

Dear State Employees,

On April 29<sup>th</sup>, 2008, the Department of Employment: Research & Planning (R&P), under contract with our department, will be surveying all current employees. A number of workplace subjects will be covered in the survey including employee satisfaction, attitudes toward promotional and training opportunities, and retirement plans, among other topics. This survey was conducted previously among Department of Employment employees during the fall of 2006. The report containing the results of this earlier study can be found at ([http://doe.state.wy.us/lmi/SP\\_report.pdf](http://doe.state.wy.us/lmi/SP_report.pdf)). The purpose of the survey is to facilitate improving the workplace, improve retention of experienced workers, and understanding how human resource needs will change as a large share of state employees reach retirement age.

The following are some examples of findings from the 2006 Department of Employment Succession Planning Study:

- ❖ If the average age of retirement is 65, then nearly 30% of DOE employees are expected to retire in the next 10 years and nearly 60% are expected to retire in the next 20 years.
- ❖ Approximately 20% of employees would be willing to work after retirement if they could either change jobs within DOE or transfer to another agency.
- ❖ The top five factors that would influence a DOE employee to take another job are: higher wages, better benefits, more career advancement opportunities, flexible schedules, and more training opportunities.
- ❖ Overall, employees older than age 55 were somewhat less satisfied with aspects related to their jobs than those younger than age 54.

The survey will be mailed to your home address for you to complete and return to R&P in an addressed, stamped envelope.

Confidentiality of survey responses is addressed through the following process: Only the two analysts assigned to this project will have necessary access to any personally identifiable information and only for the duration of the study. To view the interagency agreement, which includes the confidentiality statutes, please visit:

<http://doe.state.wy.us/LMI/>

If you would like additional information about the study process, please see:

<http://doe.state.wy.us/LMI/>