

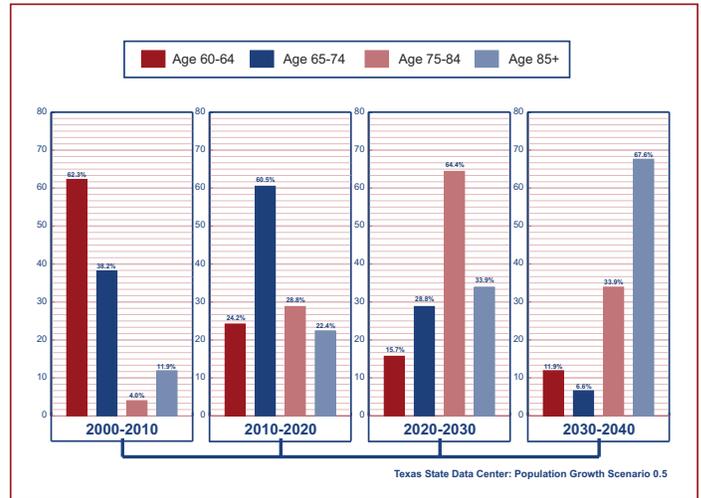
Conclusion

Texas employers that prosper in the coming decades may want to consider adopting HR strategies to recruit, train and retain an older workforce. Texas employers will need to:

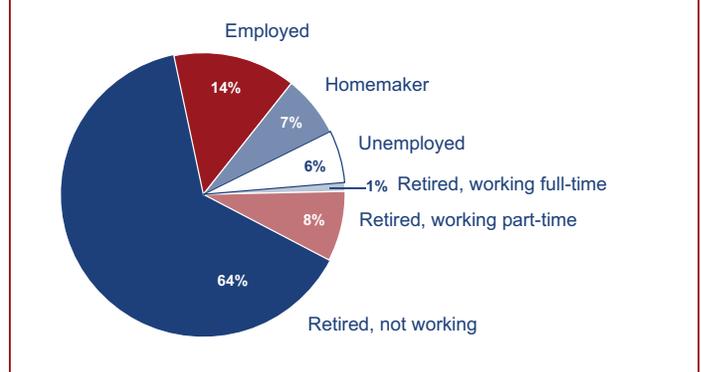
- Understand the benefits of hiring, training and retaining older workers.
- Recognize and re-balance faulty negative perceptions that aging workers are less productive or absent more often than their younger co-workers.
- Realize that nontraditional workers - independent contractors, on-call workers, and outsourced employees - and use of compressed work weeks, job sharing, flex-time and telecommuting will help tap into the older workforce.
- Design benefit plans that encourage continued employment of older workers.
- Create supportive environments that foster positive attitudes towards and implement policies to assist family caregivers.

For further information: The Texas Department on Aging published a policy paper, *Workforce and Older Texans*, available at http://www.dads.state.tx.us/news_info/publications/policy_papers/WorkforcePolicy.pdf. Much of the above information will appear in the Employment and Caregiving chapters for the soon-to-be-released *Aging Texas Well: State of our State on Aging* report. Contact karl.urban@dads.state.tx.us for more information.

Percent Growth by Age Group and Decade in the 60-Plus Population



Employment Status of Older Texans



Source: Texas Department of Aging and Disabilities Services

Upcoming Texas Business Conferences

Ron Lehman, the Commissioner Representing Employers at the Texas Workforce Commission, invites you to attend an upcoming 2005 Texas Business Conference. In today’s complex business environment, anyone who manages workers must learn how to adopt and implement real world strategies to reduce the legal risks that can come with having employees. We have planned an informative, full-day conference that translates the “legalese” of federal and state employment law into easy to understand language that makes sense in the everyday business setting. Participants not only learn about many of today’s most challenging employer/employee legal issues, they may

be able to save money in the future by avoiding costly pitfalls when operating their business and managing their employees.

A dynamic, experienced group of speakers will be discussing these matters of ongoing concern to you as a Texas employer. Helpful written materials will also be provided for you to take back to use in your workplace. Seminar topics are selected based on what the thousands of employers who call the Commissioner’s office each month tell us that they need to know and the input provided by former conference attendees.

Registration is \$85.00 per person and is non-refundable. Seminar topics include, among others:

- Urban Legends of Texas Employment Law and the Basics of Hiring
- Texas and Federal Wage and Hour laws
- Employee Policy Handbooks: Creating Your Human Resources Roadmap
- Employee Privacy Rights
- Handling Employee Medical Issues
- Unemployment Insurance: Stay in the Game and Win

For additional information, call 1-512-463-6389 or visit the TWC's website at: www.twc.state.tx.us/twcinfo/theforms/theform.html

Continuing Professional Education Credit (6 hours) is available for CPA's.

The upcoming schedule:

- Arlington - April 8, 2005
- Lubbock - April 22, 2005
- Austin - June 3, 2005
- Corpus Christi - July 22, 2005
- Laredo - August 12, 2005
- Wichita Falls - September 16, 2005
- Alpine - October 14, 2005
- Del Rio - November 18, 2005
- San Angelo - December 2, 2005
- McAllen - February 24, 2006

Please join us for an informative, full-day conference to help you avoid costly pitfalls when operating your business and managing your employees. We have assembled our best speakers to discuss state and federal legislation, court cases, workforce development and other matters of ongoing concern to Texas employers.

Topics have been selected based on the hundreds of employer inquiry calls we receive each week, and include such matters as the Urban Legends of Texas Employment Law and the Basics of Hiring, Texas and Federal Wage and

Hour Laws, Employee Policy Handbooks: Creating Your Human Resources Roadmap, Employee Privacy Rights, Handling Employee Medical Issues and Unemployment Insurance: Stay in the Game and Win. To keep costs down, lunch will be on your own. The registration fee is \$85.00 and is non-refundable. Seating is limited, so please make your reservations immediately if you plan to attend.

For more information, go to www.texasworkforce.org/events.html

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please print

Seminar choice:

First name	Initial	Last name
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Name of Company or Firm

Street Address or P.O. Box

City	State	ZIP	Telephone
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Make checks payable and mail to:

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