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Aging: It's not the same old story
Preparing for the next workforce

A Three Rivers Workforce Investment Board event with generous support from: UPMC, AARP, and Highmark – Blue Cross, Blue Shield.

~October 18, 2007, Pittsburgh, PA --- On October 19, 2007, the TRWIB will host a forum for employers, workforce specialists, and policy makers to delve into employer best practices to address the shifting demographics of southwestern PA. The event is one in a series of follow-up conversations with local employers about the study, *Managing the Changing Workforce of Southwestern PA* (conducted by TRWIB and Carnegie Mellon University's Center for Economic Development – www.trwib.org).

According to **Ron Painter, Chief Executive Officer, Three Rivers Workforce Investment Board**, (TRWIB), "The aging workforce is an issue that has prompted some companies to modify HR practices and policies. This forum is intended to help employers look at many facets of doing business through the lens of a changing workforce including attracting and retaining employees; knowledge management; diversity; and legal matters. We are eager to help employers explore best practices and lessons learned in dealing with this intricate issue."

According to some HR professionals, older employees bring significant experience and a number of favorable job traits: as hard workers who are loyal, reliable, and flexible. By 2014, one in three workers will be aged 50 or older. About eight in ten boomers expect to work in retirement, and many employers are focused on recruiting and retaining these workers to maintain a competitive advantage. AARP is encouraging employers to adopt 401(k) plans that make it easier for workers to begin saving and managing for retirement their retirement as the workforce is aging; one such tool is the automatic 401 (k) employee savings plan

Participating companies include: AARP, Center for Adult and Experiential Learning; Giant Eagle; Highmark – Blue Cross/Blue Shield; Job Accommodation Network; Leech Tishman Fuscaldo & Lampl, Attorneys at Law; PNC Financial Services Group; St. Vincent Healthcare System, recipient of AARP's 2007 Best Employers for Workers Over 50 award, and UPMC.

The Three Rivers Workforce Investment Board (TRWIB) is an employer-driven, policy-making entity for Pittsburgh and Allegheny County. Board members, appointed by the Mayor of Pittsburgh and the County Chief Executive, share a concern about workforce quality and the availability of good jobs in the region. The 1998 federal legislation that consolidated employment and training programs, *The Workforce Investment Act*, also created local workforce investment boards, including the TRWIB.

AARP is a nonprofit, nonpartisan membership organization that helps people 50+ have independence, choice and control in ways that are beneficial and affordable to them and society as a whole. AARP does not endorse candidates for public office or make contributions to either political campaigns or candidates. We produce *AARP The Magazine*, published bimonthly; *AARP Bulletin*, our monthly newspaper; *AARP Segunda Juventud*, our bimonthly magazine in Spanish and English; *NRTA Live & Learn*, our quarterly newsletter for 50 + educators; and our website, www.aarp.org. AARP Foundation is an affiliated charity that provides security, protection, and empowerment to older persons in need with support from thousands of volunteers, donors, and sponsors. We have staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands.