

State Government Workforce Succession Trends Report

Commonwealth of Virginia

FY 2015			
MEASURE	STATE	INDUSTRY	INDUSTRY SOURCE
Turnover Rate	13.15%	6-10%	Benchmark All Industries – World@Work
Time to Fill Vacancies	72 days	26.6	All Industries –* BLS (DHI-DHS & JOLTS)
Employment Offer Acceptance Rate	88.8%	80%	Society for Human Resource Management
Average Tenure Rate	12 years	7.8 years	Public Employers Industry Norm - BLS
Eligibility Rate for Flex Work Schedules	~50%	27.5%	Industry Norm – Across Industries - BLS
Average Employee Age	47 years	42.6 years	National Average All Occupations All Industries - BLS
Percentage Eligible to Retire	12.08%	13%	US Census Social Security Benchmark of 65
Average Age at Retirement	62.45 years	62 years	2014 Gallup Report – All Industries – BLS
Non-Cash Compensation (Benefits)	**44.49%	36%	2014 BLS – Employer Costs - State and Local Government
Internal/External Hiring Rate	32.52%/67.48%	65%/35%	PricewaterhouseCoopers LLP

**DHI-DHS & JOLTS: Dice Hiring Indicators and DOL Job Openings and Labor Turnover Survey*

***Includes SPORS and VALORS employees*

FY 2014			
MEASURE	STATE	INDUSTRY	INDUSTRY SOURCE
Turnover Rate	11.1%	6-10%	Benchmark All Industries – World@Work
Time to Fill Vacancies	88 days	25 days	All Industries - BLS
Employment Offer Acceptance Rate	88.8%	80%	Society for Human Resource Management
Average Tenure Rate	12 years	7.8 years	Public Employers Industry Norm - BLS
Eligibility Rate for Flexible Work Schedules	~50%	27.5%	Industry Norm – Across Industries - BLS
Average Employee Age	47 years	42.4 years	National Average All Occupations All Industries - BLS
Percentage Eligible to Retire	11.6%	13%	US Census Social Security Benchmark of 65
Average Age at Retirement	61.53 years	62 years	2014 Gallup Report – All Industries – BLS
Non-Cash Compensation (Benefits)	**48.4%	36%	2014 BLS – Employer Costs - State and Local Government
Internal/External Hiring Rate	40.3%/59.7%	65%/35%	PricewaterhouseCoopers LLP

***Includes SPORS and VALORS employees*