10,000 PEOPLE RETIRE EACH DAY!

Get Ready with Mentoring and Onboarding

TRACEY VIRTUE
Vice President at NEOGOV

#ICMA2018

1 DISRUPTION POTENTIAL from retirements is high

1 DISRUPTION POTENTIAL from retirements is high

2 MENTORING / OFFBOARDING can help reduce disruption

1 DISRUPTION POTENTIAL from retirements is high

2 MENTORING / OFFBOARDING can help reduce disruption

3 YOUR ROLE in mentoring and offboarding programs

DISRUPTION
POTENTIAL
IS HIGH

Government WORKFORCES SHRANK from 2005-2014

| CENTER FOR STATE & LOCAL GOVERNMENT EXCELLENCE |

ICMA

37%

are

AT LEAST

50 YEARS OLD

| BUREAU OF LABOR STATISTICS |

21%

POSTPONED

their

RETIREMENT

| CENTER FOR STATE & LOCAL GOVERNMENT EXCELLENCE |

ICMA

44%

report

MORE RETIREES

than last year

| CENTER FOR STATE & LOCAL GOVERNMENT EXCELLENCE |

ICMA

68%

expect a

TALENT LOSS

| SHRM |

10,000

people a day

are

RETIRING

| PEW RESEARCH CENTER |

DISRUPTION
POTENTIAL
IS HIGH

ICMA

PERA

PERA PHASED RETIREMENT

ICMA

1,000

PARTICIPANTS

PERA

PERA

SUCCESS STORY

PERA

LA DWP Los Angeles Department of Water & Power

NEW ENGINEERING ASSOCIATE TRAINING

IGMA

298

GRADUATES

98% Graduation rate

LA DWP Los Angeles Department of Water & Power

NEAT

SUCCESS STORY

LA DWP Los Angeles Department of Water & Power

ICMA

ICMA

LOCAL GOVERNMENT MANAGEMENT FELLOWS PROGRAM

OVER

50%

NOW IN LOCAL GOVERNMENT

ICMA

ICMA

SUCCESS STORY

LEADERSHIP
YOUR
ROLE

1 PRIORITIZE employee development

1 PRIORITIZE employee development

2 GET BUY IN

1 PRIORITIZE employee development

2 GET BUY IN

3 PRACTICE what you preach

1 DISRUPTION POTENTIAL HIGH

1 DISRUPTION POTENTIAL HIGH

2 MENTORING / OFFBOARDING

1 DISRUPTION POTENTIAL HIGH

2 MENTORING / OFFBOARDING

3 YOUR ROLE

QUESTIONS?

ICMA
conference
BALTIMORE
104th Annual Conference
SEPTEMBER 23–26
2018
#ICMA2018