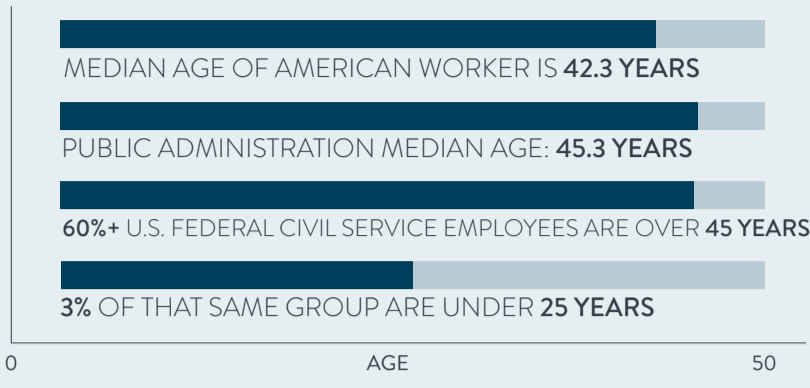
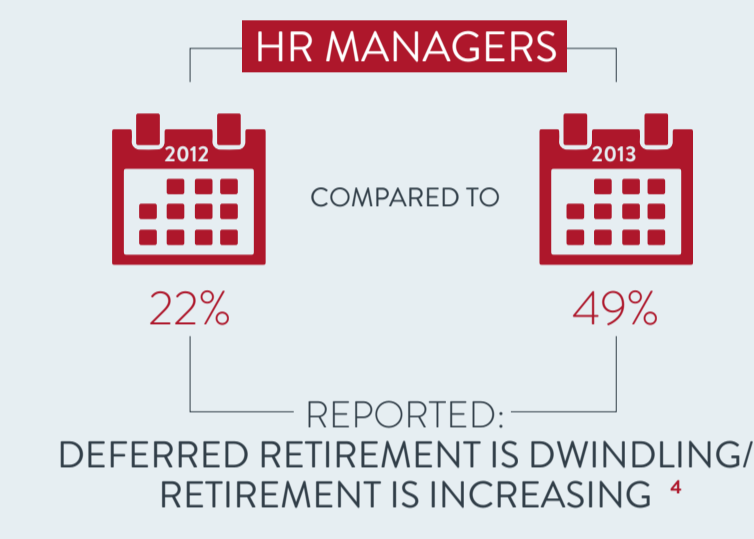
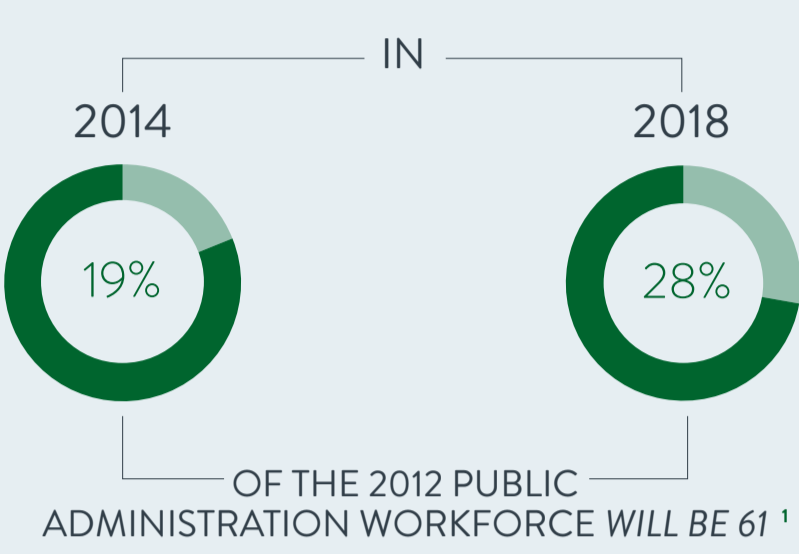


BRAIN DRAIN FROM AGING WORKFORCE

76 MILLION BABIES WERE BORN IN AMERICA BETWEEN 1946 & 1964



PROJECTED THAT **BY 2016**, THE GRAYEST WORKFORCE IN THE U.S. WILL EXIST SINCE THE DATA HAS BEEN TRACKED ²



9 OUT OF TOP 20 INDUSTRIES AFFECTED REPRESENT PUBLIC WORKFORCE ²

1. POSTAL SERVICE
2. FUNERAL HOMES, CEMETARIES, & CREMATORIES
3. PERSONAL & HOUSEHOLD GOODS REPAIR & MAINTENANCE
4. OTHER GENERAL GOVERNMENT & SUPPORT
5. RELIGIOUS ORGANIZATIONS
6. BUS SERVICE AND URBAN TRANSIT
7. ELECTRIC & GAS, & OTHER COMBONATIONS
8. LABOR UNIONS
9. OFFICES OF OTHER HELATH PRACTITIONERS
10. FUEL DEALERS
11. LIBRARIES & ARCHIVES
12. TEXTILE PRODUCT MILLS, EXCEPT CARPET & RUG
13. ANIMAL PRODUCTION
14. SEWAGE TREATMENT FACILITIES
15. SEWING, NEEDLEWORK, & PIECE GOODS STORES
16. GIFT, NOVELTY, & SOUVENIR SHOPS
17. PUBLIC FINANCE ACTIVITIES
18. METAL WORKING MACHINERY MANUFACTURING
19. ADMINISTRATION OF ECONOMIC PROGRAMS & SPACE RESEARCH
20. EXECUTION OFFICES & LEGISLATIVE BODIES

PUBLIC EMPLOYMENT CATEGORIES OLDEST MEDIAN AGES ³



SNAPSHOT: INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION SURVEY



JOB ORDER CONTRACTING (JOC) AS A SOLUTION

- JOC CAN FILL IN THE ADMINISTRATIVE GAPS WHEN WORKERS RETIRE
- JOC ALLEVIATES OVERBURDENED WORKERS BY STREAMLINING THE PROCUREMENT PROCESS
- JOC GETS MORE DONE WITH LESS, INCREASING EFFICIENCY AND SAVING TAXPAYER MONEY
- JOC SAVES OVER 80% IN PROCUREMENT TIME
- 8-15% COST SAVINGS POSSIBLE WITH JOC

SOURCES:

1. <http://www.governing.com/topics/mgmt/gov-governments-silver-tsunami.html>
2. <http://www.governing.com/gov-data/ages-of-workforce-for-industries-average-medians.html>
3. <http://www.governing.com/topics/mgmt/gov-governments-silver-tsunami.html#data>
4. http://slge.org/wp-content/uploads/2014/05/Workforce_Trends_2014.pdf

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