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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

OECD

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