

**Nomination Form for Wisdom and Experience Works
for Business Award**

This award is designed to recognize those organizations in South Florida and the Treasure Coast 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 KarenRobertsHRConsultant@gmail.com by Tuesday, August 31, 2021.

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Name of organization: _____

Number of employees: _____

Optional: Number of employees 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 this process, contact Karen Roberts at 561-543-2954.

Please place a checkmark next to the best 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 do NOT list maximum number of years of experience and Date of Birth or other age identifying information is NOT required in initial employment process
- _____ Partners with local colleges, workforce development programs, temporary agencies or local nonprofits who excel in working with older adults

Retention/Engagement Related:

- _____ Includes age in diversity and inclusion strategy; fosters an age positive culture that values mature workers
- _____ Provides informal or formal mentoring opportunities across all age groups
- _____ 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 for all age groups
- _____ 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 (financial or otherwise) to assist transition out of the workforce

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

Other:

List any other practices you use to support mature workers that are not described above.

You may also explain or expand on a best practice listed above that you are particularly proud of.

