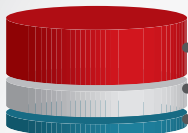


# Sneak Peak: 2014 Talent Management Benchmark Study

Highlights from IPMA-HR's 2014 Talent Management Benchmark Survey conducted in June 2014.

**Important:** Percentages presented in the infographic are not weighted. Final percentages in this sneak peak may be slightly different than what will be in the final benchmarking report due to weighting. The final report will be available FREE on the IPMA-HR website after the International Training Forum, which will be held in Philadelphia from September 20-24, 2014.

## LEVEL OF GOVERNMENT SURVEYED



85.9% - Local/Municipality

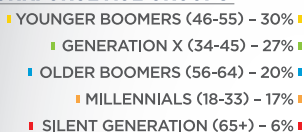
11% - State

3.1% - Federal



4 out of 10 public sector agencies estimate that 20% or more of its staff is going to retire in next 5 years.

## WORKFORCE AGE GROUPS



## STATE OF SUCCESSION PLANNING

More than 65% said they do not have a succession plan in place.

## TOP 3 BARRIERS TO SUCCESSION PLANNING

**1** Getting management to see the importance of planning ahead versus day-to-day business.

**2** Lack of time to make succession planning a top priority.

**3** Lack of resources.

According to Time Magazine, the millennial generation is the largest generation on the planet, yet 89% would prefer to choose when and where they work rather than being placed in a 9-to-5 position. Generation Opportunity, a national organization that represents millennials, says the unemployment rate for 18-29 year olds, which adjusts for labor force participation by including those who have given up looking for work, is 15.5%.

## TOP 3 CHALLENGES TO HIRING MILLENNIALS

- 1 Entry-level positions are at a lower pay scale than private sector.
- 2 High expectations from millennials.
- 3 Negative perception of public sector by millennials.

Millennials  
56%

## GREATEST VOLUNTARY TURNOVER

Generation X  
36.3%

Others  
7.53%

According to 2013 Census data, there are more than 21.2 million military veterans in the U.S. with 11.6 million under the age of 65, who are eligible to go back to work. However, according to the U.S. Department of Veterans Affairs, veterans who served post 9/11 have an unemployment rate that averages more than 2 percent higher than that of non-veterans.

## ACTIVE RECRUITMENT OF VETERANS



## TOP 3 CHALLENGES IN RECRUITING VETERANS

- 1 Translation of military skills to civilian work environment.
- 2 Lack of knowledge on where to recruit veterans.
- 3 Veterans not performing well in interviews.

