

## Workshop: Age Inclusive Hiring

### Resource: Draft proposal for approval and buy-in

If you need to secure buy-in and/or approval from your leadership team in order to host this workshop, copy this email draft into a fresh email, edit it as needed, and send it out!

Dear \_\_\_\_\_,

As you know, we are working towards building a more inclusive workplace, including along dimensions of age. We are also working hard to integrate best practices into our talent acquisition efforts to source, recruit, and hire a multi-generational workforce. With Baby Boomers hitting peak retirement and a small Generation Alpha coming behind Gen Z, this is as much a strategic imperative as it is a DEI issue.

I'd like to prepare our Talent Acquisition team members to be able to lead 1-hour training workshops for all employees involved in the talent acquisition efforts across the organization, including hiring managers and interviewers. The workshop uses AARP resources that translate research-backed age inclusion practices into hands-on activities for all members of a hiring team to play with during the workshop. They can then apply those best practices in their daily work when recruiting and hiring new employees.

AARP has a robust set of resources we can use to host the workshops-- both to train the HR team members as facilitators, and for those HR team members to deliver the workshop to employees.

This is an amazing opportunity to use AARP's research-backed resources to help us adopt best practices-- without any cost to our organization. Please let me know your thoughts, or if you'd like to review the materials we will use to host this session.

Best,