10,000 PEOPLE RETIRE EACH DAY!

Get Ready with Mentoring and Onboarding

TRACEY VIRTUE
Vice President at NEOGOV

#ICMA2018
DISRUPTION POTENTIAL from retirements is high
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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 Shrunk from 2005-2014
37% are at least 50 years old

| BUREAU OF LABOR STATISTICS |
21% POSTPONED their RETIREMENT
44% report MORE RETIREES than last year
68% expect a TALENT LOSS
10,000 people a day are RETIRING

| PEW RESEARCH CENTER |
Disruption potential is high.
MENTORING and OFFBOARDING to reduce disruption
NEW ENGINEERING ASSOCIATE TRAINING
298 GRADUATES
98% Graduation rate
NEAT
SUCCESS STORY
LOCAL GOVERNMENT MANAGEMENT FELLOWS PROGRAM
OVER

50%

NOW IN LOCAL GOVERNMENT

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?