

10,000 PEOPLE RETIRE EACH DAY!

Get Ready with Mentoring
and Onboarding

TRACEY VIRTUE

Vice President at NEOGOV

#ICMA2018

ICMA
conference

BALTIMORE
104th Annual Conference
SEPTEMBER 23-26 **2018**





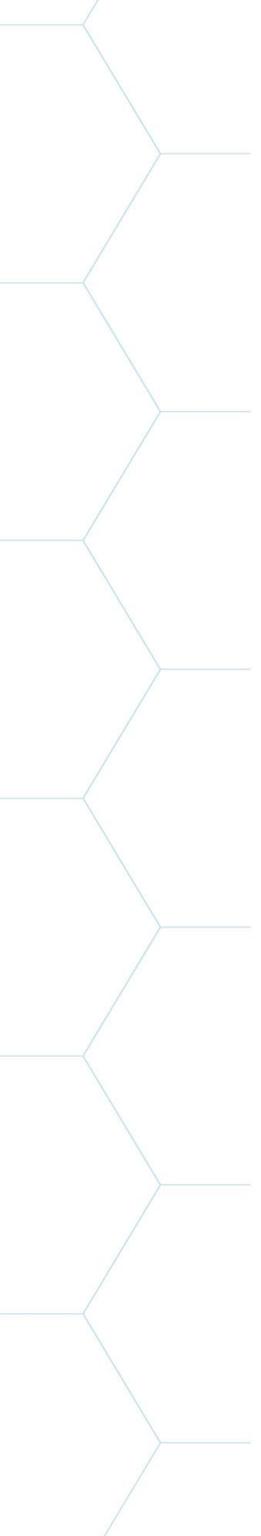
1

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 |



37%

— are —

AT LEAST
50 YEARS OLD

| BUREAU OF LABOR STATISTICS |

ICMA

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 |

ICMA



10,000

people a day

— are —

RETIRING

| PEW RESEARCH CENTER |



**DISRUPTION
POTENTIAL
IS HIGH**



MENTORING
and
