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Employee Recruitment and Retention

Alice Massara

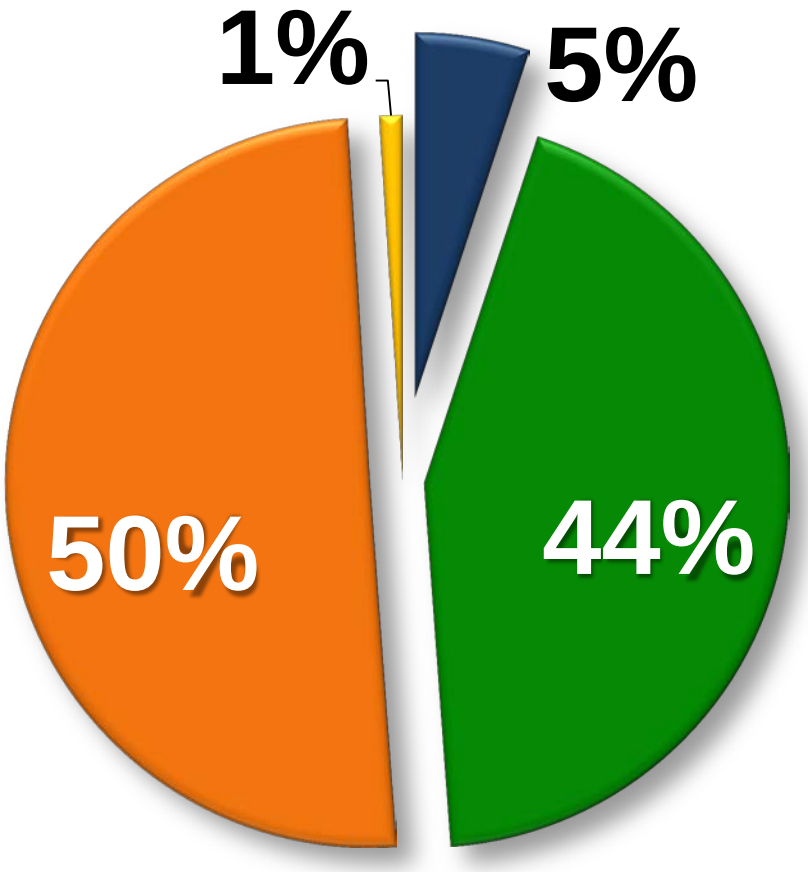
Northwest Hydro Forum: May 16, 2017

Tacoma Power will leverage best practices to retain, attract, hire, and develop high performing employees.

These efforts will provide resources to our supervisors to ensure we are being consistent and strategic in our outreach, recruitment, hiring and onboarding processes, and with the training and development opportunities we offer.

