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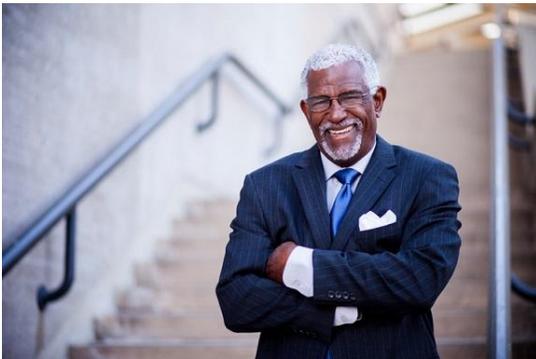
MaturityWorks

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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 experienced 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

Jeffery Poindexter lost his job working as an assistant cook and went on unemployment. At one of his unemployment appointments at the Department of Labor, he was introduced to the MaturityWorks program. He enrolled in December 2019 and met with Career Counselor Teresa San Roman to start his journey back to work.

Jeffrey loves cooking and wanted to find a permanent position that aligned with his passion. His computer skills were underdeveloped, so he worked with his career counselor to develop a plan which included getting training through the



SUNY Attain Lab to update his skills. Despite the pandemic, Jeffrey was able to access the classes remotely. In addition to improving his computer skills, Jeffrey made a portfolio of meals he had prepared from his first training assignment at the Community Health Action of Staten Island Food Pantry to display his skills for his love of cooking.

After COVID, as Host Agencies began to reopen, Jeffrey was placed at the Salvation Army, where he became an assistant to the cook, helping prepare lunch for those eating at the center. Jeffrey continued working with his career counselor to job search and update his resume. He interviewed at Catholic Charities, where he now works as their head cook. Jeffrey kept his determination and passion despite the obstacles in his way and was able to find a job where he could share his love of cooking.

Jeff feels his training at MaturityWorks was second to none. He found a job by following the advice and procedures given to him by his career counselor, Teresa. He now believes anything is possible; you must believe in yourself. If you ask Jeff to tell you one thing about his experience, it's "Without a doubt, MaturityWorks works!"

Host Agency Spotlight

The Jewish Community Center (JCC) of Staten Island was founded in 1929 to create a home for the Jewish community by offering social, recreational, and educational activities. Over time, that mission expanded to help anyone who walked through the doors of any of their facilities. The JCC offers services that help improve the quality of life for people on Staten Island and beyond. They strive to help those in need as well as provide recreational and educational opportunities for their members.

The JCC partnered with MaturityWorks over four years ago and has provided 6-month internship opportunities in the Human Resources Department. Joanne Pennisi, the HR Director, has been instrumental in supporting our participant's training and employment needs. Data entry, creating and updating a Standard Operation Procedure Manual, and helping with onboarding of new employees have been some of the responsibilities participants focus on to prepare them for permanent employment. Because of the training, mentoring, and guidance, a former participant, Devorah H., gained full-time employment at the New York City Small Business Services as a Special Assistant.

Our most recent participant, Kathi I., started a few weeks before the COVID shutdown. After reopening, Joanne offered her a part-time job in Human Resources to help bring staff back from furlough. Through networking with various department heads, Joanne supported Kathi as she applied for a full-time Career Counselor position at the JCC. She now oversees the new Career Connections Service.



Joan & Alan Bernikow
Jewish Community Center
of Staten Island

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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