OFFBOARDING
to reduce disruption



PERA

PERA
PHASED
RETIREMENT



1,000
PARTICIPANTS



PERA

SUCCESS STORY





**NEW
ENGINEERING
ASSOCIATE
TRAINING**





298

GRADUATES

98% Graduation rate



NEAT SUCCESS STORY



ICMA

LOCAL
GOVERNMENT
MANAGEMENT
FELLOWS PROGRAM



ICMA



OVER
50%

NOW IN LOCAL
GOVERNMENT

ICMA

ICMA

ICMA

SUCCESS STORY

ICMA

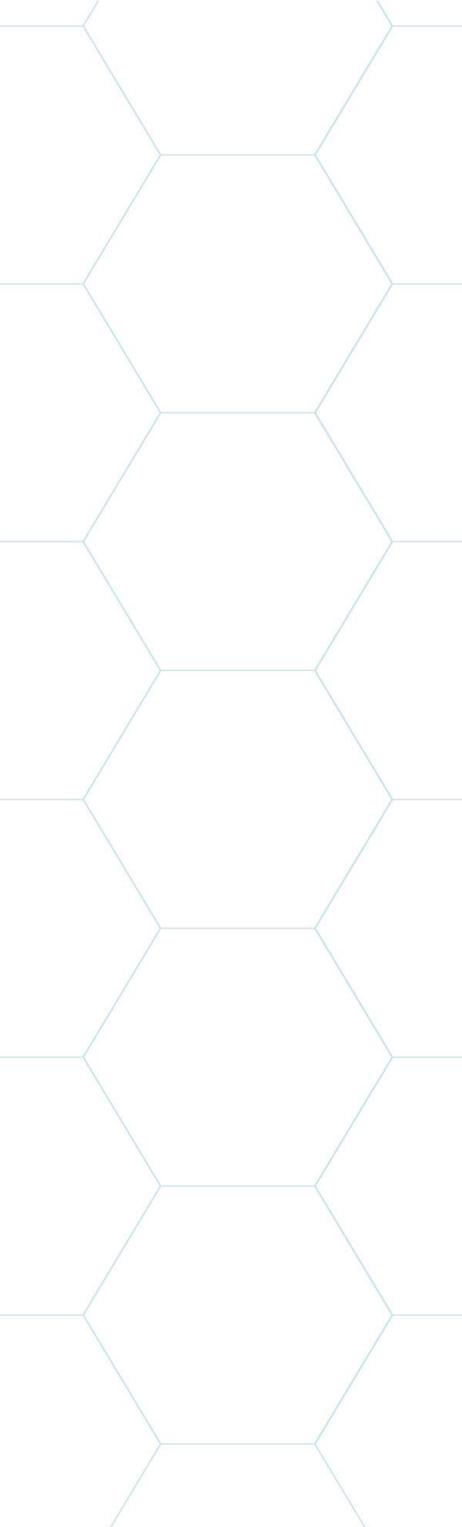


ICMA



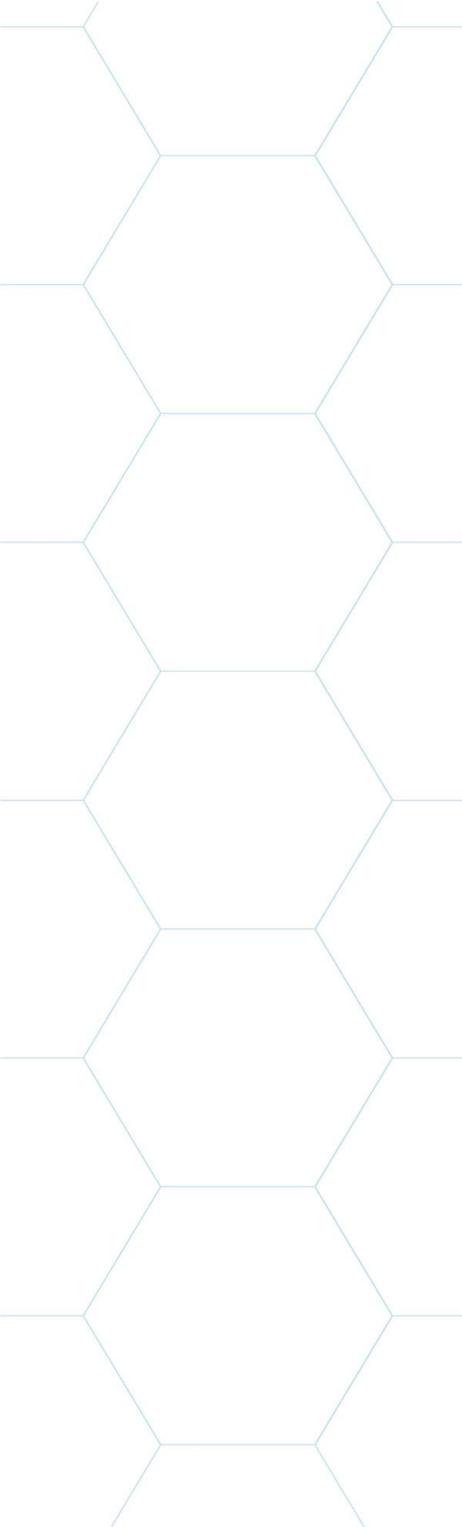
LEADERSHIP

YOUR
ROLE



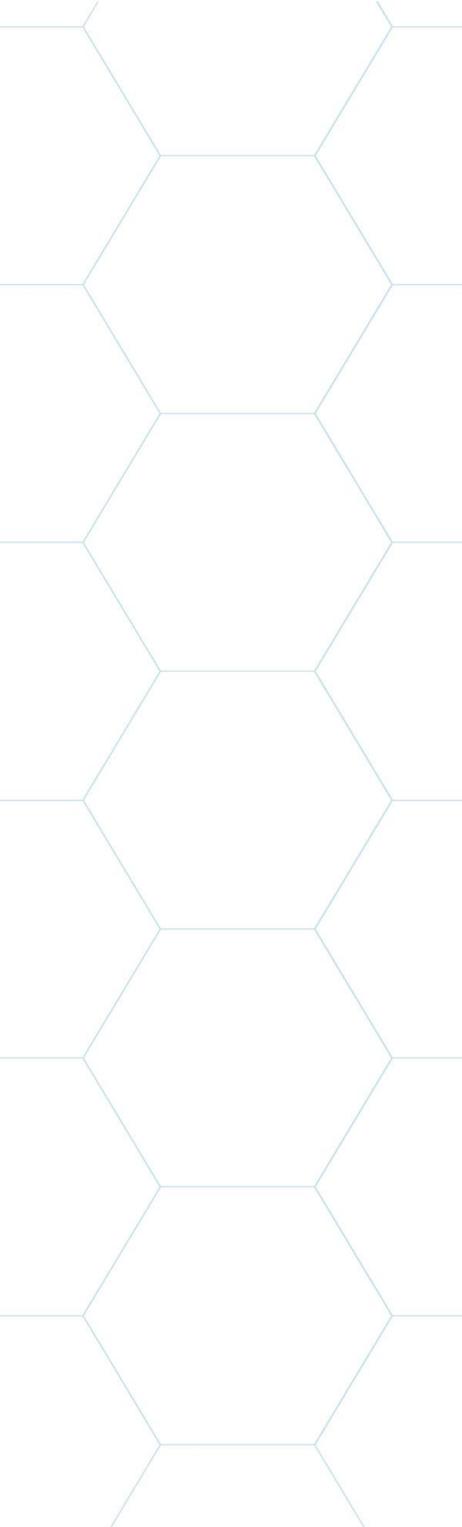
1

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