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Talent Sustainability Report to Be Released at White House Upskill Summit Tells How Technology Is Powering Disruptive Innovations in the Workplace and the Impact Behind the Scenes at Large Companies

HR Executives at America's Major Employers Give Candid Assessment of Their Work on the Front Lines of the War on Talent and How the Rapid Pace of Innovation Is Changing Their Recruiting Strategies, Efforts to Recruit Millennials and Keep Baby Boomers Productive in the Workplace

85 Percent of Companies Report They Have Made Changes to Company Policies and Programs to Be More Appealing to Millennials

Washington, D.C. –Today, HR Policy Foundation will release its "Talent Sustainability Report: The CHRO View From the Front Lines of the War on Talent" at the White House Upskill Summit, an event aimed at highlighting strategies companies are using to develop the skills of their employees. The event will bring together business leaders, think tanks and worker representatives interested in discussing how American companies can support employees to develop the skills vital for career progression.

Key findings from the Talent Sustainability Report include:

- Nearly seven in ten (69%) CHROs reported in the survey that innovation and transformation are happening faster than normal with 28 percent of those CHROs saying the pace is the fastest they have ever experienced.
- IT Professionals and engineers are the most competitive positions for which companies recruit.
- More than two-thirds of employers report their Millennial workforce as being above average (59%) or exceptional (8%).
- Challenges Millennials present in the workplace include: their desire to change employers more frequently and, at least from a traditional perspective, often unrealistic expectations about career progression.
- 85 percent of companies report they have made changes to company policies and programs to be more appealing to Millennials.
- Employers report Millennials are all too often lacking some foundational or soft skills including; communications (40%); professionalism/work ethic (33%); leadership (29%); self-direction (22%); critical thinking/problem solving (20%).

- Nearly one in four employers report between 26 and 50 percent of their workforce will be eligible to retire in the next five years. Another 48 percent of employers report between 11 and 25 percent of their workers will be eligible. Three percent of employers report more than 50 percent will be eligible for retirement within five years.
- Companies report the Baby Boomer employees are making tremendous contributions in the workplace and cite their deep knowledge, expertise and work ethic as key attributes that are critical to the success of their companies.
- Companies are trying a number of innovative practices to help transfer knowledge from Baby Boomers to younger workers including: creating generation meetings for information exchanges, hosting more company events between younger and older employees, using older workers as faculty in leadership development programs, establishing more mentoring relationships, and apprenticeship programs.
- Although Baby Boomers are making great contributions to the workplace, they are presenting some challenges as well as they near retirement. Those challenges include: effectively managing younger workers, keeping up with technological change and embracing change in general, lack of social media skills, and becoming "blockers" to those beneath them in the organization.

The Report is the culmination of a one-year project conducted by the HR Policy Foundation, under the leadership of Mara Swan Executive Vice President, Global Strategy and Talent at ManpowerGroup. The Foundation met with and listened to Chief Human Resource Officers (CHROs) of large companies to learn more about what is happening behind the scenes at major corporations and then surveyed them in September and October of 2014. More than 100 large companies responded to the survey and answered questions about what they are doing as they struggle to attract, train and retain the talent that will help them stay competitive in the global economy.

In addition, the graphics-based Report looks at the future implications of today's talent attraction and management practices for students, jobseekers, educators, employers and policy makers as the country struggles to equip workers with the skills they need to drive growth in companies.

Mara E. Swan, Executive Vice President, Global Strategy and Talent for ManpowerGroup and Chair of HR Policy Foundation's Talent Sustainability Initiative said, "We are pleased to be a part of the President's efforts to shine a spotlight on what businesses are doing to upskill their workforce and we are delighted to rollout the Talent Sustainability Report at this important event. The Report underscores a number of the recommendations we make to our clients on a daily basis, including the importance of optimizing workforces by creating a culture of life-long learning, and harnessing technological advances and disruptive innovations for the better. Significantly, 69% of CHROs surveyed reported that they feel innovation and transformation is happening at a faster rate than normal with 28% saying the current pace is the fastest they have ever experienced."

HR Policy Foundation is a 501(c)(3) non-profit organization dedicated to getting America educated, qualified and hired, and is a supporting organization of the HR Policy Association, the lead organization representing chief human resource officers of major employers which consists of more than 360 of the largest corporations doing business in the United States and globally.

Jaime S. Fall, Vice President of Workforce and Talent Sustainability of HR Policy Foundation said, "While skill life cycles are shortening, and competitive advantage is increasingly transient, it has never been more critical for companies to align their talent strategy with their business strategy. This report includes eye-opening future implications from CHROs and survey data that we hope will be used to encourage frank discussions about how employers, educators and policymakers can work together to develop the skills of future and current workers who are prepared for success in the workplace."

The White House Upskill Summit, will convene 150 employers, labor leaders, foundations, non-profits, educators and tech innovators from across America who are answering the President's call to action and equipping workers of all ages with the skills they need to advance into better-paying jobs. The White House will announce new commitments being made by public and private partners in response to a call to action launched by the President in January "to help workers of all ages earn a shot at better, higher-paying jobs, even if they don't have a higher education."

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To read the Talent Sustainability Report visit: www.hrpolicyfoundation.org

HR Policy Foundation is a 501(c)(3) non-profit organization dedicated to getting America educated, qualified and hired. Through the development of research, services and other resources that use the collective voice of America's largest employers, we strive to help better inform workers, educators, jobseekers, students, career counselors and parents about the skills needed in today's rapidly changing workplaces. For more information visit www.hrpolicyfoundation.org.