

Strategies to Prepare for an Aging Workforce

NEMC

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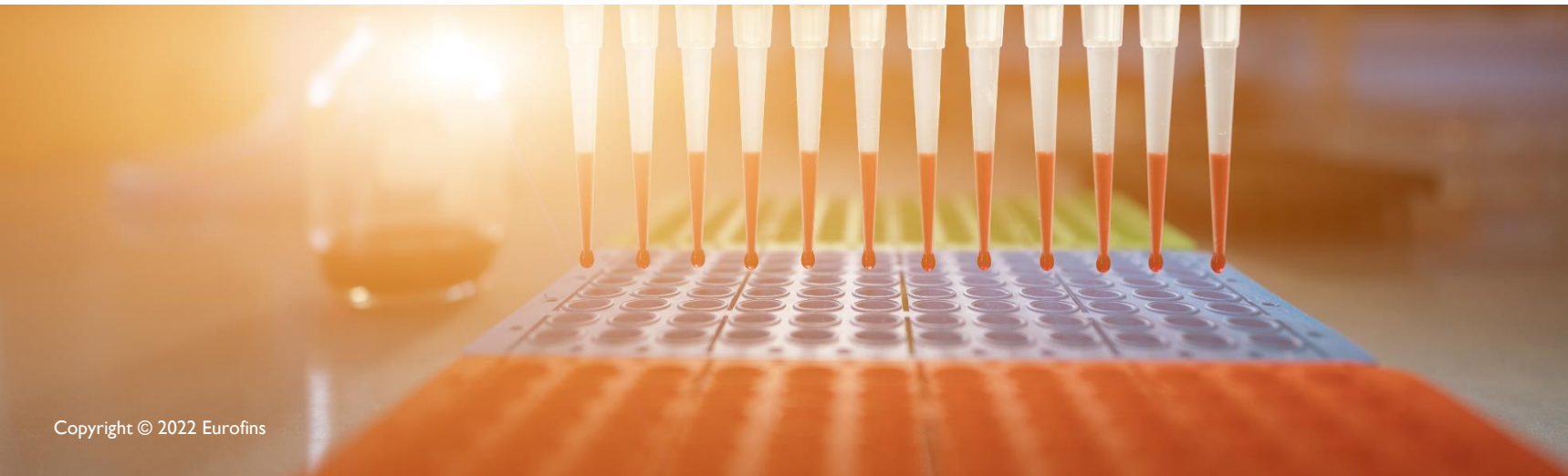
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Eurofins Environment Testing (USA)

Global leader in environmental testing,
differentiating through:

- Technology
- Service
- Geography



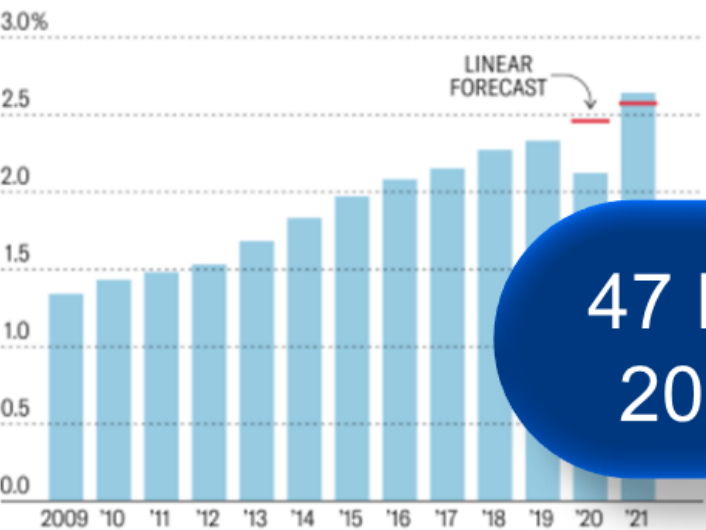
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Why We Need to Grow Our Leaders

Average Monthly Quit Data

Data on total employment from 2009 through 2019 reveals that the Great Resignation is not a pandemic-driven anomaly.

Share of workers voluntarily leaving jobs



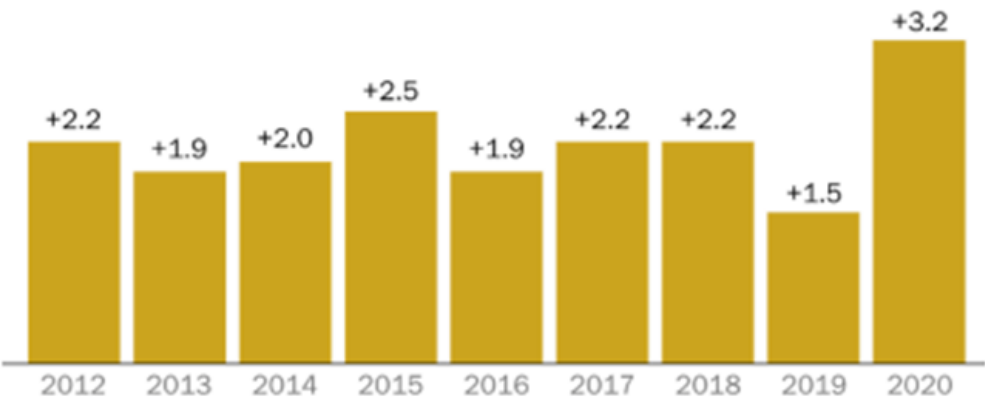
Source: Bureau of Labor Statistics, author's calculations

HBR

47 MM
2021

The number of retired Baby Boomers rose more from 2019 to 2020 than in prior years

Annual increase in the retired U.S. Baby Boomer population (in millions)



Note: "Retired" refers to those not in the labor force due to retirement. Baby Boomers are those born between 1946 and 1964. Each year's retired Boomer population is the average of the July, August and September estimate. Source: Pew Research Center analysis of July, August and September 2019 Survey monthly files (IPUMS)

PEW RESEARCH CENTER

10K
Per day

Preparing Your Organization for the Future

Develop programs that align with the needs of the business

- Expand skills and competencies
- Develop a leadership pipeline
- Increase engagement
- Decrease retention
- Become more attractive to job seekers



94% OF EMPLOYEES WOULD STAY AT A COMPANY LONGER IF IT INVESTED IN THEIR CAREER

LinkedIn Learning

Define Your Future Leaders – Conduct a Talent Inventory



Identify Your Gaps

Technical Skills and Leadership Competencies

- Career development conversations
 - Align employee aspirations with business needs
 - Identify gaps
 - Create a plan
- Needs assessment
 - With senior leadership and line managers

Develop Your Teams

- Build your programs to fill the gaps *and* meet the needs of the business:
 - Leadership Development (multiple levels)
 - High Potentials and Emerging Talent
 - Coaching and Mentoring
- Develop a multi-year plan
 - Buy-in from senior leadership
 - Stage your learning – top down



Structure Meaningful Learning

- Build in a clear progression
- Pre-training to bring all participants to a base-level of learning
- Live, virtual and micro-learning
- Include meaningful integration activities

94%

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INVESTED IN THEIR CAREER

Yet

#1

REASON EMPLOYEES FEEL HELD
BACK FROM LEARNING IS BECAUSE
THEY DON'T HAVE THE TIME

THANK YOU



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