



SEE-K® provides the tools your business needs to face – and embrace – the reality of the new aging workforce.

Address The Impact Of The Aging Workforce With Retention And Retirement Succession Strategies

Currently, 48% of the total U.S. workforce is aged 40 and older. By 2010, this number will increase to 51%, while professionals aged 25-39 will decline by 5.7%. According to Society for Human Resource Management (SHRM), more than *one-third* of U.S. HR professionals stated they were not aware of any company preparations regarding the impending retirement of a large percentage of their workforce. In fact, fewer than 30% were making any changes to how they recruit, retain and manage employees to address aging workforce issues.

Retention of experienced Baby Boomer workers makes good business sense – given that costs of employee turnover can reach 200% of the employee's annual salary. On the flipside, businesses must proactively develop a succession strategy for professionals exiting the workforce or face the risks of skill shortage and a shrinking labor pool.

Triviumsoft Helps You Plan Proactively and Raise Productivity

Triviumsoft, a provider of specialized solutions for the management of human capital, can help you create a demographic profile of your workforce, conduct a skill gap assessment and build a comprehensive retention and recruitment strategy. A smooth transition plan will maximize older workers' productivity while helping to avoid staff shortages downstream. At the same time, businesses can better empower their younger employees to realize their full potential through succession training and knowledge transfer from their experienced predecessors.

Build Your Future Workforce with SEE-K Human Capital Software

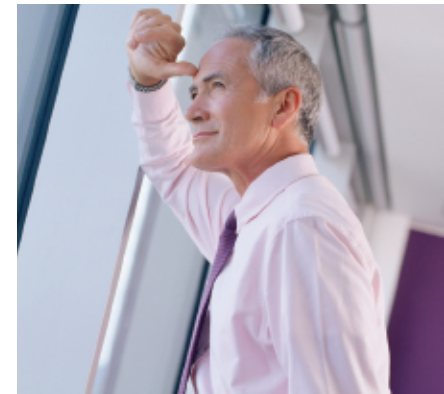
Triviumsoft's signature software solution, SEE-K, helps organizations to rapidly collect information across an organization and transform it into a powerful human capital decision-making tool by:

- Planning for retirement or repositioning scenarios
- Proactively managing knowledge transfer by proximity of skills, interests, experience
- Aligning human capital with the strategic needs of the corporation
- Allocating resources more profitably across the corporation
- Ensuring compliance with ethics and regulatory guidelines

Global 2000 organizations including *Airbus, Barclays Bank, CapGemini, the European Space Agency, LCL, Suez and EDF (Global 500 Utility)* have used SEE-K to better assess their human capital needs. SEE-K can help companies to identify the skills and competencies needed to address the implications of today's aging workforce on tomorrow's businesses.

Contact Us

To learn more about how SEE-K can help your organization plan for an aging workforce, contact Triviumsoft at 312-674-4560 or visit: www.triviumsoft.com.



The largest segment of the working population will be retiring in the next 5-10 years, taking with it a career's worth of knowledge. The U.S. industries to be hardest hit by worker loss include manufacturing (particularly oil and gas), public administration, education, transportation, health services and construction.