

Workshop: Design Our Plan

Resource: One page summary of proposed action plan

At the end of the Design Our Plan workshop, your plan can be distilled into this overview. It can be a helpful summary to share with your senior leaders, HR leaders, and others to see how their own efforts are part of a larger strategic effort to leverage the full power of a multi-generational workforce.

Overview of Action Plan to Adopt Best Practices

This year, our organization will implement a set of initiatives that will help us adopt best practices that we have strategically chosen because they address identified areas of risk and opportunity. Our goals are: 1. To leverage the power of a multi-generational workforce and 2. To advance age inclusion for employees of all ages. (*Note to user: feel free to edit these sample goals to best reflect your own organization’s goals.)

	<p>Step 1: Is your organization planning to take this action this year?</p> <p>Step 2: (optional) Delete all rows with a “no” response, then delete this column.</p>	<p>Step 3: Fill in basic project details for each action you plan to take.</p>	<p>Step 4: The core AARP resource is already listed for each action.</p> <p>Step 5: Delete this top row of instructions, so that just your action plan summary remains!</p>
Strengthen HR: Talent Acquisition			
We will review our Talent Acquisition practices to see where we can better support a multi-generational workforce.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	Resources: [Add link to this specific action in the final tool]
We will provide training for our Talent Acquisition on best practices to support a multi-generational workforce.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	Resources: [Add link to this specific action in the final tool]
We will apply an age lens to analyze our current Talent Acquisition data.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	

Strengthen HR: DEI			
We will include age inclusion in our Diversity, Equity and Inclusion formal policies.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
We will integrate age inclusion into an existing DEI program.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
We will apply an age lens to analyze our current DEI data.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
Strengthen HR: Benefits and HR Policies			
We will review our Benefits and HR policies and practices to see where we can better support a multi-generational workforce.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
We will integrate age inclusion into an existing benefits practice.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
We will apply an age lens to analyze our current L&D data.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
Strengthen HR: Learning & Development			
We will review our L&D content and practices to see where we can better support a multi-generational workforce.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	

We will integrate age inclusion into an existing L&D practice.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
We will apply an age lens to analyze our current benefits utilization and satisfaction data.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	

Empower Employees

We will provide resources and support to employees to make their own teams more age inclusive..	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
We will provide resources to equip employees to create a career plan for longevity.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	
We will provide programming or resources to prepare employees to integrate caregiving and work.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Owner: Contributors: Start date: End date:	