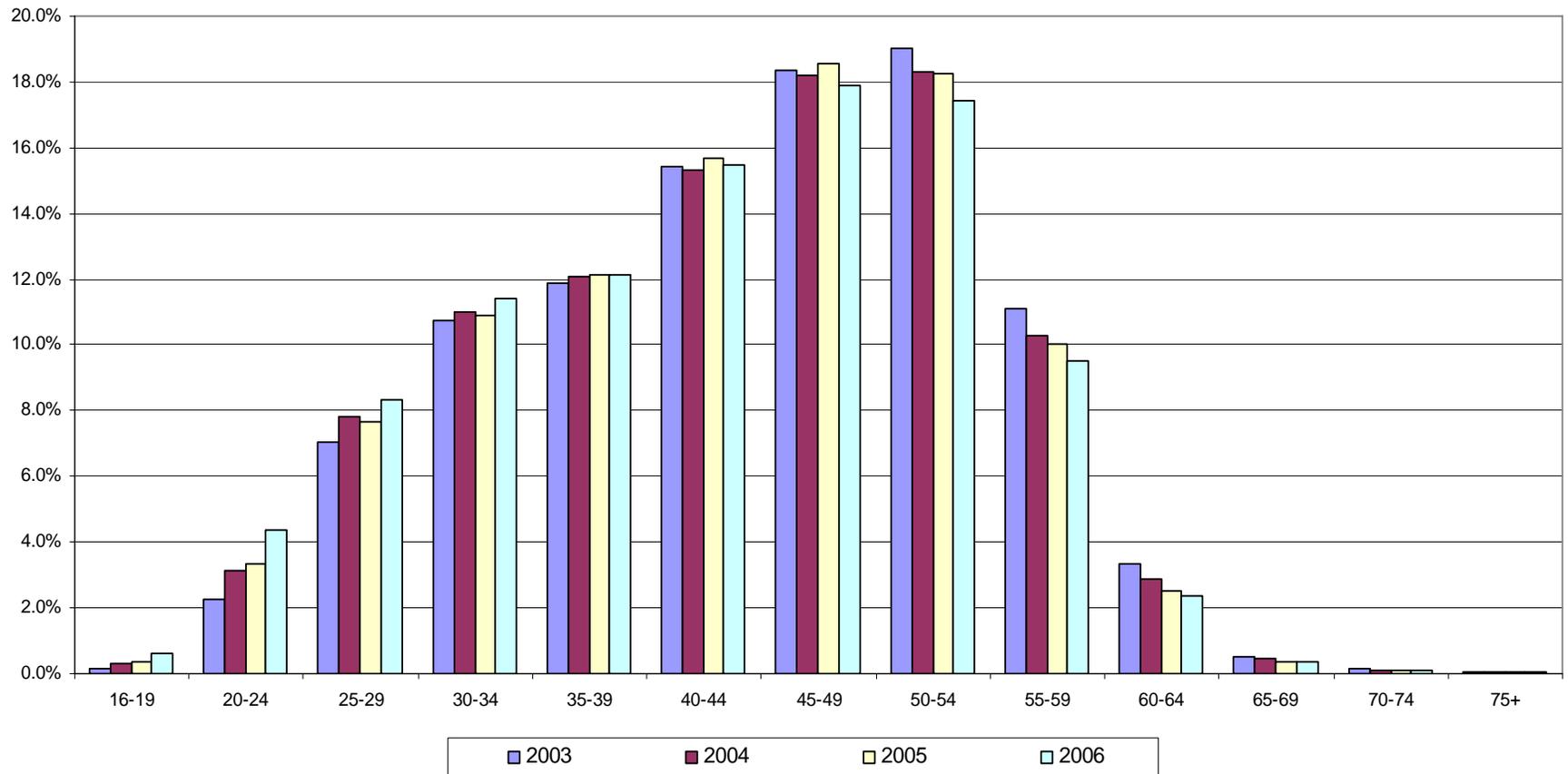


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How does state government compare  
with the rest of Oregon's workforce?

