

FUSE—Fully Utilizing Sheridan’s Experience

(A Subcommittee of Workforce Recruitment Task Force)

August 27, 2008
2:00 PM
Workforce Center

Meeting Notes

Present: Barb Daugherty, Carmen Rideout, Jim Craig, Pete Turner, Deb Pruss, Linda Gostas, Chandra Richards, John Thurow, and Jaime Lewis

- Database Update
 - Site development options and associated costs
 - Marketing the site
 - Legal issues (EOE compliance)

The group discussed the concept of a database to match older workers and employers. John can design a basic dual-sided website for workers and employers; however, employees would have no guarantee of privacy for their information, and the site may not look as professional and polished as we’d like. Funds are not available to hire a professional website developer—grant funding would have to be found. We would also need to create a marketing plan for the site, as this site would compete with other sites, like Dinosaur Exchange and AARP. There may be legal ramifications in creating a site for older workers—sites that list an age bracket for workers charge to list jobs; free sites are not specific to older workers, but to “experienced” workers.

Reviewing the results of the May Forum, a database may not be a solution to address employer needs or older workers needs. The goal of FUSE is to “create infrastructure for employers and older workers to successfully connect.” Older workers were concerned about the skill sets they possess, especially technology skills—they are not comfortable using the internet. Employers were concerned about EOE laws, and requested trainings on the subject. FUSE needs to work on education of older workers and employers first, before spending time and money on a database.

It was suggested that FUSE create two education panels—one for employers and one for older workers. The panel for employers could cover topics like:

- Issues with an aging workforce (Linda to contact Workers Comp)
- Legal/HR issues in hiring (Carmen to contact AARP/SHRM)
- Insurance and Benefit Questions (AARP?/SHRM?)
- Wording in advertisement
- “It’s OK to be flexible”—guide to flexibility in schedules and benefits (Linda)
- Success stories panel (Barb)

The panel for older workers could cover topics like:

- Resume workshop (Kate/Chandra)
- Workkeys assessments (Jaime)
- Training resources and funding sources (Jaime/Deb)
- “It’s OK to be flexible”—guide to asking for flexibility in the workplace (Linda)
- Success stories panel (Barb)

Each panel could address the concerns of the employers and the older workers; the FUSE forum showed two different sets of concerns between the two. The Career Expo could be the culmination of the education panels, bringing older workers together with employers.

Each committee member will investigate a particular topic, finding out if there is someone who can speak to this topic and their availability. The group will report their findings at the next meeting, where a date for each seminar will be determined.

An education panel could be an ongoing annual event, culminating in the Career Expo annually. The education panel, leading to the career fair, can be the infrastructure to connect older workers and employers.

- Other Updates