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# ***MaturityWorks***

## **»» A WorkPlace Opportunity.**

### **FocalPoint Partnerships**

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#### **Older Workers Benefit the Economy**



As the economy continues to recover, employers are searching for skilled, experienced workers to fill positions. Older workers are ready and willing to fill open positions and get back to work, but age bias has stalled job growth for many. As of March 2021, there were 37 million older Americans in the labor market, more than double the number of older workers in 1990.

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Older Americans are healthier and living longer than previous generations, and because of this, they are working past the traditional age of retirement. According to the Census Bureau, 36% of the US population in 2020 was over 50. This number is expected to grow to 40% in 2050. Now is the time for businesses to embrace an age-diverse working environment.

Employing older workers is a smart move for companies and benefits the economy. Seniors who remain in the labor force continue to pay taxes, rely less on social safety net programs, and contribute to the economy through consumer purchasing. Researchers predict that age discrimination can cost the US economy upwards of \$4 trillion by 2050.

An age-diverse work environment can yield higher productivity and can inspire innovative ideas. Older workers can help educate the younger generation on the importance of soft skills and how

to resolve conflicts and problems. In turn, younger workers can help older workers learn about new technologies and changes in the workforce. Companies that want to benefit from a wider pool of skilled, experienced workers should commit to ensuring that hiring practices are inclusive to all ages.

Source: Insider Inc.

## **New Protection for Older Workers Passes The House of Representatives**

Age discrimination has risen since the start of the COVID-19 pandemic. According to AARP, in 2020 78% of older workers reported having seen or experiences age discrimination in the workplace, up 61% since 2018. While there is protection for older workers against this issue, more is needed to protect workers from discriminatory practices, especially when applying for jobs.



The Age Discrimination in Employment Act of 1967 protects applicants and workers over 40 from discrimination based on age. A 2009 Supreme Court decision made it much harder for people to bring suits against employers on the sole basis of age discrimination. Following that decision, plaintiffs are now required to prove that age was the sole reason for the adverse employment action instead of just a motivating factor. Two new legislative acts have been introduced to help older workers and applicants and restore protection lost by the 2009 Supreme Court ruling.

The Protecting Older Workers Against Discrimination Act (POWADA) passed the US House of Representatives in June. This act aims to restore protections for workers over 40 and will make it easier for people to sue for age discrimination even if age was not the sole cause of the employment decision. This only applies to current employees and not job applicants who often experience the most age discrimination.

For external job applicants, The House Committee on Education and Labor recently passed the Protect Older Job Applicants Act of 2021. If passed, job applicants will be able to bring discrimination claims under the Age Discrimination in Employment Act.

Source: Shrm.org

Learn more from Indeed on how to avoid agism when applying for jobs.

<https://youtu.be/9-HYAQbkd9A>



## Become a Host Agency and Strengthen Your Community Programs



Participants in MaturityWorks receive a variety of training and individualized coaching to prepare them for employment. A key component of their training is hands-on work experience at non-profits and public agencies where they can gain valuable skills and training needed to gain meaningful employment.

Host agencies receive 15-20 hours per week of support from participants at no cost. This provides agencies the opportunity to broaden services and strengthens community programs. The participants gain or renew skills by working on real tasks while dealing with current issues and workplace dynamics. Working in a real job environment provides learning and feedback that help participants to be successful in finding employment.

Host agencies are valuable partners in restoring older Americans' sense of purpose and value while providing work experience. Together, we can offer opportunities that improve employment opportunities as we expand service in the community.

**For more information, call 866-683-1682 or apply [here](#).**

## Program Success

### Participant Success Story



Dennis Ramrattan had been unemployed for eight years before finding the MaturityWorks program. He previously worked as a systems specialist for Mass Mutual, installing and maintaining software products before he was laid off due to his position being eliminated. While searching for reemployment, Dennis found it difficult to get the attention of employers which discouraged him and left him unmotivated. He also needed help updating his resume and improving his job search strategies.

Dennis worked with his career counselor to create an individual employment plan and enroll in training and workshops that would help him refresh his skills. Dennis completed the Patrick's Academy Certification Course on Ethical Hacking Techniques through the American Job Center and the Computer Networking course at Capital Community College. Dennis also participated in the Platform to Employment program, where he received job readiness training.

Dennis was placed as an administrative assistant at the Hartford Public Library. He was able to work hands-on with new technology and develop communication, organization, and time management skills. Dennis continued to pursue employment opportunities while in his training assignments. He attended job clubs and worked on preparing for interviews. Dennis has been hired by The Department of Administrative Services Bureau of Enterprise Systems and Technology as a Mainframe Systems Programmer. He has been busy learning the new technology and systems he will be working on while getting acclimated to his new work environment.

## Host Agency Spotlight



The City of Hartford Health and Human Services Department has been a great partner in providing MaturityWorks participants with training opportunities in their Maternal and Infant Outreach Program (MIOP) and the Rental Rebate Program.

The MIOP program provides expecting parents with pregnancy education, intensive case management, and access to community resources and services. The Hartford Rental Rebate program provides reimbursements for a percentage of the rent for individuals 65 years or older and disabled individuals 18 years and older who meet specific disability requirements. Placement within both MIOP & Rental Rebate Programs has been a great training opportunity for our MaturityWorks trainees because of the hands-on work experience they receive.

Participants assist residents in the community with information on the MIOP & Rental Rebate program services onsite, at the office, and at different outreach locations within the City of Hartford. They develop and improve their skills such as customer service, community outreach, and various technologies and computer applications.

The supervision and training provided by the staff at the Human Service Department are greatly appreciated. Their exemplary dedication to helping our MaturityWorks participants progress towards unsubsidized employment is commendable. Wendy Billings was recently hired as a Worksite Monitor for the City after a successful training assignment.

## Introducing The Health Hub



The COVID-19 pandemic has disproportionately impacted those over 55 and has left many feeling isolated. With information and resources provided by Yale-New Haven Health Systems (YNHHS), The Health Hub is a one-stop to learn more about healthy living.

The Health Hub has information for both trainees and host agencies. Trainees can read up on topics around wellness and nutrition and can sign up for webinars, support groups, and classes on health and wellness run by YNHHS. Trainees can also view curated YouTube playlists on home exercises and meditation, and mindfulness.

Host Agencies can view resources on how to keep the workplace healthy, including tips on returning to work and managing your team's needs and tips to keep your team healthy, such as

creating a walking route around the office, team building through humor, and reducing workplace stress.

[Visit The Health Hub](#)

[Apply Now](#)

[Visit our website](#)

The total cost of the Senior Community Service Employment Program (SCSEP) is \$13,151,948. \$11,836,754 (90%) is funded through a U.S. Department of Labor grant. The other \$1,315,194 (10%) is funded through non-federal resources.

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