

## What is your workforce challenge?

Companies are facing a major workforce challenge and tough decisions. In some industry sectors, almost half of the workforce will be eligible for retirement in the next five to ten years. Will your company face a

- ⇒ lack of qualified workers
- ⇒ loss of institutional knowledge
- ⇒ need for succession planning
- ⇒ work not getting done and system failures

### Are you prepared to manage the issues related to your aging workforce?

A strategic workforce planning tool is available through Tecumseh Area Partnership, Inc.'s ***Mature Worker Impact Analysis***.

#### **Tecumseh Area Partnership, Inc.**

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## Mature Worker Impact Analysis

What's the shape of your workforce?



**Tecumseh Area Partnership, Inc.**

*A Workforce Intermediary*

## How can this help you?

**Have you considered what your workforce will look like in the next 5-10 years?** Your ***Mature Worker Impact Analysis*** will both show you what that will look like and provide recommendations about maximizing the experience of your older workforce. The analysis will offer insight on rethinking traditional workplace practices to attract and retain older workers, many of whom are highly knowledgeable and skilled.

## Why should you spend your time on this?

As **skilled and experienced workers are in demand by all**, your ***Mature Worker Impact Analysis*** will help figure out how to keep those workers actively involved in your organization. This tool will help you understand the demographics of your workforce and assess any potential impact the aging workforce will have on your organization.

## What exactly is an Impact Analysis?

**An Impact Analysis is a systematic process for identifying the human capital required to meet business needs and goals.** This specific assessment tool focuses on demographics, retirement projections, skills, training, and knowledge retention in relationship to the aging workforce.

## What is your investment?

Our ***Mature Worker Impact Analysis*** is a tool that will require an interview(s) with key personnel to gather information (about 2 hours). An analysis of the results will guide your business in addressing issues that are driving the workforce and affecting your bottom line.

Cost is determined by number of employees in your organization:

100 or less - \$750    101-250 - \$1,000    251 or more - \$1,250    Nonprofit - \$500

## How can you contact us?

To schedule an appointment to discuss this opportunity, either call or email:

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