

The Mature Worker

Changing demographics and social trends are leading toward new perceptions in the workforce. With the number of jobs increasing and the growing number of Baby Boomers nearing traditional retirement age, the loss of skilled talent within our workforce is imminent.

The realization that mature workers bring a wealth of knowledge, expertise, and professionalism to the workplace is leading employers to re-think traditional retirement. Today, employers are focusing on recruitment and retention of mature workers as one way to address their workforce shortages.

The State of Arizona recognizes these employers as pioneers in the ever-changing Arizona workforce by offering a Mature Worker Friendly Employer Certification.



More employers are recognizing the value of experienced Mature Workers everyday.

The Arizona Mature Workforce Initiative is committed to addressing the aging of Arizona's workforce by promoting and providing opportunities for mature workers and employers to connect.

As an additional resource, the Mature Workers Speakers' Bureau is available to speak with employers, civic groups, and mature workers about the challenges and changes Arizona's workforce is experiencing as it ages. Give us a call today!



MATURE WORKERS
Experience is Our Business

Supported by the
Governor's Advisory Council on Aging



For more information about how you may become involved in this Initiative, contact:



Arizona Governor's Advisory Council on Aging

1700 W. Washington, Suite 240
Phoenix, Arizona 85007

www.azgovernor.gov/gaca
(602) 542-4710

To request information in alternative formats, please contact the number above.

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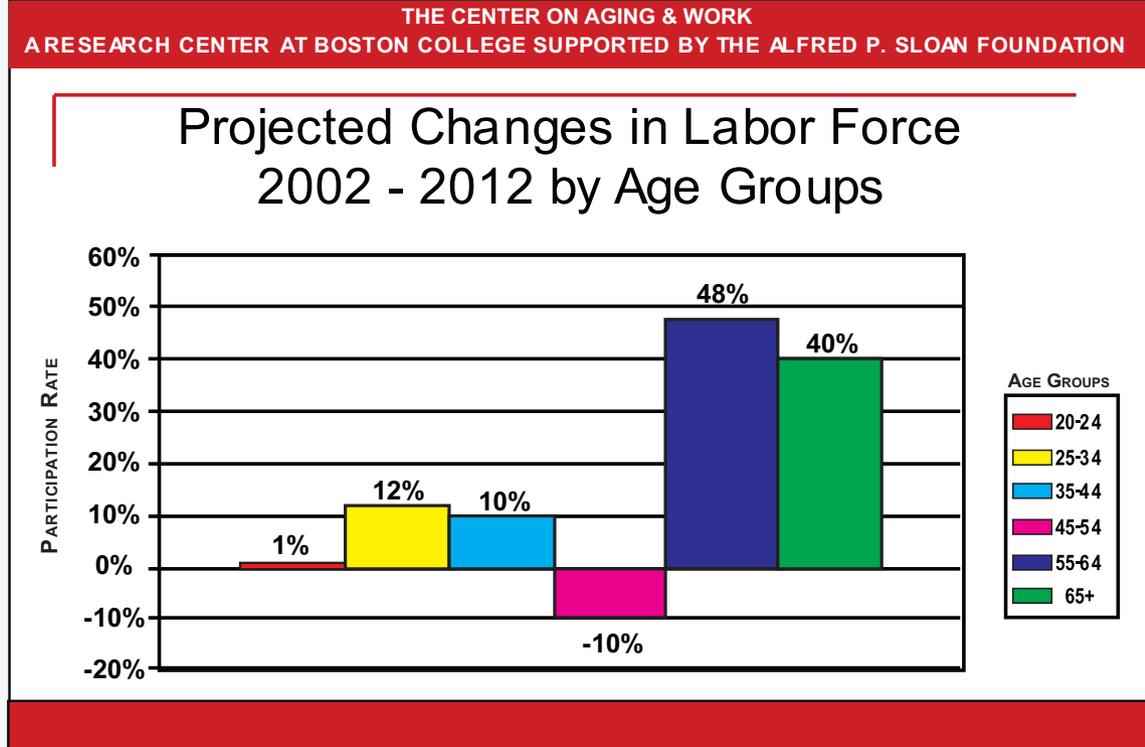
The Arizona Mature Workforce Initiative

In February 2005, the Arizona Mature Workforce Initiative was launched. The Mature Workforce Initiative (MWI) is designed to raise visibility, awareness, appreciation of and employment opportunities for mature workers, while addressing projected labor force shortages.



With the pending retirement of 76 million Baby Boomers, analysts are predicting growing labor shortages.

By developing a dialogue among the mature workforce, businesses, government, education, and local communities, opportunities for mature workers and employers to interact are being created. While employment is not guaranteed, the resources and tools provided through this Initiative may be helpful to job seekers and businesses alike.



Horrigan, M. W. (2004, February). Employment projections to 2012. Monthly Labor Review, 127 (2), 3-22

Employment & Recruitment Resources:

- For up to date listings of employment opportunities, resources for mature workers and employers, community events and job fairs, visit www.AzMatureWorkers.com
- Statewide One-Stop Career Centers assist with re-careering, skills training, and employment connections between mature workers and employers. For more information, visit www.arizonaworkforceconnection.com
- The Center for Workforce Transition serves the workforce needs of both boomers and employers by enabling them to explore and connect to beneficial work experiences. Please call (602) 286-8147 for more information or visit www.boomersindemand.com