



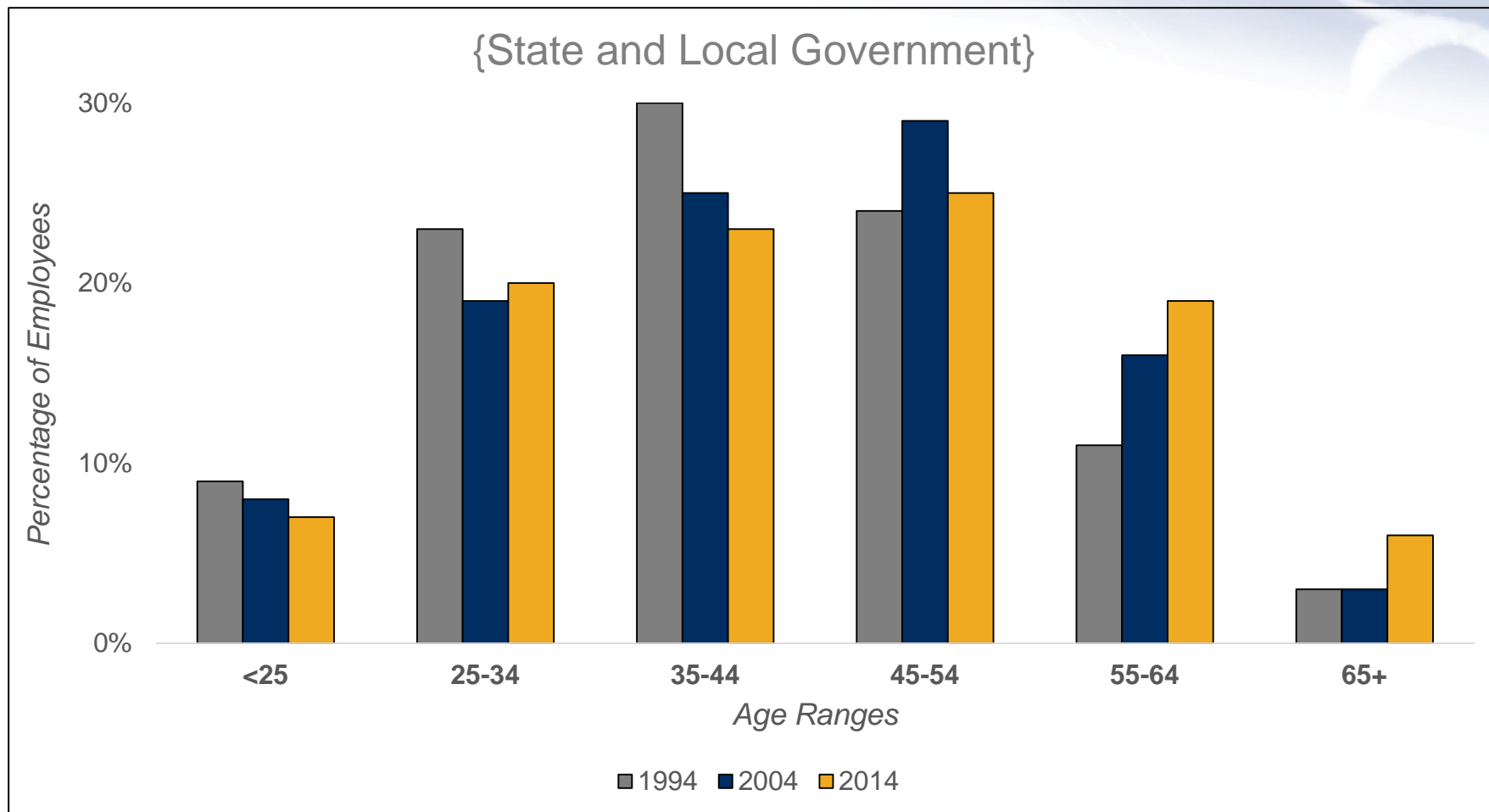
Retirement Security: The Evolving Social Contract

The State & Local Government Workforce

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June 9, 2015

An aging workforce...

