

# Profit from Experience:

**Recruit and Hire Experienced Job Candidates!**

Presented by:

The Partnership For Age-Friendly Communities:

Age-Friendly Workplace Initiative (AFWI)



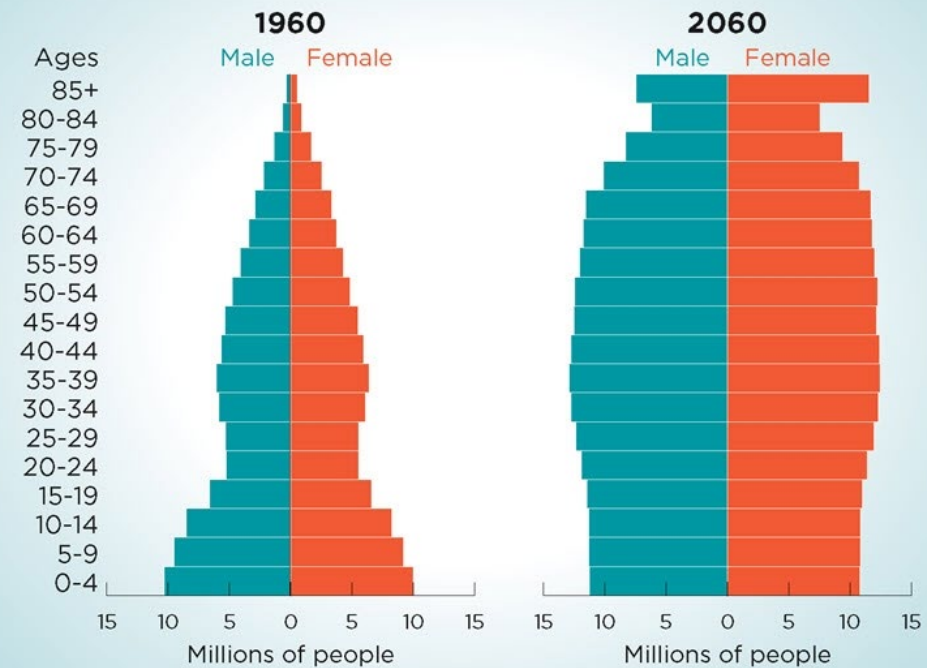
# Year 63 of the Century of Change

## People Ages 55-64

- 34,696 in labor force, make up 18% of total labor force
- CO has the 3<sup>rd</sup> fastest growing population of 65+
- Older adults 42% of CO GDP
- Have 4X the average tenure of younger workers

## From Pyramid to Pillar: A Century of Change

Population of the United States



United States™  
**Census**  
Bureau

U.S. Department of Commerce  
Economics and Statistics Administration  
U.S. CENSUS BUREAU  
[census.gov](https://www.census.gov)

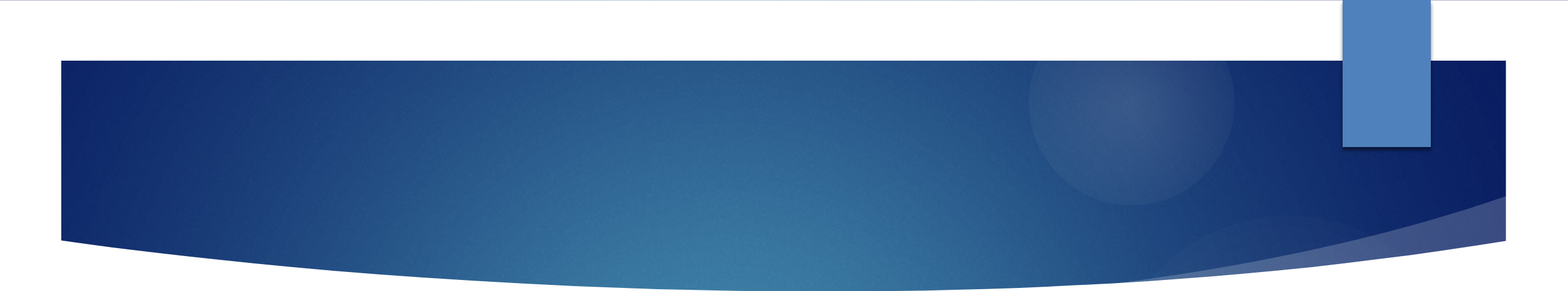
Source: National Population  
Projections, 2017  
[www.census.gov/programs-surveys/popproj.html](https://www.census.gov/programs-surveys/popproj.html)



# Benefits of an Age-Diverse Team

## **Research has identified that experienced workers...**

- Have strong communication and essential people skills
- Improve team problem-solving and creativity
- Help avoid “group-think”
- Aid knowledge transfer
- Foster reciprocal mentoring, both as mentors and mentees
- Act as role models for employees new to the business