Generations at a Glance
2 years ago

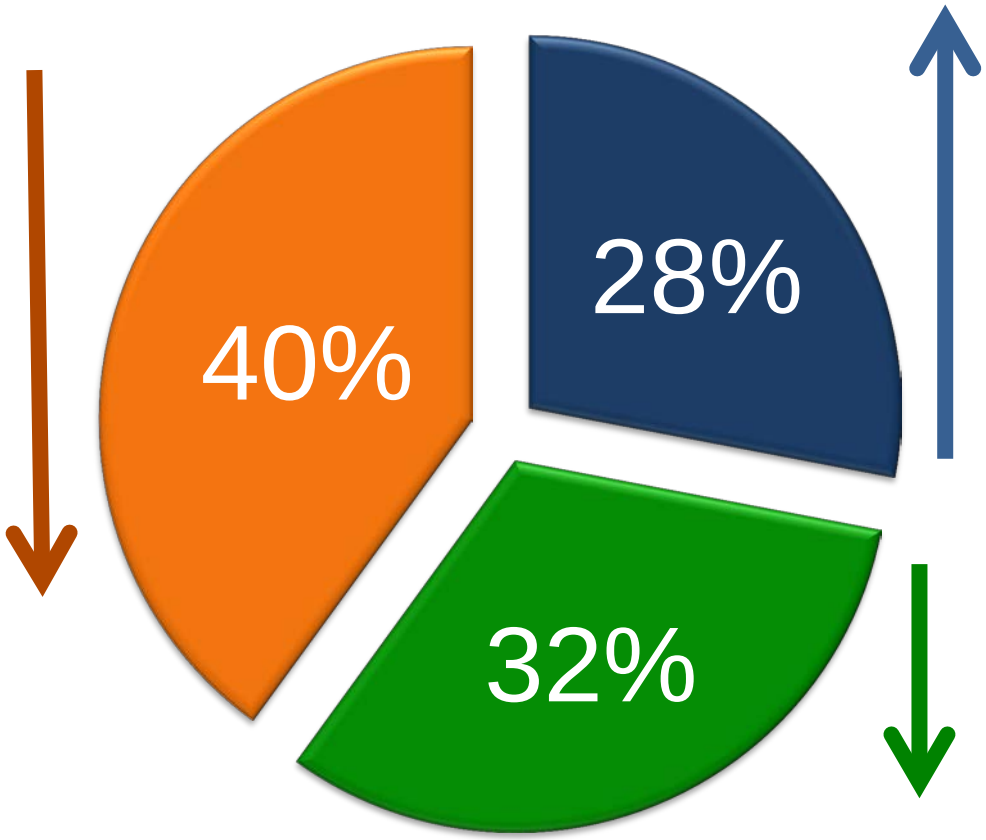
Tacoma Power Generations 2015



Millennials | Gen Xers | Baby Boomers | Traditionalists

Generations at a Glance
Current

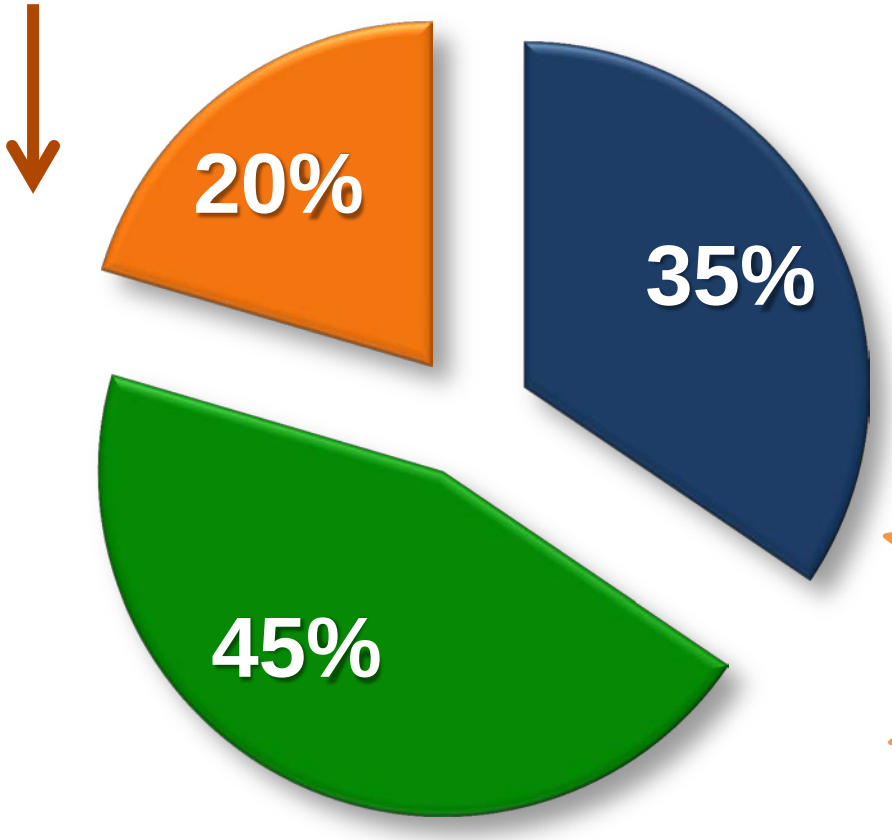
