

Senior Block Dynamics: How do policies push youth outside of Huntsville?

- 1) Where have you experienced these Senior Block Dynamics?**
 - a. Contractual requirements for experienced-level employees**
- 2) What types of people tend to leave first?**
 - a. Job availability impacts younger employees staying (i.e. progression pace)**
 - b. Low unemployment rate doesn't hinder turnover; organizations in same area are playing round-robbing**
 - c. Could influence young professionals to stay because positions will be vacant in the future.**
 - d. Community has a lot of second-career employment. Does that impact young professionals from wanting to come to this area?**
 - e. Medical care marketing may be an advantage**
 - f. Can we make the area more attractive to HSV/Ma**
 - g. Should create more opportunities for individuals to retire creating vacancies for young professionals.**
 - h. Coop experience should count as years on the job**
 - i. Reduced cost in hiring young professionals because of higher salaries and retirement of older professionals.**
 - j. Young professionals may come in with better skills applicable to today's in tech environment (e.g. blackberries, computers)**
 - k. Younger workers should be discouraged to leave.**

- 3) What implications are there for future hiring?**
 - a. Will potentially benefit from BRAC due to need of other positions (e.g. nurses)**
- 4) What are some creative ways your organization could handle the large number of senior vacancies that will occur in the near term?**
 - a. Leadership /development/management of those in same positions and/or with nowhere to go.**
 - b. Provide flexible schedules along with teaching and mentoring opportunities.**
 - c. Aggressive in growing in house talent (workforce planning).**
 - d. Be sure to exhaust local manpower first before recruiting externally (e.g., San Antonio)**
 - i. Get policies and procedures in place**
- 5) How do you see the Chamber and BRAC strategies working with or against this dynamic?**
 - a. Need strategies that will address short-term workforce impacts as well as long-term needs.**