



Nomination Form

This award is designed to recognize those organizations who excel at attracting, retaining, retraining and engaging mature workers and who understand how leveraging of an intergenerational workforce creates strategic advantage.

Please complete the nomination form below and send it to Karen Roberts at wisdomandexperienceworks@outlook.com by Tuesday, March 31st.

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Name of organization: _____

Number of employees in PBC: _____

Optional: Number of employees in PBC aged 50 and above _____

Sector: Non Profit ____ Private for Profit ____ Public ____

Contact information for nomination: Name: _____

Email address: _____ Phone # _____

Should you have any questions about the nomination form or process, contact Karen Roberts at 561-543-2954.

Please place a checkmark next to those practices your organization currently engages in and feel free to provide any documents supporting these practices as part of your nomination.

Recruitment Related:

_____ Hiring messages include age diverse materials and social media statements and online job postings encourage older workers to apply

_____ Interviewers are trained to avoid ageist assumptions and interview panels are age diverse

- ___ Job descriptions exclude a maximum number of years of experience and DOB or other age identifying information is not collected in initial employment process
- ___ Partners with local colleges, workforce development programs, temporary agencies or local non profits who excel in working with older adults

Retention/Engagement Related:

- ___ Includes age in diversity and inclusion strategy
- ___ Encourages mixed age and reverse mentoring
- ___ Committees and task forces are intergenerational
- ___ Surveys employees on a regular basis to determine needs, concerns and engagement levels
- ___ Includes retired alumni as mentors for up and coming leaders and or uses retirees as consultants/independent contractors
- ___ Uses a knowledge management system to capture institutional and historical knowledge
- ___ Offers flexible work arrangements or similar type of flexibility
- ___ Offers bridge employment - late career workers transition to retirement through use of reduced hours, responsibilities or workload
- ___ Offers caregiver supports including paid time off to care for a spouse or parent
- ___ Provides retirement planning support
- ___ Fosters an age positive culture that values mature workers

Re-skilling/Training Related:

- ___ Provides lifelong learning and re-skilling opportunities
- ___ Designs/redesigns work to match workers capabilities in terms of workflow and pace
- ___ Uses mature workers to train/instruct others through formal or job shadowing programs
- ___ Provides workforce training on age discrimination and ageism prevention

Comments:

Please write in any other practices that you use to support mature workers that are not described above and/or use this space to explain or expand on a best practice to support mature workers that you are particularly proud of.

Please answer the following three questions:

1. What have you found to be your experience with either mature workers or an intergenerational workforce?
2. What benefits have mature workers brought to your organization?
3. Tell us about a mature employee (no names please) who has made an exceptional contribution to your organization and how your organization has supported this worker through the use of best practices outlined above.

Thank you for taking the time to complete this nomination form.

Next steps:

1) Consider becoming a sponsor for the Awards Breakfast Event and/or the Mature Job Fair be held on Friday, May 1st at the WPB Airport Hilton.

2) Be sure to register for the Awards Breakfast and/or the Mature Job Fair.

You will be contacted by a member of the Awards Committee to confirm receipt of your nomination and to gather additional information if needed.