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COMPANY

Helping Leaders Limit their Liability by Learning the LawSM

LHRMA “Make Work Work...” July 10, 2012
Roundtable Discussions & Ideas for Targeted Recruitment and Retention of:

- Older Workers
 - Partner with AARP
 - AARP Grant \$ available through DOL
 - Use SHRM’s Employing Older Workers Toolkit
 - <http://www.shrm.org/TemplatesTools/Toolkits/Pages/EmployingOlderWorkers.aspx>
 - Apply for SHRM/AARP new Award, “Best Employer for Workers Over 50”!
 - <http://www.shrm.org/about/pressroom/pressreleases/pages/shrmaarppressrelease50bestemployerscosponsorship.aspx>

- Caregivers
 - Provide eldercare/parental leave
 - PTO donation policy
 - Provide Lunch and Learns for employees with resources
 - Partner with Lincoln’s Aging Partners program
<http://lincoln.ne.gov/city/mayor/aging/>

- Youth
 - State Voc Rehab works with HS students (under age 19) to transition to work
 - DOE – medical leave for parents with special needs students
 - Liberal leave policies for parents
 - EAP services include support groups

- Persons with Mental Disabilities
 - Develop strategies to enhance recruitment

- Veterans/Military
 - Partner with Hiring for Heroes in Lincoln
 - <https://hoh.greatjob.net/sc/viewEvent.action?id=176924>
 - Provide education to employers and candidates about how to transfer military to civilian workforce skills e.g., sniper to....?
 - VA has employment specialist in Omaha to help with recruitment
 - Use SHRM’s military resources employment page
 - <http://www.shrm.org/hrdisciplines/staffingmanagement/articles/pages/military.aspx>

Thank you!

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