# Within our state government workforce, 47% are aged 45 or older.

State Employee Breakdown By Age Grouping



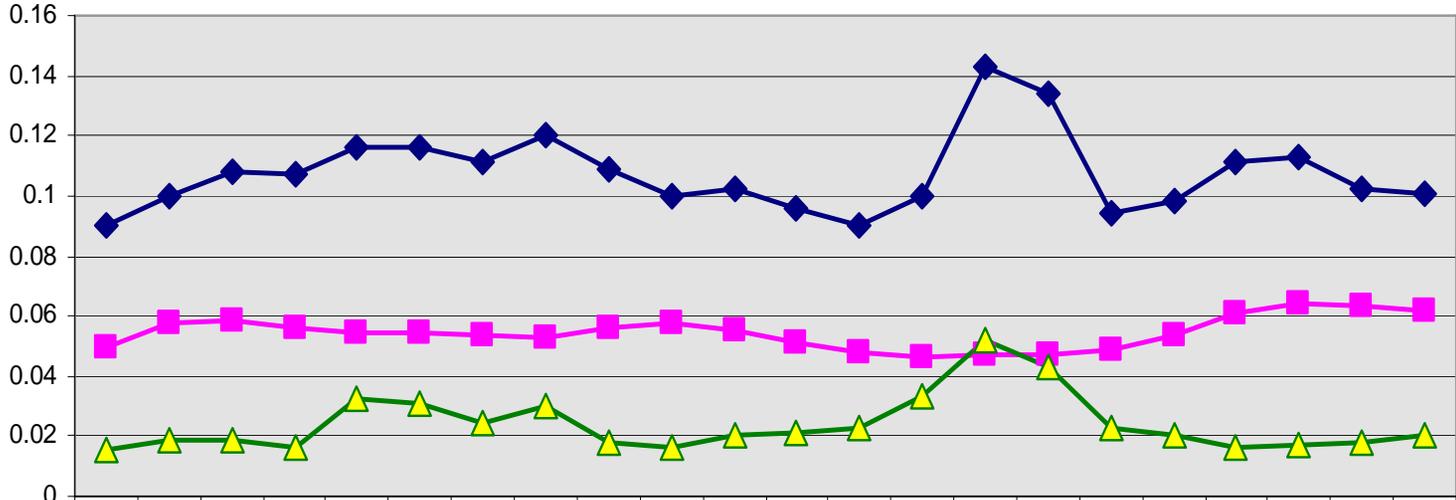
# Age at Hire and Active Employee Age Executive Branch only

	Average Age				
	2001-02	2002-03	2003-04	2004-05	2005-06
<b>New hires</b>	37	37	37	37	36
<b>Reemployments</b>	40	41	41	39	40
<b>Average age of all active employees</b>	44	44	44	45	45

# Percentage of Executive Branch Employees Eligible to Retire

	As of June 30, 2005		As of June 30, 2006	
	Classified	Unclassified	Classified	Unclassified
Within 1 Year	9.85%	11.02%	9.75%	10.76%
Within 3 Years	14.78%	18.34%	14.57%	17.91%
Within 5 Years	20.25%	24.58%	19.70%	23.63%
Within 10 Years	30.32%	38.22%	30.50%	37.94%

### Separation Summary



	JUL 96	JAN 97	JUL 97	JAN 98	JUL 98	JAN 99	JUL 99	JAN 00	JUL 00	JAN 01	JUL 01	JAN 02	JUL 02	JAN 03	JUL 03	JAN 04	JUL 04	JAN 05	JUL 05	JAN 06	JUL 06	JAN 07
◆ Total Separations	0.09	0.1	0.11	0.11	0.12	0.12	0.11	0.12	0.11	0.1	0.1	0.1	0.09	0.1	0.14	0.13	0.09	0.1	0.11	0.11	0.1	0.1
■ Resignation	0.05	0.06	0.06	0.06	0.05	0.05	0.05	0.05	0.06	0.06	0.06	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.06	0.06	0.06	0.06
▲ Retirement	0.02	0.02	0.02	0.02	0.03	0.03	0.02	0.03	0.02	0.02	0.02	0.02	0.02	0.03	0.05	0.04	0.02	0.02	0.02	0.02	0.02	0.02

◆ Total Separations  
 ■ Resignation  
 ▲ Retirement







# What does this changing workforce mean for state government?

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- Our workforce will become more diverse.
  - Cultural differences
  - Generational differences
  - Non-traditional approaches to work



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What will need to happen  
in state government to  
attract these workers?



## What will need to happen in state government to attract these workers?

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- Make it easier to enter government service at all career levels
- Use mobility among agencies to develop employees for the state system
- Create more flexible work environments
- Involve union in discussions and planning
- Managers key task must be to manage performance and development of employees
- Significant increases in training



# How can the state prepare for this challenge?

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- Know and understand your workforce
- Think strategically at all levels of management (this is not a challenge that can be exclusively delegated to your HR office)
- Emphasize management development
- Work collaboratively with other public sector entities and the private sector



# State Recruitment Improvement Project

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- Revamping how the state recruits
- Goal to increase the size of applicant pools
- Reduces reliance on minimum qualifications and focuses on skills
- Uses Employment Dept.'s iMatchSkills system
- Pilot to roll out in June of 2007