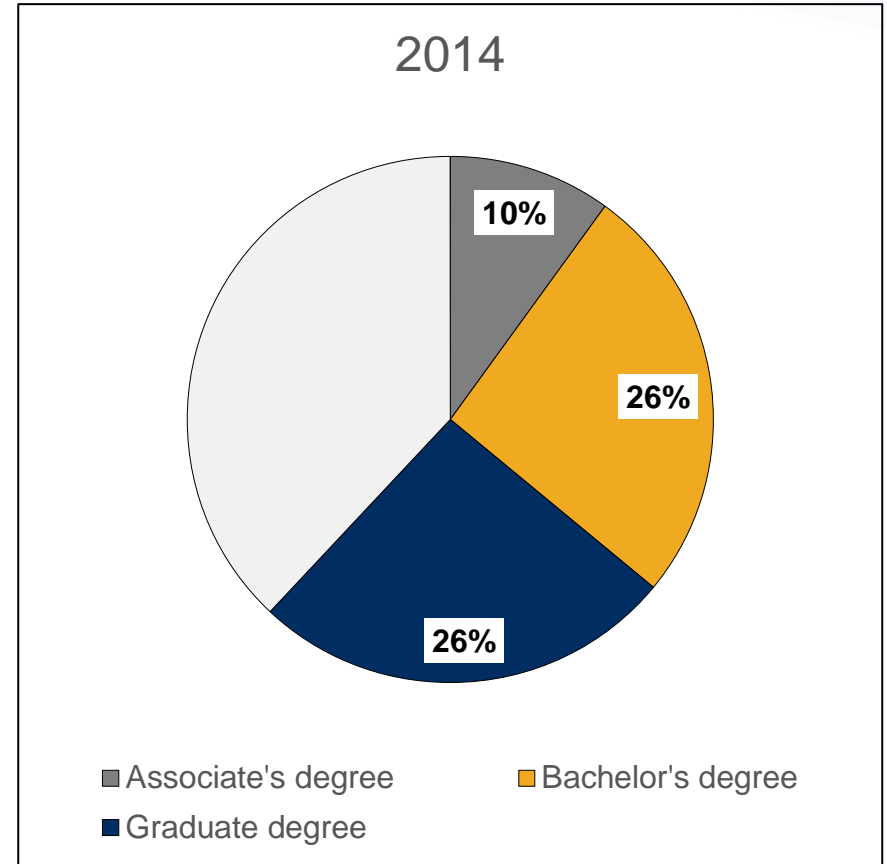
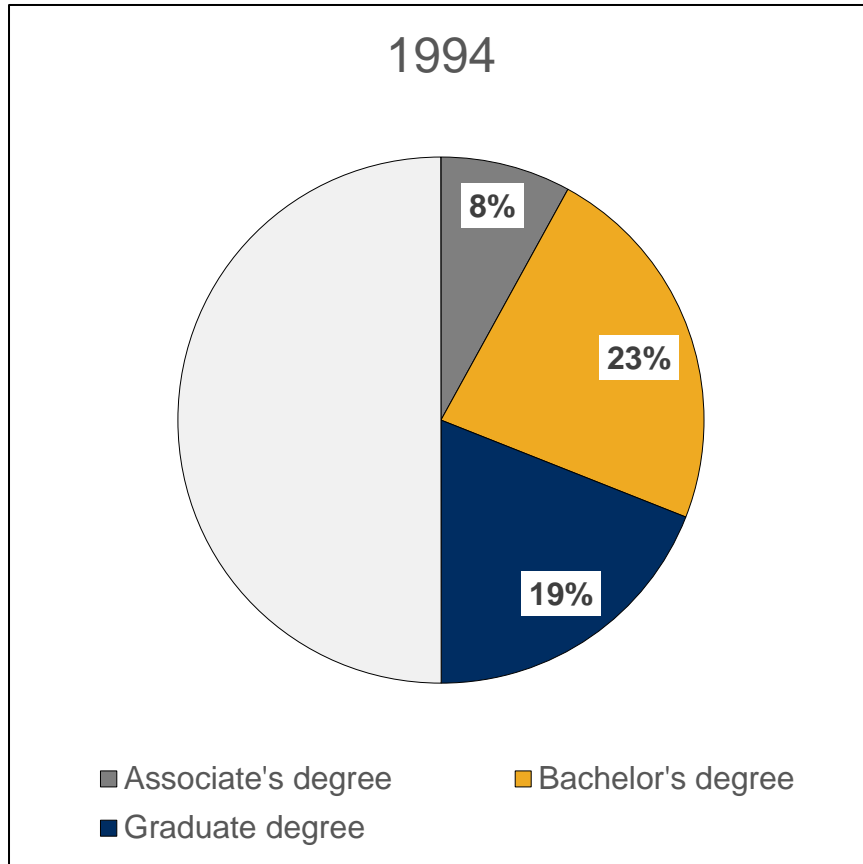


