

CODESP NEWS

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NEW MEMBERS

2004 TRAINING

Alameda USD
Centralia SD
Ceres USD
Chawanakee USD
Clovis USD
Coalinga-Huron USD
El Tejon USD
Empire Union SD
Eureka Union SD
Franklin-McKinley SD
Fresno COE
Fresno USD
Hughson USD
Imperial COE
Lake Tahoe USD
Madera USD
Marysville Joint USD
Mendocino COE
Milpitas USD
Mount Pleasant SD
Mountain View-Los Altos HSD
Oak Grove SD
Ontario-Montclair SD
Palo Verde SD
Panama-Buena Vista Union SD
Rosedale Union SD
Salida Union SD
San Luis Obispo COE
Selma USD
Stanislaus Union SD
Whittier City SD
Winton SD

As you can see CODESP is **GROWING!!** Networking is a valuable benefit of membership and we hope you are sharing ideas and perhaps conducting group testing with fellow members. To email them, go to our website at www.codesp.com and click on the Member's List under SERVICES.

Walnut Valley USD, Walnut

Friday, January 23, 2004 10:00 a.m. - 12 noon

Interviewing and Hiring Top Performers

This training, provided by Selection Analyst Lisa Grech, is for individuals with training and interview development responsibilities who are looking for tools to help their managers and supervisors interview and hire top performers. If you, or someone in your hiring system, has limited experience in developing, proctoring and/or conducting interviews, this training will help you and your district become more proficient in this important segment of the selection process.

Fresno County Office of Education

Thursday, February 5, 2004 10—12 noon

Join other districts to learn about our services, including our Sample Instructional Aide test, from a presentation by CODESP staff members.

30th ANNIVERSARY CELEBRATION

Alameda COE, Hayward

Friday, March 5, 2004 8:30 a.m. - 12:30 p.m.

Although CODESP's 31st year of service in providing employee selection materials to school districts has just begun, we are continuing the celebration in the Bay Area with a similar training program to these that was held in Fountain Valley and Lodi last year .

We are in the midst of planning topics and a final agenda should be posted on the website soon. Currently the schedule includes:

Laura Schulkind, an attorney from Liebert, Cassidy and Whitmore who will talk about the FMLA and school district related legal updates.

Paul Loya, a partner with Atkinson, Andelson, Loya, Ruud & Romo who will talk about the proper classification for short-term and substitute employees and the impact of the NCLB Act on selection and bargaining.

PLANNING AHEAD FOR THE COMING RETIREMENT WAVE

According to an Article in the August 2003, IPMA—HR News the number of age 55 and over employees are expected to increase sharply in the next decade. The public sector must prepare for this worker shortage and the possibility of a return to a robust job market—which means organizations will experience more competition for top workers. Employers and HR professionals have a serious challenge on their hands. As competitors step up hiring, critical employees may be lured away.

As the baby boomers rapidly reach retirement age and a smaller group of workers follows behind them, a labor shortage is inevitable. The retirement wave is hitting the public sector first, since government workers tend to retire at an earlier age. The crisis is more intense for public employers because fewer people are choosing careers in the public service; and government employees tend to retire earlier than others.

The U.S. Census Bureau estimates that in 2019, when the last of the baby boomers have reached the age of 55, nearly 29 percent of the total U.S. population will be age 55 and older, compared with 21 percent in 2001. Additionally, more than 40 percent of U.S. workers will be older than 45 within five years. At the same time, the Bureau of Labor Statistics projects that the total labor force growth will slow from an average annual rate of 1.1 percent between 1990 and 2000 to annual rate of 0.7 percent between 2000 and 2025.

The question is how to plan for those job losses, while in many cases bracing for budget cuts at the same time. At the same time the workforce is aging, it is expected that while many baby boomers will continue to choose retirement, many more will choose alternative options, such as continuing to work on a part-time or flexible-schedule basis. This presents another challenge to HR professionals—to adapt their workforce to meet these new parameters. HR professionals in public sector organizations will be challenged to rehire retirees, which means possible changes to the laws and rules.

Organizations are also faced with the potential brain drain that will accompany some older workers out of the door. Workers who have been on the job for a long time will have knowledge, skills and abilities that may be hard to replace. Harnessing that institutional knowledge through mentoring programs and phased retirement are other tasks confronting public sector employers. HR professionals must ensure that the knowledge of retiring employees is passed on to their successors so that the organization continues to function smoothly.

An Older Workers Survey was conducted by SHRM with the National Older Worker Career Center (NOWCC) and the Committee for Economic Development (CED). The survey managers note that they expect the baby boom generation to redefine retirement, with many planning to continue working in their later years. Among the key findings of the survey was that 72 percent of the HR professional respondents said an advantage to hiring older workers was their willingness to work different schedules. Additionally 78 percent said that phased retirement enabling older workers to reduce hours and responsibilities would be helpful. Respondents also said that advantages of hiring older workers include that they provide invaluable experience, have a stronger work ethic, and are more reliable.

The Center for Organizational Research report found that, “no sector is feeling the issue’s impact more forcefully or sooner than government is now.” In addition, it notes, “Many jurisdictions feel pulled in two directions: Their workforce-planning process shows them there are serious challenges ahead due to an aging workforce and retirements, but their budgets are seriously cut. There’s pressure to choose a short-term fix, such as early retirement, layoffs and/or reduced training.”

In conclusion there are many potential benefits to rehiring retirees, including the institutional knowledge they possess, the fact that they can be less expensive than a new hire and that there’s little to no learning curve. Employers should not postpone action until it is too late. Agencies can take proactive steps to address the potential problems now, including developing succession plans and changing the governing laws to allow retirees to return to the workforce.