Tacoma Power Generations 2017



Millennials Gen Xers Baby Boomers

Generations at a Glance in 3 years

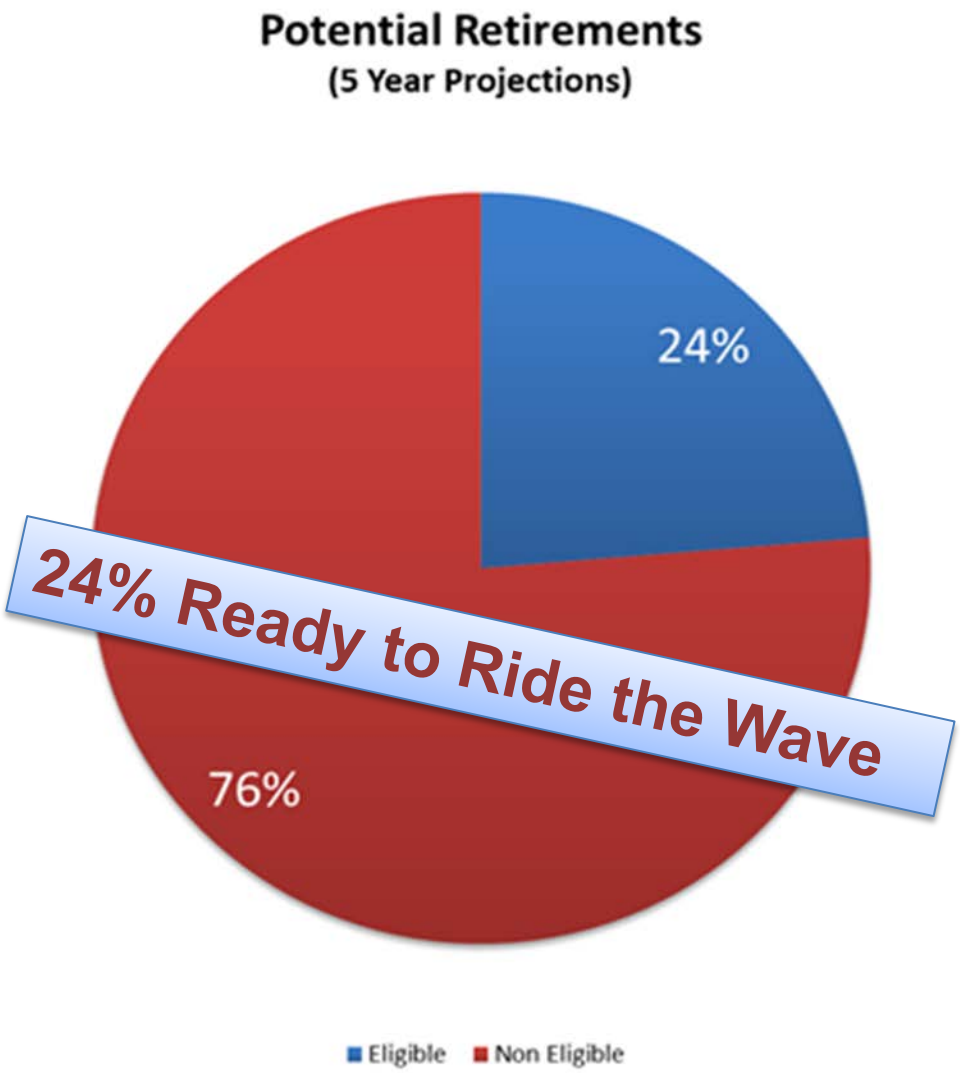
Tacoma Power Generations in 2020



How will GEN Z fit into your plans?

