



**OLD COLONY ELDERLY SERVICES WINS ALFRED P. SLOAN
AWARD FOR BUSINESS EXCELLENCE IN WORKPLACE
FLEXIBILITY**

*Local Business Receives National Recognition for Business Practices
at Award Ceremony Hosted By The Metro South Chamber of Commerce
on June 14, 2007*

Brockton, MA – Old Colony Elderly Services was named a winner of the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility, distinguishing the employer as one of the top practitioners of workplace flexibility in the nation.

The Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility are part of the *When Work Works* project, an ongoing initiative of Families and Work Institute, the Institute for a Competitive Workforce (ICW), an affiliate of the U.S. Chamber of Commerce, and the Twiga Foundation to recognize businesses that are dedicated to making work “work” for the employer and the employees. Through *When Work Works*, these partner organizations provide research, resources and recognition to businesses nationwide, and share the results of the research on creating effective and flexible workplaces that meet the needs of the 21st century.

Diana DiGiorgi, Executive Director, said that she is thrilled that Old Colony Elderly Services will be recognized with this award! Old Colony Elderly Services' Management Team, with support of our Board, has tried to accommodate varying work schedules requested by staff. We realize that our staff members are our most vital resource and do all that we can to retain them. OCES' regular work week is 35 hours; however several employees work a compressed schedule of 4 days. Some supervisory teams have developed rotating coverage systems that allow each supervisor 1 day off every 4 weeks. Other employees have been allowed to work part-time schedules while completing masters degree programs. OCES will continue to develop these and other initiatives in workplace flexibility to attract and retain healthy, satisfied employees.

Representing a diverse range of employer size and industry, winners of this prestigious award not only offer excellent workplace flexibility policies and practices, but they also use flexibility as a strategic business tool to benefit business and employees. Each of the winners will be

recognized in a national advertisement, just as 2005 and 2006 winners were recognized in *USA Today* earlier this year.

“Two of the biggest issues for employers in today’s economy are recruitment of top talent and retention of valued employees,” said Greg Roth, senior manager of programs for the U.S. Chamber of Commerce’s Institute for a Competitive Workforce. “The business community sees workplace flexibility as a vital piece in a broader plan to develop the strongest possible workforce. As a strategy to stay competitive, workplace flexibility can be a sound business decision for employers no matter the size or industry sector.”

Applications for the Alfred P. Sloan Awards were open to all businesses in the greater Brockton area with more than 10 employees that had been in business for at least one year. Applicants were evaluated in a rigorous two-step process, first comparing the employer’s application to nationally representative data from Families and Work Institute’s *National Study of Employers*, and then validating what employers report against employee responses.

“This award is one of the most rigorous in the country,” said Ellen Galinsky, president of Families and Work Institute. “When comparing the winners to national data, they score in the top 20 percent of all employers in the U.S. – which is phenomenal,” she said. “To have employers’ data corroborated by their employees is what is most exciting. These businesses understand that workplace effectiveness and flexibility are part of being an employer of choice today. They are truly models for other companies.”

Families and Work Institute research finds that effective and flexible workplaces have benefits for employers and employees alike. In fact, employees in effective and flexible workplaces are more likely to be:

- engaged in their jobs and committed to helping their companies succeed;
- satisfied with their jobs; and
- to plan on staying with their employer.

“Ten years of intensive data collection tells us that adopting workplace flexibility practices may be one the most strategic businesses decisions a company can make regarding its work culture,” says Patricia Kempthorne, founder and executive director of the Twiga Foundation.

Brockton, MA is one of 24 select communities nationwide chosen to host and participate in the *When Work Works* initiative. Other communities participating are: Aurora, CO; Boise, ID; Chandler, AZ; Chattanooga, TN; Chicago, IL; Cincinnati, OH; Dallas, TX; Detroit, MI; Durham, NC; Houston, TX; Long Beach, CA; Long Island, NY; Melbourne-Palm Bay, FL; Morris County, NJ; Providence, RI; Richmond, VA; Salt Lake City, UT; Savannah, GA; Seattle, WA; Spokane, WA; Tampa, FL; Washington, DC; and Winona, MN.

For more information about *When Work Works* or the Alfred P. Sloan Awards, please contact Elizabeth Miller at (212) 465-8421 or at emiller@familiesandwork.org.

###

ABOUT OLD COLONY ELDERLY SERVICES

Incorporated in 1974, Old Colony Elderly Services (OCES) is one of 27 private, non-profit Aging Services Access Points (ASAPs) in the Commonwealth of Massachusetts. OCES is governed by a Board of Directors, which includes representatives from Abington, Avon, Bridgewater, Brockton, Carver, Duxbury, East Bridgewater, Easton, Halifax, Hanover, Hanson, Kingston, Lakeville, Marshfield, Middleboro, Pembroke, Plymouth, Plympton, Rockland, Stoughton, Wareham, West Bridgewater and Whitman. OCES' mission is to provide services which will support the dignity and independence of elders by helping them maximize their quality of life; live safely and in good health; and, prevent unnecessary or premature institutionalization. The agency has 110 employees and operates more than 12 programs serving elders, their families and caregivers. For more information, visit www.oc-elderly.org.

ABOUT *WHEN WORK WORKS*

When Work Works is a nationwide initiative to highlight the importance of workforce effectiveness and workplace flexibility as strategies to enhance businesses' competitive advantage in the global economy and yield positive business results. *When Work Works* is a project of Families and Work Institute sponsored by the Alfred P. Sloan Foundation in partnership with The Center for Workforce Preparation, an affiliate of the U.S. Chamber of Commerce, and the Twiga Foundation. For more information, visit www.whenworkworks.org.

ABOUT FAMILIES AND WORK INSTITUTE

Families and Work Institute (FWI) is a nonprofit center for research that conducts extensive research on the changing workforce, changing family and changing community. Founded in 1989, FWI's research typically takes on emerging issues before they crest. The Institute offers some of the most comprehensive research on the U.S. workforce available. For more information, visit www.familiesandwork.org.

ABOUT THE INSTITUTE FOR A COMPETITIVE WORKFORCE

The Institute for a Competitive Workforce (ICW) is a 501(c)3 affiliate of the U.S. Chamber of Commerce. ICW promotes high educational standards and effective workforce training systems, so that they are aligned with each other and with today's rigorous business demands. Through policy initiatives, business outreach, and a strong grassroots network, ICW is finding solutions that will preserve the American workforce as this country's greatest business asset and its strongest future resource. For more information, visit www.uschamber.com/icw.

ABOUT THE TWIGA FOUNDATION

The Twiga Foundation is dedicated to inspiring, promoting and maintaining a family consciousness at home, in the workplace and in the community. The Twiga Foundation acts as a liaison to key stakeholders in the *When Work Works* communities to address the issue of flexibility in the workplace. The Foundation helps build a broader leadership constituency for workplace flexibility within each community. For more information, visit www.twigafoundation.org.