

# Trends?????

**Figure 2. Changing Economic Systems and Relationships**

Then	Now
Lifetime employment	Contingent workforce
Individual identity tied to the organization	Individual identity tied to profession
Loyalty to the organization	Looking out for #1
Entry-level hiring	Hiring as competency is needed
The "Organization Man"	Work/life balance
Unions were a major force	Union influence declining—14 percent in private sector and 37 percent in government
Focus on domestic labor markets	Global labor supply

# Ipma Workforce Planning Resource Guide

**Robert Lavigna**



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