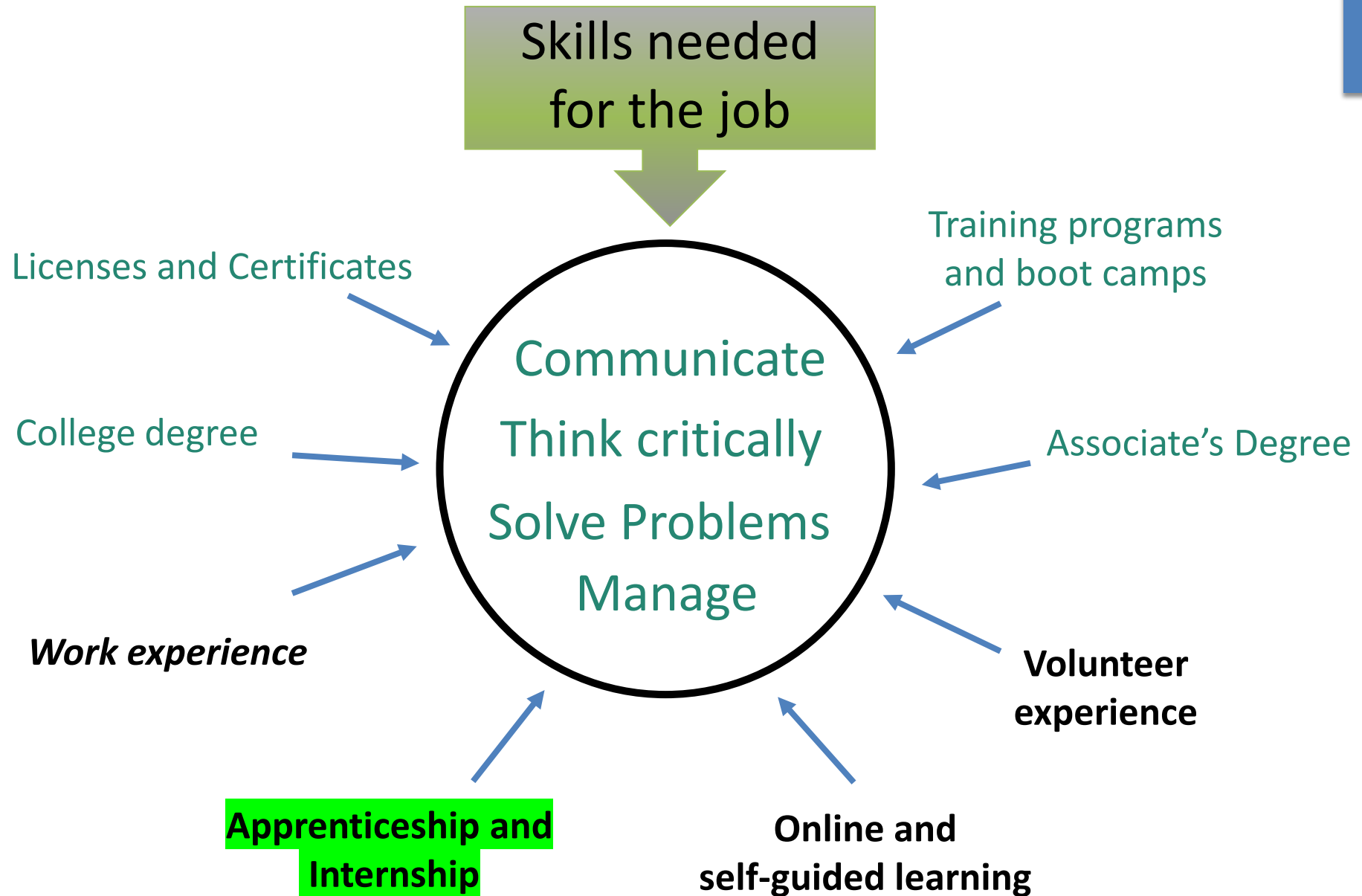
# **Update our Practices: The Problem with Proxies**

## **OLD MODEL**

- Bachelor's Degree required
- 5 Years' Industry Experience

## **UPDATED MODEL**

- Bachelor's degree or relevant education is a plus
- Relevant experience and transferable skills required



# Look for Transferable Skills

“We’ve got folks out of **education** working with our **customer service team**, because a big part of that job is the educational **process of teaching a customer** how to utilize a product, how it works, walking them through troubleshooting trees. **Who is better to do that than a (retired) teacher?**”

# Finding the Talent You Need

## **Skills-based Employment Training**

- Recruitment and Job Postings
- Screening and Interviewing
- Selection and Onboarding
- Employee Retention and Engagement

## **PAFC Micro-Internship Program**

- Pre-screened & highly motivated candidates
- Short-term internships to ensure fit
- No cost to you



# Finding the Talent You Need



## Profit From Experience!

We can help you...

- Identify skilled, experienced candidates
- Provide PAID internships to fresh talent
- Cultivate mentorship opportunities

**At no cost to you!**



**Scan the QR code  
below to connect:**



[www.PAFCLarimer.org](http://www.PAFCLarimer.org)  
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The Workforce Innovation Grant is a collaboration between the Colorado Workforce Development Council, Colorado Department of Labor and Employment, Larimer County, Larimer County Workforce Development Board, and Larimer County Economic and Workforce Development. The PAF-C Workforce Innovation Program is being 100% funded in the amount of \$146,136 by federal award number SLERF0126, awarded to the State of Colorado by the U.S. Department of the Treasury and 0% funded by non-federal sources or by any other sources.



# PAFC Micro-Internship Candidates

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Age Friendly Workplace Initiative

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