

Older Worker Friendly Employer Assessment Tool

Take this simple assessment to find out if you offer an environment that is attractive to older workers.

Each line that you check represents an older worker friendly characteristic that was identified, by older workers in Wisconsin, as something likely to attract and retain older workers to an employer.

Please put a checkmark on the lines of items that apply to your organization:

Recruiting

We state in our job advertisements that we seek employees with:

- Maturity
- Good Judgement
- Work Experience

We are familiar with organizations and agencies that:

- Help older workers find jobs
- Provide training for older workers

Hiring, Retention, Evaluation and Promotion

We provide older worker new hires and job candidates with the following information addressing issues of particular interest to older workers:

- Social Security earning caps
- Flexible benefits
- Alternative work schedules
- Workplace accommodations

We conduct "age audits" of our organization to help identify possible barriers to:

- Equal hiring
- Promotional opportunities
- Training for older workers

We periodically review our organization policies and practices as they relate to older workers:

- Recruitment
- Hiring
- Training
- Evaluation
- Promotion
- Termination

We educate our managers, supervisors and interviewers on:

- Age discrimination laws
- Age neutral performance appraisal systems
- Age neutral accessibility to training
- Benefits of hiring and promoting older workers

We educate the following populations about age stereotypes:

- Managers
- Supervisors
- Lead staff
- Workers

We educate the following employees about assessing and redesigning jobs for workers with special needs:

- Managers
- Supervisors
- Lead Staff

Employee Training

We provide flexible training opportunities including:

- A mentoring program
- Job rotation
- On-the-job coaching
- Peer training
- Internships
- Individualized training

We provide the following basic training for our employees, including older workers:

- Technical
- Computer training

Accommodations

We educate the following employees about assessing and redesigning jobs for workers with special needs:

- Managers
- Supervisors
- Lead staff

We provide, as needed, the following equipment to assist employees in performing their jobs:

- Amplified telephone equipment
- Computer screens for visual enhancement
- Special/ergonomic keyboards
- Flexible workstations (i.e. alternate sitting and standing)

Compensation and Benefits

We offer alternatives to full time work:

- Part-time work
- Temporary work
- Seasonal work
- Consulting
- Job Sharing
- Flex-time
- Flex-pace
- Compensatory time

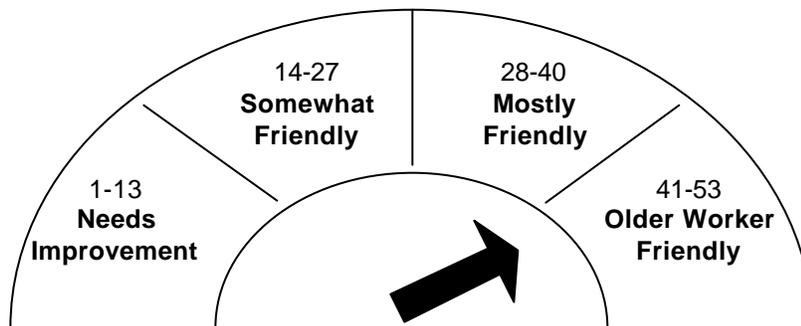
Our benefit package takes into account that our older workers may desire a different set of benefits than other workers.

We offer similar or pro-rated benefits to our part-time employees as we offer to our full time employees.

Total all check marks

Older Worker Friendly Employer Gauge: Add up your checkmarks.

If your total was 1-13=you are in real need of improvement, 14-27=you are somewhat friendly to older workers, 28-40=you are mostly older worker friendly, 41-54=you are older worker friendly.



To learn more about older workers and how you can become a more "Older Worker Friendly" organization refer to the attached answer / resource guide. You can also contact your local Job Center or your Local County Office on Aging.