

Assessing your workforce situation

What is your workforce situation:

1. What shortages will you face in the coming years?
2. Which skilled talent will your company lose?
3. Do you know when this will take place?
4. Do you know how you are going to replace these people?

Retirement trends:

1. Where and when will retirement waves hit you the hardest?
2. Which key skills are essential for your company to retain?
3. Why do employees, stay and leave your organization?
4. Have you performed an age audit?
5. Who is eligible for retirement?
6. Who will be taking retirement?
7. Do you know who would like to remain with the organization?
8. Do you know in what capacity they would like to remain with the organization?
9. Do you know how this will affect their pensions and benefits?
10. Do you know what motivates these employees?
11. Do you have a retiree bank?

Skill sets:

1. Which skill sets drive the success of your business strategy?
2. Which types of talent will help you meet your long term business objectives?

Recruitment:

1. What are your potential sources of labor and skills?
2. How much supply will each source provide?
3. How do your competitors recruit new talent and from where?
4. What feeder programs (schools, degrees, work, experience) are most critical to the development of your key talent pools?
5. How well stocked are these feeders?

Retention:

1. What do your organization's older employees want to do when they retire and under what circumstances might they still want to work?
2. Which jobs in your organization are most suitable to older, project based or part time workers?
3. What matters most to your most valued employees?

Source: Workforce Crisis by Ken Dychenwald, Tamara Erickson and Robert Morison

Passing the Baton
PSN Breakfast series, March 25, 2010

Info@directionsrc.com