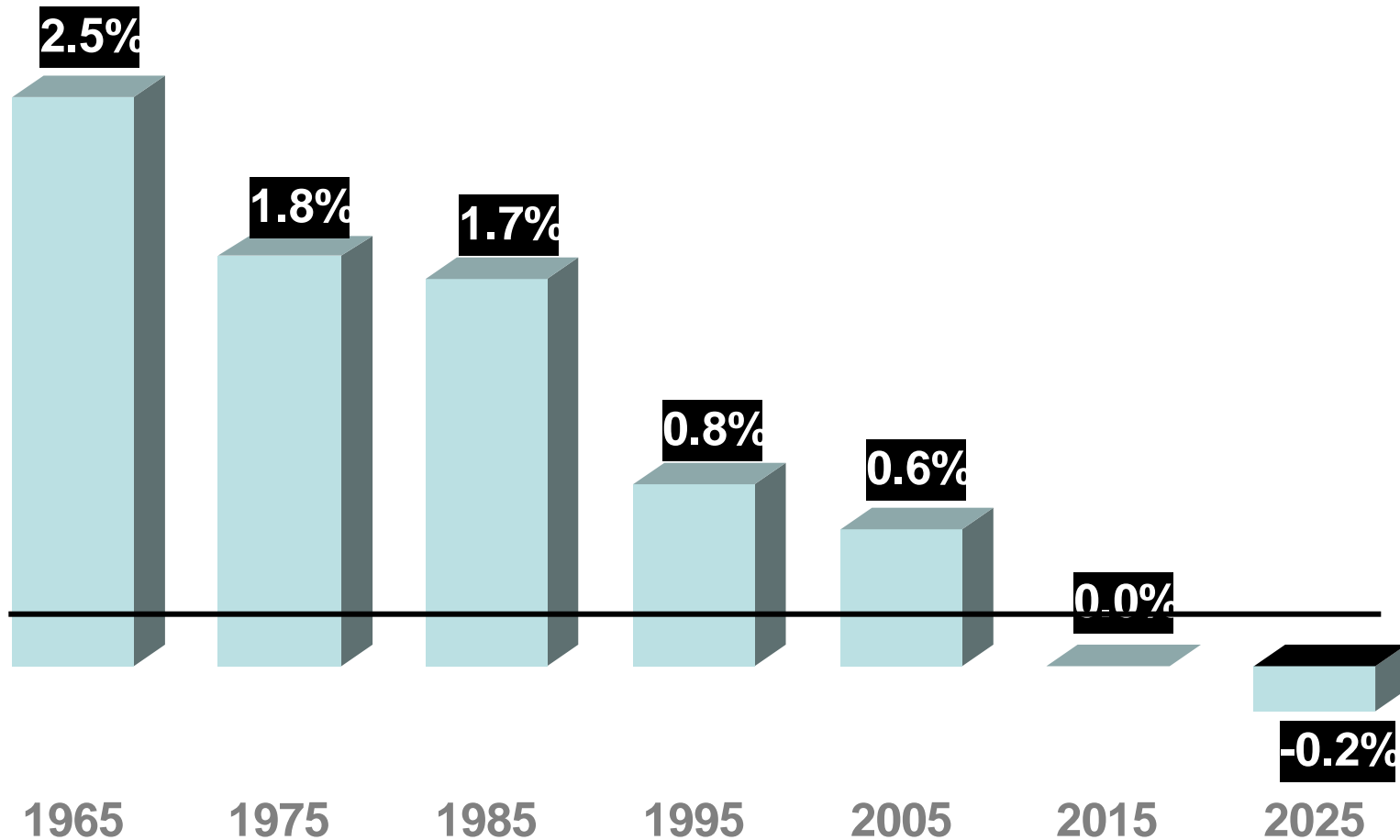


**Employer Talent Challenges
And
Creating the DirectEmployers Assn.**

**September 18th -20th, 2007
Hartford, CT**

A Shrinking Labor Pool

Annual Growth Rate of US Labor Force



Source: US Census Bureau & Dept. of Labor Statistics

Employer Challenges

- Shrinking Labor Pool
 - Baby Boomer Begin to Retire
 - Many Employees with 30 years of service are retiring before age 60
- Hard to find employees for skilled trades (e.g., electricians, mechanics)
- Basic skill deficiencies require an increased need for basic training
- For some employers English is a BFOQ; represents a challenge to hire immigrants
- Work and life balance issues

At the same time, Advances in Technology / Changes in Work

Environments demand employees who:

- Are trainable, adaptable, can work under pressure, can work in a team
- Have dedication and work ethic, have self-confidence and social maturity

Connecting with Talent

- Internet Solutions
 - Connecting via Job Boards
 - Challenge with For-Profit Marketplace
 - Formation of non-profit DirectEmployers Assn.
 - Create “Employment Search Engine”
 - Advertise 70% of Jobs not available via Commercial Boards
 - Create Shared Technology to Connect with Talent
 - National Labor Exchange
 - A web clearinghouse for jobs
 - Automatically identifies appropriate delivery points:
 - » State Job Banks
 - » VetCentral (for Federal Contractor Job Listings -- FCJL)