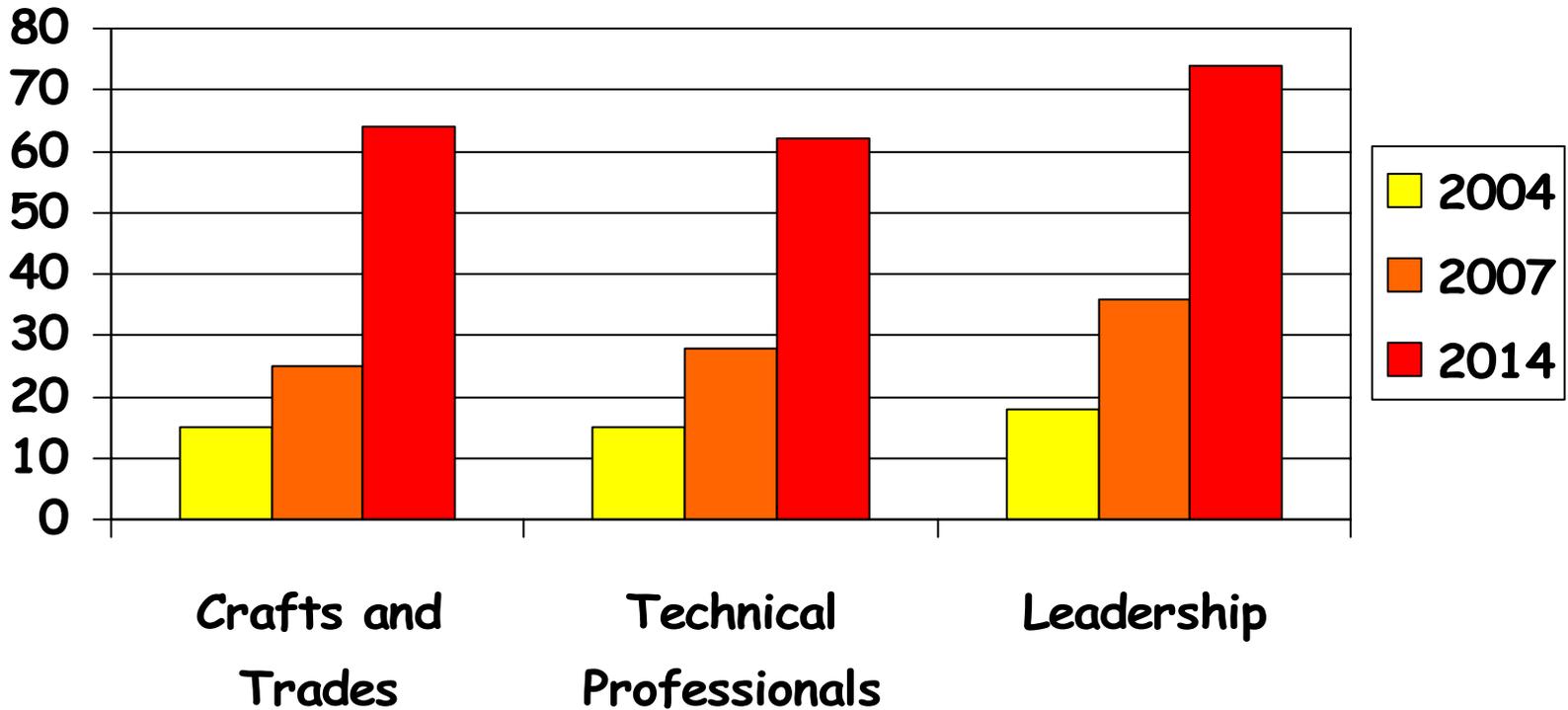


Workshop: Facilities Management Workforce Strategies for the Future

How Do We Cope with the Retirement Wave?

How Do We Recruit and Retain the Future Workforce?

Facilities Management Workforce Percent Eligible for Retirement (11,200 FTE)



What Will the Facilities Management Programs of the Future Be Like?

Increasing Complexity of Facilities and Equipment

Increasing User/Customer Expectations

Focus on Consequences - Adding Capacity

Lifecycle Management - Portfolio Management

Integration with the Business Plan

Greater Accountability

Information - Timely, Accurate, Automated

Culture Change

Potential Workforce Strategies

Human Capital Plans

Professional Development

Recruitment

Retention

Rehiring

Knowledge Preservation