

In a recent Workforce Management article entitled, *The Coming Knowledge Drain*, Patrick J. Kiger states, “Imagine having to deal with this nightmare scenario: One-fifth of the executives, managers and workers with critical skills that your company needs to survive have walked out the door.”

“Unfortunately, that’s the real-life predicament that companies could face as soon as 2008 because of the aging of the baby boom generation,” according to Mary Sue Rogers, global leader of IBM Business Consulting Services’ Human Capital Management group. “Over the next decade, mature companies in the U.S., Europe and Japan will be hit by a double whammy – difficulty in retaining aging workers, and possible shortages of workers in certain key job categories and skill sets.”

Rogers isn’t the only one predicting a dilemma because of graying boomers. “A lot of companies will be struggling just to sustain, much less improve, their workforce capabilities in the next 10 years,” says Massachusetts Institute of Technology AgeLab researcher David DeLong, author of the book *Lost Knowledge: Confronting the Threat of an Aging Workforce*. “They’ll be losing so much talent due to the aging workforce.”

Read more about the aging workforce and what employers can do about it by going to the Workforce Management Website at www.workforce.com, and click on Recruiting & Staffing.