Millennials Gen Xers Baby Boomers

Silver Tsunami



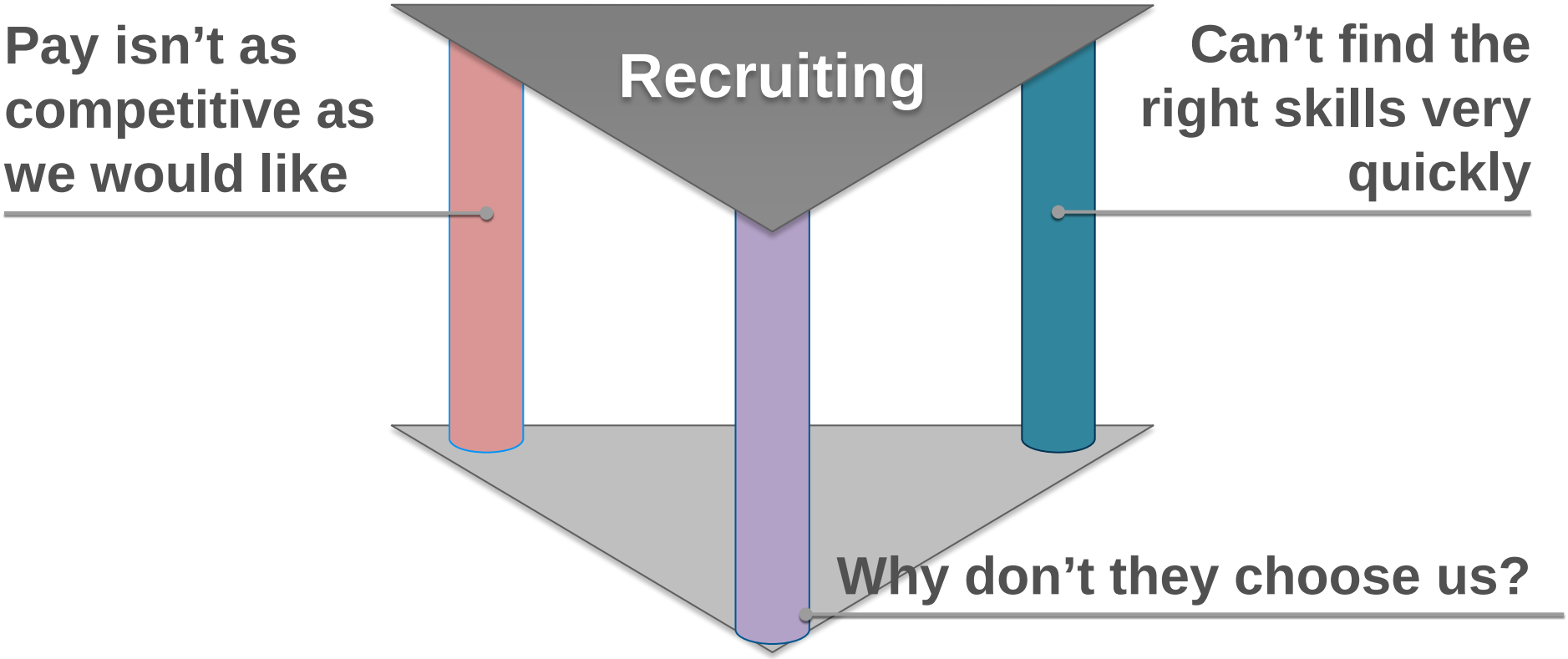
Average Age

47

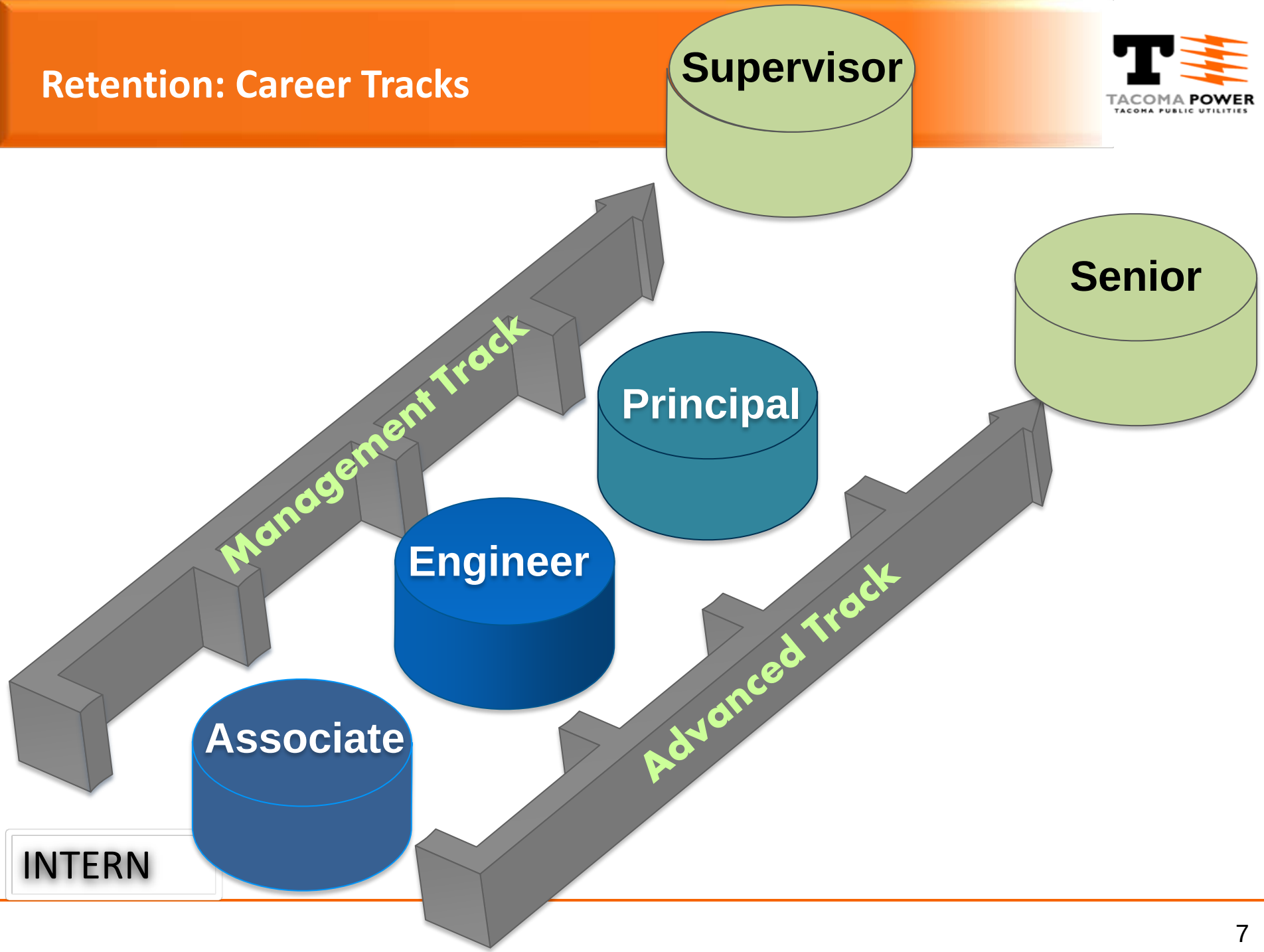
Average Age at Retirement

62

Recruiting: Top 3 Challenges



Retention: Career Tracks



Retention: Developing leaders

LEADERSHIP SKILLS

Attracting the next generation of skilled employees…

K-12 OUTREACH

WSU IMAGINE

INTERN PROGRAM

JBLM

ROBOTICS

APPRENTICESHIP

Retaining our great employees

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MENTOR PROGRAMS

AFFILIATION GROUPS

QUANTIFY & EMPHASIZE INTANGIBLES

CAREER PATHING

WORK-LIFE BALANCE

Measuring what matters…

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PEOPLE ANALYTICS

WORKFORCE PLANNING

INTERNAL CHURN

EVALUATE TRAINING & ROI

ENGAGEMENT INDEX

Thank you!

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Questions? Comments? Ideas?

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