Age-Inclusive Management Strategies (AIMS) Colorado Conference

Colorado Tapping Into Experienced Employees

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Age-inclusive Management Strategies Conference
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Vision
A working economy that elevates all of Colorado.

Mission
Working together to promote a thriving employment environment with opportunity for every Coloradan to prosper.

CDLE Vision & Mission
Model Employer
Lead the state in becoming a model employer

Workers Prosper
Through meaningful employment, every Coloradan prospers

Exceptional Services
Exceptional execution of core services in collaboration with partners & stakeholders

Future of Work
Ensure Colorado is prepared for the Future of Work

Employers Thrive
Cultivate policies and processes that help CO employers thrive
What do the data show?
Colorado Net Population Change, Births, and Deaths - 1980-2050

Source: State Demography Office at the Department of Local Affairs
Age Share of Labor Force

- **1990**
  - 55+ 11%
  - <24 14%
  - 25-34 30%
  - 35-44 28%
  - 45-54 16%

- **2010**
  - 55+ 19%
  - <24 14%
  - 25-34 22%
  - 35-44 22%
  - 45-54 23%

- **2030**
  - 55+ 23%
  - <24 13%
  - 25-34 22%
  - 35-44 22%
  - 45-54 20%
Colorado Labor Force Participation by Age Group

Barriers to Employment

For Older Workers

- Pandemic
- Ageism
- Digital divide
Distinct Supports

Training to workforce professionals and partners

Improved access to apprenticeships

Closing the digital divide
Thank You!

Until We Meet Again!
Age-Inclusive Management Strategies (AIMS) Colorado is a multi-year project dedicated to transforming the way employers shape the future of aging in Colorado, by addressing how they meet the needs and preferences of experienced employees (i.e., older workers). This effort constitutes a substantive contribution to improving future opportunities to age successfully. It is a collaboration between the University of Iowa College of Public Health and Transamerica Institute and is funded by a grant from NextFifty Initiative.

University of Iowa College of Public Health works to promote health and prevent injury and illness through its commitment to education and training, excellence in research, innovation in policy development, and devotion to public health practice. [www.public-health.uiowa.edu](http://www.public-health.uiowa.edu)

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NextFifty Initiative is a Colorado-based private foundation dedicated to funding mission-driven initiatives that improve the lives of the older adult population and their caregivers. It seeks to fund game-changing efforts to improve and sustain quality of life for people in their second 50 years. NextFifty Initiative educates about proven initiatives and advocates for transformational change. [www.next50initiative.org](http://www.next50initiative.org)

The University of Iowa College of Public Health and Transamerica Institute are not affiliated with each other.

For more information visit [www.Transamericalnstitute.org/AIMS](http://www.Transamericalnstitute.org/AIMS). To get in touch with the project team, email us at AIMS-Project@uiowa.edu.