Average age in 1994 was 41

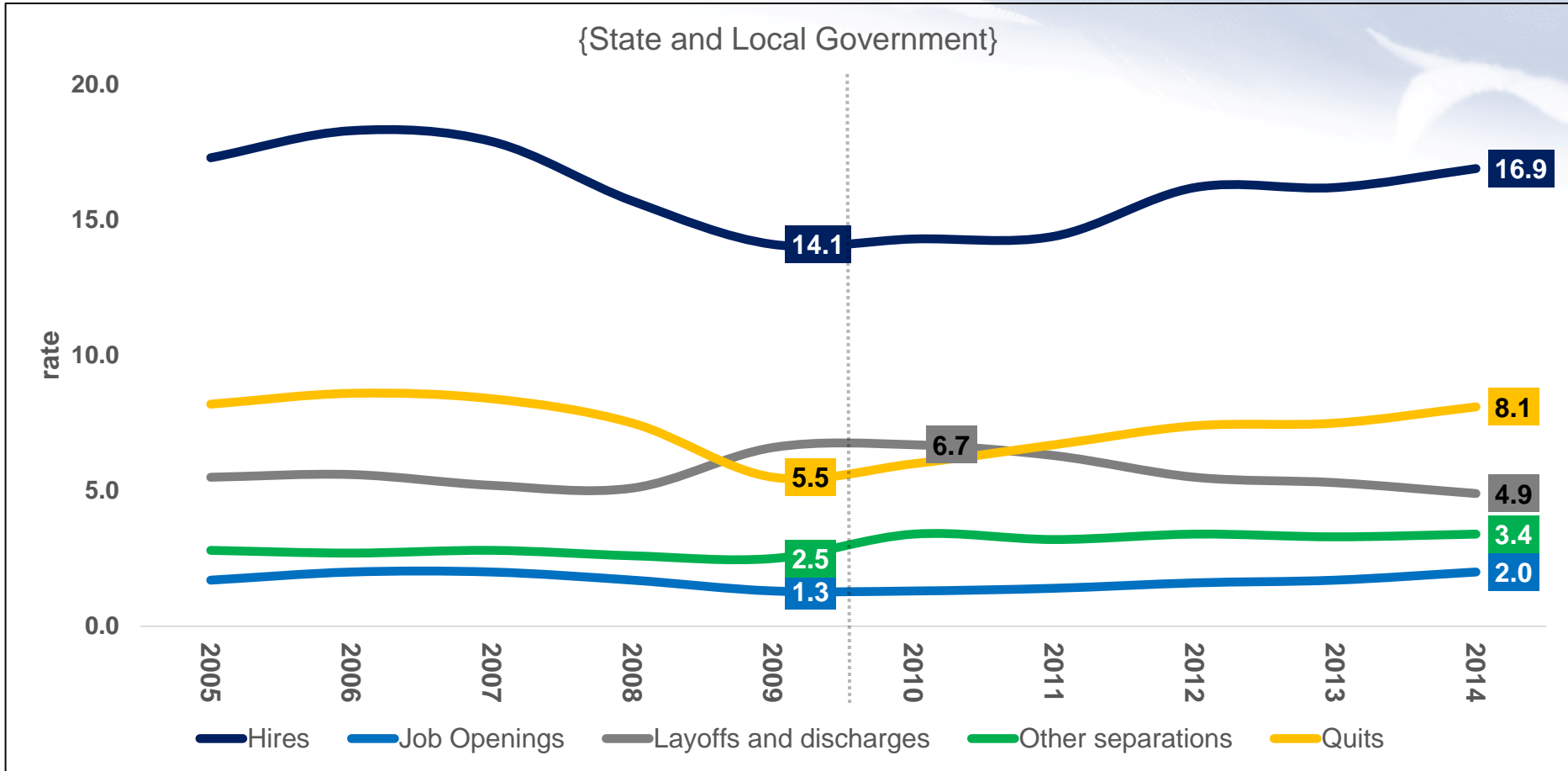
Average age in 2014 was 45

An increasingly educated workforce...

