TRAINING AND EMPLOYMENT NOTICE	NO. 34-07
	DATE March 4, 2008

TO: ALL STATE WORKFORCE LIAISONS
               ALL STATE WORKFORCE AGENCIES
               ALL STATE ONE-STOP CENTER SYSTEM LEADS
               ALL STATE AND LOCAL WORKFORCE INVESTMENT BOARDS

FROM: THOMAS M. DOWD /s/
               Administrator
               Office of Policy Development and Research

SUBJECT: Release and Availability of *Current Strategies to Employ and Retain Older Workers* Report

1. Purpose. To announce the release and the availability of the report *Current Strategies to Employ and Retain Older Workers*.

2. Background. With the aging of the baby boom population, the United States is facing an unprecedented demographic change. As the number of people reaching traditional retirement age increases, the shrinking labor pool threatens American economic growth, living standards, Social Security and Medicare financing, and funding for other government programs. Older workers typically bring maturity, dependability, and years of relevant experience to the workplace. Therefore, employers may need to rethink traditional workplace practices to attract and retain older workers, many of whom are highly knowledgeable and skilled. This report describes current strategies used in the private, government, nonprofit, and education sectors to help attract and retain older workers.

The report was commissioned by the U.S. Department of Labor, Employment and Training Administration (ETA) to support the work of the *Taskforce on the Aging of the American Workforce*. The report was prepared by the Urban Institute.

3. Findings. The findings indicate that as older adults are becoming an increasingly important labor source, employers are beginning to tailor their programming and services to individuals age 50 and older. For employers, the challenge is to develop workforce policies that appeal to older workers without sacrificing productivity.

The following are examples of current employer strategies described in the report:

- Flexible work arrangements may appeal to older adults who no longer wish to work traditional full-time schedules. This can include part-time employment, flexible work schedules, job sharing, changing jobs within the company, telework, and snowbird programs.

- Phased retirement plans offer older workers the opportunity to phase into retirement gradually with their current employers, while still having access to some of their retirement benefits.

The following are examples of additional resources included in the report:

- Private sector companies provide a variety of job search assistance resources for older workers including job Web sites, job fairs, books and articles, job centers, recruiters, and career counseling services.
- Some examples of programs that train older workers to meet employer needs include community colleges, and publicly funded programs such as the Workforce Investment Act of 1998 adult and dislocated worker programs, and the Senior Community Service Employment Program.

A main objective of workforce development agencies has been to develop partnerships among key stakeholders. Many states, local workforce agencies, community colleges, and advocates for adults are taking steps to educate employers on the value of hiring and retaining older workers in order to dispel the misconceptions that persist in the employer community.

4. Availability. To view an abstract of this publication or to download the full report or executive summary as a PDF, visit the ETA Occasional Paper series Web site at: http://wdr.doleta.gov/research/keyword.cfm.

To request a hard copy of this publication, please write: the Dissemination Team, Division of Policy, Legislation and Dissemination, Office of Policy Development and Research, Employment and Training Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Room N5641, Washington, DC 20210; or call the publication order line at: (202) 693-3666.