

# Hiring Older Workers

## INCLUSIVE RECRUITMENT



### HIRING FLEXIBLY

Be transparent and open to discussing flexible working options during the hiring process. Widen the range of flexible working options available and help managers and possible employees navigate these systems.

### OUTREACH!

Participate in community outreach programs to connect with a diverse and inclusive range of potential candidates.



### BLIND RECRUITMENT

It's all about skills and qualifications, making sure everyone gets a fair opportunity.



### INCLUSIVE JOB ADS

Eliminate age biased language to attract diverse applicants and showcase commitment to age diversity. Actively target candidates of all ages in the recruitment process.

### DIVERSITY & INCLUSION

Train teams to tackle biases and educate staff on workplace diversity and the harm of age discrimination.

People with valuable skills and significant experience return to some form of work after retirement. Maintaining connection with former employees and developing returner or re-entry programmes can build an alumni of potential recruits to aid resource needs.

### RE-ENTRY PROGRAMS