{% of State and Local Government Employees}



Recent hiring and separation trends



In 2014, the median years of tenure for state and local workers was 7.7 years, up from 6.4 years in 2004.

State and Local Government Workforce Survey Series

- Center for State and Local Government Excellence
- International Public Management Association for Human Resources
- National Association of State Personnel Executives
- Since 2009
- <http://slge.org/research/workforce>

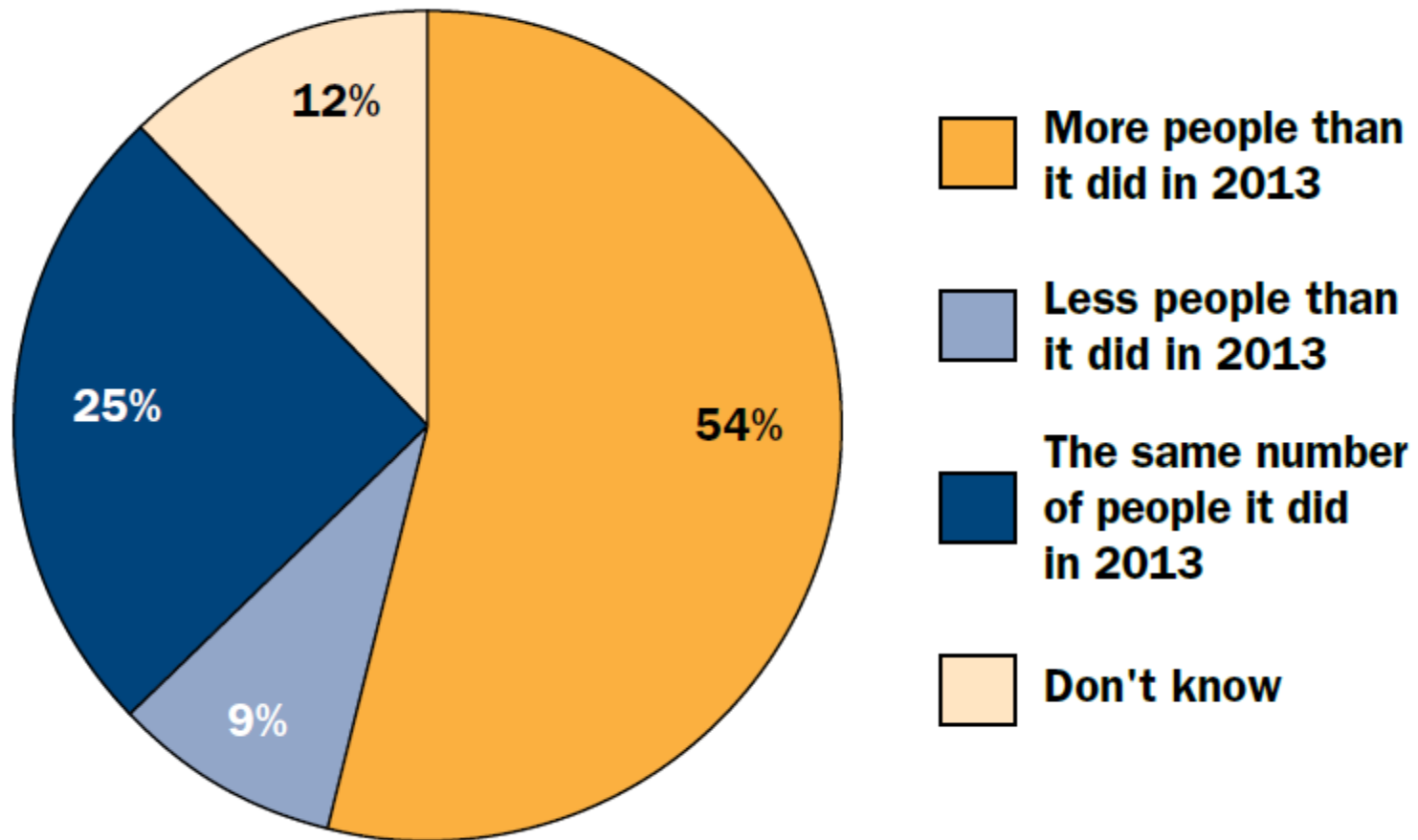


SURVEY FINDINGS

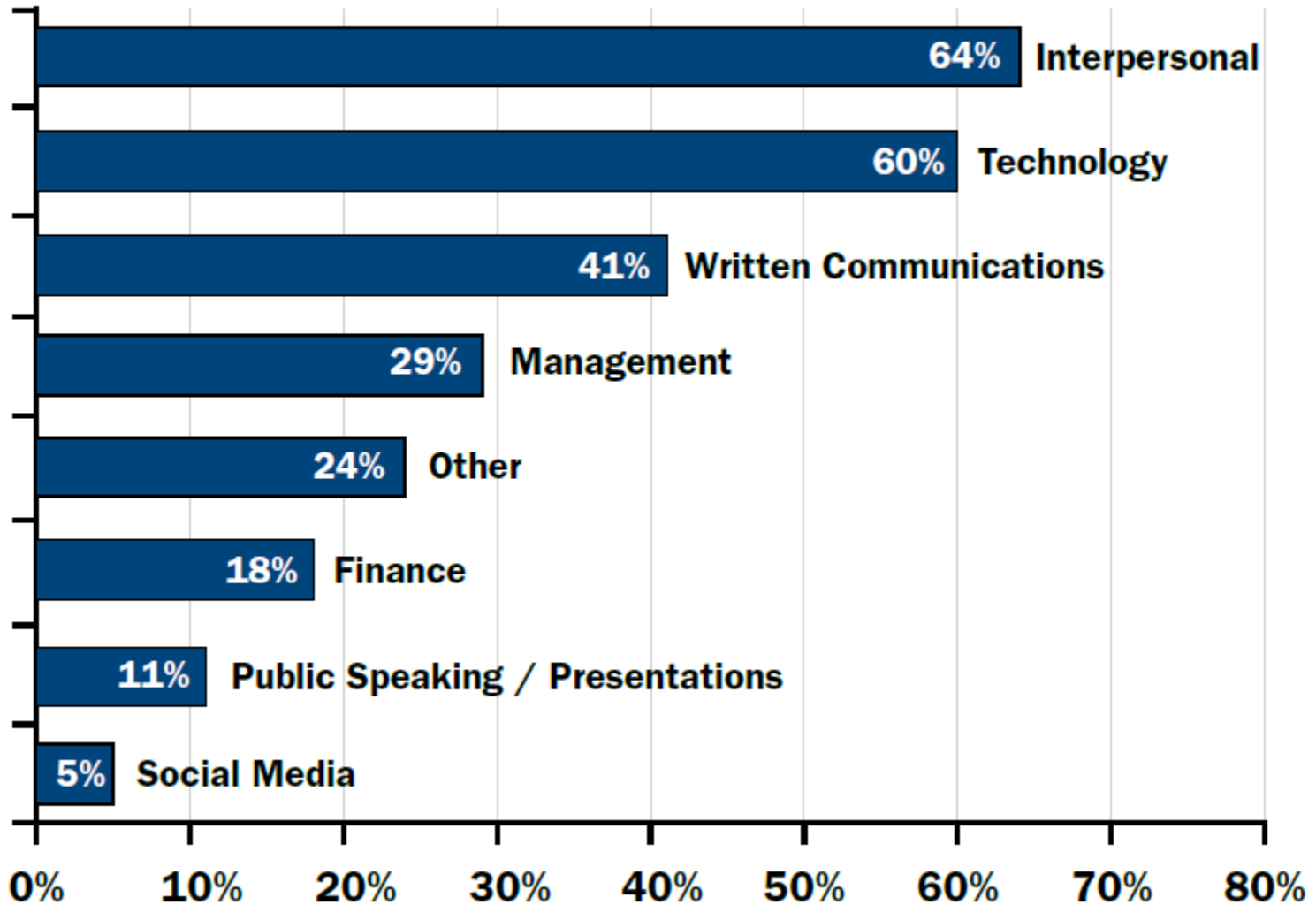
**State and Local Government Workforce:
2015 Trends**

June 2015

In 2014 your government hired...



