

HOW DO YOU MANAGE 4,185,000 WORKERS?

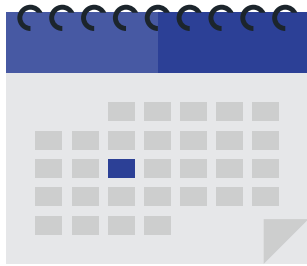
Strategic workforce planning combined with new technologies can help HR managers meet the challenges of today's Federal Government.

Take a look at Federal Human Resources by the numbers.



Attract New Workers

160 DAYS
VS.
23 DAYS



The federal hiring process can take between 81 and 160 days versus a 23 day average in the private sector

(HHS; OPM; Glassdoor)

Onboarding software can keep potential hires engaged with interactive portals, automated communication and the ability to request the tools they need for day 1.

31% ELIGIBLE FOR RETIREMENT

31% of federal workforce will be eligible to retire by 2017 (GAO)



Retain Critical Staff



8.5 YEARS
VS.
4.1 YEARS

Salary workers in the Federal Government had more than double the median tenure of private sector employees (BLS)



7% Under 30

The Federal workforce under the age of 30 dropped to 7.1%

(Partnership for Public Service)

Connecting HR functions electronically – from performance management to labor relations – creates a holistic picture of the employee journey.

5X Public-sector workers had a union membership rate five times higher than private-sector workers (BLS)

Empower Employees



64% ENGAGED

The 2015 FEVS index scored total employee engagement at 64%

(Unlocktalent.gov)

Access to new technologies makes it easier for workers to perform at their best. Modernizing HR systems are essential for supporting a virtual infrastructure.

93% MOBILE

93 percent of senior federal government employees use mobile for work

(National Academy of Public Administration)



1,020,034 employees were eligible for telework in 2013 (Telework.gov)

1,020,034 TELEWORK

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