

Building an Integrative Community Platform to Alleviate the Workforce Aging Crisis

1952225

Dr. Baris Aksanli, Dr. Audrey Beck, Dr. Shangping Ren, San Diego State University
PG, FY2020

- . Critical employee identification in a company structure
- . Knowledge extraction from critical employees or historical records and transfer to new workforce
- . Policy development to generalize research outputs
- . Targeting issues resulting from an aging workforce.
- . Some institutions suffer from this issue more than others (e.g., utilities, public service, etc.).
- . Our partners (utilities and university human resources division) need solutions to effectively retain and transfer knowledge to the future workforce.
- . Finding community partners
- . Understanding community partner needs
- . Refining project goals and objectives based on community partner needs
- . Identifying additional potential research collaborators in other disciplines
- . Leveraging other related SCC projects
- . Stakeholder workshop #1
- . Finding additional community partners
- . Obtaining data sets representing the workforce turnover problem

Intellectual merit:

- Formally define workforce turnover problem in companies.
- Identify the root causes of the workforce turnover problem.
- Develop automated solutions that can alleviate this problem.
- Our project can help a broad range of companies/industries that are prone to workforce turnover issues.

Broader impact on society:

The companies that are prone to high workforce turnover rates are the immediate beneficiaries of our research.

Broader impact on sustainability:

Our goal is to create policies identifying and mitigating the workforce turnover problem that will generalize the problem into different companies and domains.

Next steps:

- Work with new community partners
- Analyze data to identify root causes of the problem
- Prepare and submit a full proposal