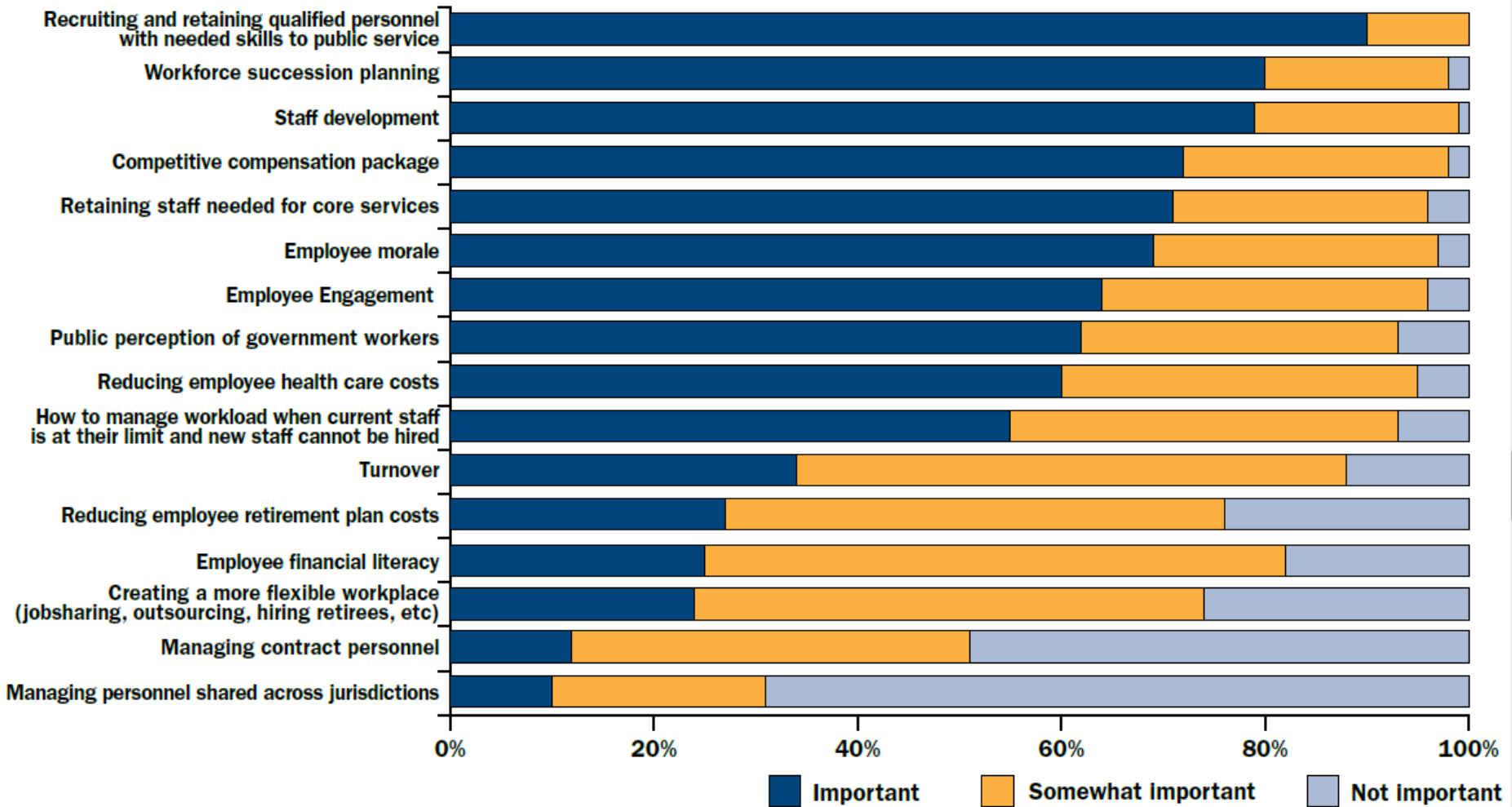
What skill sets are most needed in new hires?



What positions, if any, do you continue to have a hard time filling in the current economic climate?

- Accountants
- Building Officials
- Corrections Officers
- Dispatchers
- Engineers (all types)
- Finance (all types)
- Firefighters / EMS
- Information Technology Professionals
- Management (mid + upper)
- Mental Health Professionals
- Nurses
- Police Officers
- Project Managers
- Public Works
- Seasonal Employees
- Skilled Trades (all types)
- Social Workers
- Water Treatment Plant Occupations (all types)

Looking ahead, which workforce issues are important to your organization?





Thank you.

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