

## Organizational Advantages for Recruiting Knowledge Workers

Top Ten for 25 yr olds		Top Ten for 26-40 yr olds	
1	Flex telework/telecommute	1	Flex telework/telecommute
2	Cultural diversity/empathy	2	Job security
3	Integrated life/work programs	3	Integrated life/work programs
4	Mentor/coaching programs	4	Personal services
5	Advanced degree programs	5	Cultural diversity/empathy
6	Ethical culture	6	Ethical culture
7	Job security	7	Advanced degree programs
8	Personal services	8	Mentor/coaching programs
9	Eco/green initiatives	9	Community service programs
10	Community service programs	10	Eco/green initiatives

## Organizational Knowledge Retention Strategies

Top Five for 25 yr olds		Top Five for 26-40 yr olds	
1	Ed/training of replacements	1	Communities & networks
2	Communities & networks	2	Documentation
3	Documentation	3	Ed/training of replacements
4	Knowledge capture software	4	Knowledge capture software
5	Engineer out the work	5	Engineer out the work