

LifeCare®'s Maximizing Late Career Symposium

The problem:

- By 2012, nearly one in three U.S. workers will be over 50. — *AARP*
- Only 18 percent of U.S. employers report having a strategy to recruit older workers, and only 28 percent cite a plan to retain older employees. — *2006 survey by Manpower Inc.*
- More than 77 million baby boomers are expected to retire by 2020, and only about 40 million workers will be available to take their places. — *Crain's New York Business, 1/6/2008*

The solution:

LifeCare's **Maximizing Late Career Symposium** helps organizations retain their most valuable employees over the age of 50.

Today's workers nearing retirement want and need to continue working for a variety of reasons. This Symposium gives you the perfect opportunity to encourage these employees to stay at your organization.

Show your employees in no uncertain terms that you value them and want them to stay!



Our Maximizing Late Career Symposium helps your organization:

- Meet retention and succession goals
- Avoid a costly drain of your institutional knowledge, talent and experience
- Begin a dialogue with older workers about the value of remaining at your organization
- Send a clear message that you value "older" workers
- Dispel the myth that you want to push out older workers in favor of younger ones

Our Maximizing Late Career Symposium helps your employees:

- Think about late career as a personal and professional growth opportunity
- Explore their personal and professional goals at this phase in life
- Conduct a variety of self-assessments to effectively map out a plan for their future
- Learn about organizational options including part-time work, phased and extended retirement, ways to combine work and volunteerism, how to dialogue about other opportunities in the organization, etc.
- Make career and retirement decisions that lead to personal fulfillment

Topics addressed by the Symposium:

- Discovering your passions, preferences and how to align late career with those goals
- Alternative work options and career paths [customized to your organization!]
- Health and wellness
- Creating a personal action plan
- 8 steps to a successful transition



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