

Age Inclusive Management Strategies First Generation

We invite you to become a member of the first generation of employers to use the AIMS website. As a member of this first-generation, you will receive access to the AIMS website and:

- (a) learn about challenges and opportunities presented to employers by an aging workforce.
- (b) conduct organizational self-assessments to identify management strategies they may already be implementing and learn about other strategies they could implement.
- (c) receive consultation from project staff who will assist with identification and implementation of age-inclusive management strategies.

Your participation is voluntary. Enrolling as a member of the first generation is absolutely free because we have received an award from the Next50 Initiative based in Denver. This award supports our efforts to develop the AIMS platform and consult a “first generation” of employers who have decided to take deliberate steps to address the aging workforce.

If you agree to become a member of the first generation, our support begins with a 45 minute “kick off” meeting in which the project team provides an overview of the AIMS platform, demonstrates how to complete organizational self-assessment, and presents up to 40 different strategies that employers can pursue. After the kick-off meeting, project staff are available for up to ten hours for the next six months to consult employers as they move forward with implementation of at least one AIM strategy. The project team also will contact employers 7, 30, 60 and 90 days after kick off to offer additional support needed to move forward with the implementation of at least one AIM strategy.

After six months, the AIMS project team will ask employers to complete a close-out survey asking about strengths and weaknesses of the AIMS platform and inquires about challenges and facilitators experienced when moving forward with implementation of an AIM strategy.

Please note: all information including the results of your organizational self-assessment and survey answers will be kept confidential. We will not link any personally identifying information to your participation, and will only identify your company with a randomly assigned number.

There are no risks participating in this opportunity and you will not benefit personally. However, we hope that your organization and the experienced employees in your organization may benefit from the adoption of age-inclusive management strategies and that other employers may benefit in the future from what we learn from the first generation of AIMS employers.

In the fall of 2022, the First Generation of Employers will have the option to be featured at a conference convened in collaboration with the Governor’s Office. These employers also will be featured on the website and recognized as an age-friendly employer, if desired.

For more information, contact Karen Brown at karen.peffer.brown@gmail.com or call 303-807-4586.