

AGE-FRIENDLY WORKFORCE RESOURCE GUIDE

Are you looking for training resources?
Do you want to recruit and hire older workers?
Do you want to join the growing number of smart organizations that want to be recognized as being age-friendly?

These resources, compiled by iAging for Changing the Narrative in Colorado's Age-Friendly Workforce Initiative, can help you.



TRAINING AND EMPLOYMENT FOR PEOPLE AGE 50+

BACK TO WORK 50+ A collaboration of The AARP Foundation and local partners, this program provides the training and tools that older adults need to compete with confidence in today's in-demand jobs. Trusted local partners that specialize in working with older job candidates offer job-search coaching, build computer skills, and match each candidate with local employer needs. Partners in the seven-county Denver metro area include:

Arapahoe Douglas Works <http://www.adworks.org/>
303-636-1160 - 6974 South Lima Street, Centennial, Colorado 80112

Jewish Family Services <https://www.jewishfamilyservice.org/>
303-597-5000 - 3201 South Tamarac Drive, Denver, Colorado 80231

Denver Economic Development and Opportunity
<https://www.denvergov.org/content/denvergov/en/denver-office-of-economic-development.html>
720.913.1618 - Denver Workforce Services, Office of Economic Development - 101 W. Colfax, 8th floor, Denver, CO 80202

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM - SCSEP

SCSEP helps low-income, unemployed individuals aged 55+ find work. The AARP Foundation matches eligible older job seekers with local non-profits and public agencies so they can increase skills and build self-confidence, while earning a modest income. Based on their employment interests and goals, participants may also receive supportive services and skills training through an educational institution. Their SCSEP experience most often leads to permanent employment. In Colorado, contact:

Employment Program - SCSEP <https://www.aarp.org/aarp-foundation/our-work/income/scsep/info-2014/aarp-foundation-scsep-locations.html>

Denver: 720-946-2901 - 777 Grant Street, Suite B 130, Denver, CO 80203

SER SCSEP OFFICES (serving Adams, Arapahoe, Boulder, Broomfield, Douglas, Elbert, Jefferson & Summit, 303-462-1725 or 303-237-1842, 441 Wadsworth, Suite 225B, Lakewood, CO 80226

WORKFORCE CENTERS

Colorado Workforce Centers provide a variety of free services to assist employers and job seekers alike. These include:

- Job listings
- Computer and internet access
- Career counseling and training for job seekers
- Recruitment of workers, pre-screening & referral services
- Tax credits and training reimbursement for employers

To find a workforce center in your community, go to:

<https://www.colorado.gov/pacific/cdle/wfc>

RECRUITING FIRMS TARGETED AGE 50+ POPULATION

WAHVE

WAHVE is a contract staffing talent solution that connects companies and pre-retiring professionals in accounting, human resources and insurance. Companies get the right matched talent and older professionals get to extend their careers from home.

WAHVE - <https://wahve.com/> 646-807-4372

DISTINGUISHED LEGAL ADVISOR PROGRAM®

Gibson, Arnold & Associates has created a [Distinguished Legal Advisor® program](#), which has placed candidates with Fortune 500 corporations, law firms, and government agencies. Clients can engage a contract attorney with the experience and specialized skill set of a life-long attorney when, where and how they need it, without incurring the costs and hassles of hiring a full-time employee or an outside counsel.

Gibson Arnold & Associates - <https://gibsonarnold.com/>
303-595-3655 – 700 17th Street, Suite 1250, Denver, Colorado 80202

AGE-FRIENDLY EMPLOYER DESIGNATIONS OR PLEDGES

CERTIFIED AGE-FRIENDLY EMPLOYER PROGRAM

RetirementJobs.com's *Certified Age Friendly Employer (CAFE) program* is an initiative to identify organizations that are committed to be the best places to work for employees at or above age 50. Certified employers are those that value employees based solely on their proficiency, qualifications and contribution and maintain policies, practices and programs supporting people age 50 and older. *Certification* indicates an employer's recognition of the unique value of age 50+ workers as well as its commitment to provide meaningful employment, development opportunities and competitive pay and benefits for those employees.

Certified Age-Friendly Employer (CAFÉ) Program

<https://retirementjobs.com/about-us/certified-age-friendly-employer-program/>

AARP'S EMPLOYER PLEDGE PROGRAM

The AARP Employer Pledge Program is a nationwide group of employers that stand with AARP in affirming the value of experienced workers and are committed to developing diverse organizations

AARP Employer Pledge Program

<https://volunteers.aarp.org/employerpledge-form/default.aspx>

JOB BOARDS TARGETING THE AGE 50+ POPULATION

AARP JOB BOARD	<p>Smart organizations know that an age-diverse workforce is good for business. With the AARP Job Board, organizations can find experienced candidates in their area. Create a job listing today and join the ranks of other top organizations diversifying their workforce.</p> <p>AARP Job Board – Link to post a job - https://jobs.aarp.org/employers</p>
RETIREMENT JOBS	<p>RetirementJobs.com is a career website for job-seekers age 50+, with more than 1 million members nationwide. The company's job board lists hundreds of thousands of openings and community reviews to help experienced employees land opportunities, including work with <i>Certified Age Friendly Employers</i>™.</p> <p>Retirement Jobs – Link to post a job - http://www.seniorjobbank.org/post-jobs-on-seniorjobbank.cfm?pid=3084012750395025&action=post</p>
RETIRED BRAINS	<p>Retired Brains is a resource website for baby boomers, those planning their retirements, and active retirees on the Internet. Their retirement advice and resources take quality of life, financial stability, and opportunities for continued growth into account.</p> <p>Retired Brains - https://www.retiredbrains.com/index.html</p>
SENIOR JOB BANK	<p>The SeniorJobBank is a meeting place for over-50 job seekers and employers seeking their services. The goal of the SeniorJobBank is to provide a service that encompasses the full range of employment types and disciplines. This includes part time workers or people newly entering the work force, ranging up to highly skilled executives and engineers continuing their full-time careers.</p> <p>http://www.seniorjobbank.org/ Link to post a job – http://www.seniorjobbank.org/post-jobs-on-seniorjobbank.cfm</p>
WORKFORCE 50 JOBS	<p>Workforce50.com serves employers and job seekers in the United States. Employers post directly to the Workforce50 Jobs exclusive job board to reach older and experienced audiences.</p> <p>Workforce 50 Jobs - https://jobs.workforce50.com/ Link to post a job - https://www.workforce50.com/content/employer_information_workforce50.html</p>

OTHER RESOURCES

AGE DIVERSITY FORUM

Great resources about achieving age diversity in this international forum.

<https://www.agediversityforum.org/>

ENCORE.ORG TOOLKIT

Download this free toolkit on engaging encore talent:

<https://toolkit.encore.org/>

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Great resources on older workers and age diversity:

<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/employing-an-aging-workforce.aspx>

KNOW A RESOURCE WE SHOULD INCLUDE? LET US KNOW!

Email:

Karen Brown, at karen.peffer.brown@gmail.com

Janine Vanderburg, at janine@encoreroadmap.com

This resource guide was compiled by Karen Brown of iAging, director of Changing the Narrative in Colorado's Age-Friendly Workforce Initiative.

Changing the Narrative in Colorado, a partnership of NextFifty Initiative and Rose Community Foundation, seeks to change the way Coloradans think, talk and act about aging and ageism.

iAging's mission is to improve the lives of older people and their caregivers increasing choice, control, and independence, all for less money and hassle than it takes today to solve the challenges that exist.