



For Immediate Release
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Averting an Aging Workforce Crisis with a Multi-Generational Workforce

Sioux City, IOWA – Dr. Nicholas “Nick” Dayan, Senior Vice President of Human Resources for infoUSA and President and CEO of Dayan and Associates, a Human Capital Solutions Company, will present a seminar on the looming workforce crisis. Siouxland Employers’ Council and Iowa Workforce Development (IWD) will be hosting this seminar. The event will be held on Wednesday, January 23, 2008, from 8:30 a.m. – 11:30 a.m. The location is Western Iowa Tech Community College, 4647 Stone Avenue, Room D103, in Sioux City, IA.

Dr. Dayan has over 22 years experience in the Human Resource management field including extensive responsibilities in senior-level management dealing with Human Resources, Operations Management, and training issues. In addition to both a bachelors and masters degree in human resources, Dr. Dayan holds doctorates in Gerontology and Human Resources from the University of Nebraska. Currently he is the Senior Vice President of Human Resources for infoUSA. In addition to those responsibilities, he is President and CEO of Dayan and Associates, a human capital solutions company which currently employs 54 HR Consultants. Dr. Dayan is an adjunct professor at the University of Nebraska, an adjunct professor of Human Resources and Benefits for the Nebraska Methodist College, and conducts Human Resource seminars for Creighton University.

Professionally, Dr. Dayan has served on the IHRA, (International Human Resources Association Board in Washington D.C.). Currently he is a member of the Board of Human Resource Directors of LOMA - National Finance and Insurance Companies of North America and is the President of The Executive Human Resources Council of the Midlands. He also is extensively involved in Nebraska and national community service organizations.

This presentation will address:

- Evaluating business risk with the aging workforce
 - Generational issues
 - Generations X – Y – Z, and the Baby Dot Coms
- What do employers need?
 - Knowledge retention and transfer strategy
- What do employers want?
 - It’s all about me – strategies
- Retention Strategies
 - Why older workers need to feel valued and what we can do as managers
 - The need for organizations to embrace broader workforce planning initiatives

Human Resource professionals, department managers, business owners, economic developers and others wanting to learn about the workforce crisis and possible solutions should attend. There is a \$25 registration fee to attend this meeting. To register for the seminar, contact Diane Neri, Iowa Workforce Development, at (712) 233-9030, Ext. 1037 or by e-mail at diane.neri@iwd.iowa.gov. Please register by Friday, January 18, 2008.

Siouxland Employers’ Council is an employer group in Region 12, supported locally by Iowa Workforce Development, and is part of the statewide Employers’ Council of Iowa system. This employers group addresses workforce issues, and provides both educational and networking opportunities for employers.

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