



# The Future of OCTA's Workforce: Meeting the Challenges of Retention and Retirement Issues at OCTA



Executive Committee  
March 2, 2009



# Challenge: Economic Reality



- Reduced Budgets
- Organizational Restructuring
- Operational Downsizing
- Uncertain Workplace Conditions
- Apprehensive Workers



# Challenge: Retention



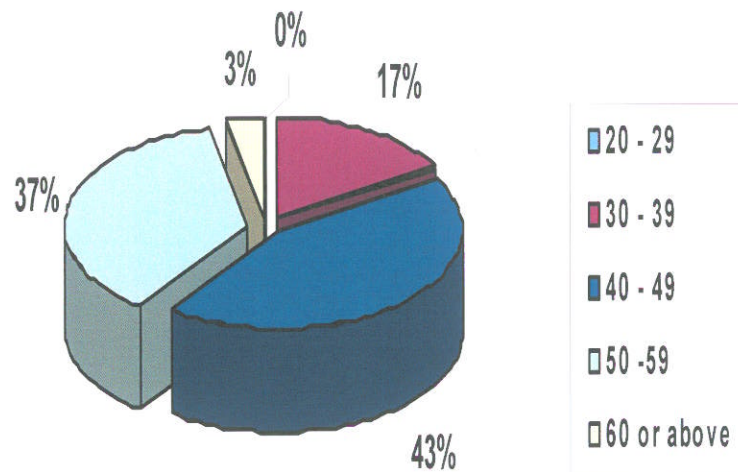
- High performing employees will always be in demand, especially in a recession.



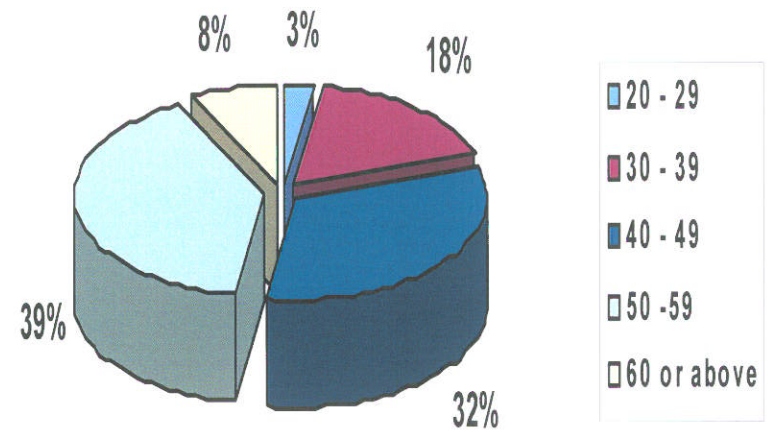
# Supervisors/Managers



Finance & Administration  
Current Supervisors/Managers



CEO Office, Development, & External Affairs  
Current Supervisors/Managers



# Challenge: Retirement



- Nationally, over 33% of the current workforce is over age 50. That number is expected to grow to 58% by 2020.
- At OCTA, 43% of our current workforce is over age 50. That number is projected to grow to 77% by 2020.

