



THE 2023 AGE-FRIENDLY EMPLOYER AWARDS

In 2018 Age-Friendly Portland and Multnomah County offered the first Age-Friendly Business and Employer Awards in Oregon (see the [2018 awards page](#)). In 2022, the Port of Portland received the Age-Friendly Employer Award. This year, [AGE+](#) is again leading the initiative and will present awards at its annual luncheon on April 20, 2023.

What is an “Age-Friendly” Employer?

An age-friendly employer is a business or organization that supports opportunities for all employees and encourages each employee to thrive. Age-friendly employers **have policies and practices that benefit workers of all ages, races, gender identities, and abilities, including older workers.** Such policies include those related to hiring, training and development; age diversity, equity, inclusion, and belonging; adaptive work environments; and physical, mental, and financial health and well-being.

Why Does Being an Age-Friendly Employer Matter?

Our population is aging, and research has shown¹ that benefits accrue to businesses, organizations, and communities that recognize and support multiple generations, including older adults, as workers, entrepreneurs, and customers.

- Having an age-diverse workforce can result in positive outcomes for both employers and employees.
- Older adults are an important part of the workforce and expand and diversify the labor pool from which employers can hire.
- Attracting and retaining older workers will help address labor shortages and enhance and support the pool of qualified workers.

¹ To learn more, see: <https://ageplus.org/wp-content/uploads/2022/11/Older-Workers-in-Oregon-Briefing-Paper.pdf> and <https://www.giaging.org/resources/the-case-for-age-friendly-communities>

- Older workers have significant life experience, accumulated knowledge, institutional memory, and vast skills which can enhance organizational productivity and business outcomes.
- Sustaining engaged work activity longer in life as a contributing member to society brings economic benefits to the community and financial, health, and other benefits to all of us as we age.
- Older adults have enormous economic and social clout as consumers.

What Businesses/Organizations are Eligible for the Age-Friendly Employer Award?

Any business or organization that has a presence in Oregon with five or more employees.

Why Should You Nominate a Business or Organization for the Age-Friendly Employer Award? What's in it for the Business or Organization?

Nominees, as well as the awardees, will be showcased at AGE+'s annual luncheon, on its website, and on the Age-Friendly Portland and Multnomah County's website. Benefits include:

- Increased visibility for the business or organization as a valuable member of the community and bringing attention to the good work done.
- A recruiting opportunity: this is a business/organization that people will want to work for.
- Making our community a better place to live for all by showcasing best employment practices.

How Do I Nominate a Business or Organization, *Including my Own*, for the Age-Friendly Employer Award?

All you need to do is use the following link to complete the nomination form by Tuesday, January 31, 2023! <https://forms.gle/FT3qnfE7476u3fH37>

Questions? Contact Stephanie Hooper at shooper@ageplus.org