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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 opportunities 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.

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



Reginald Ferguson enrolled in MaturityWorks after hearing about the program from a friend. His passion is entertaining and performing for people and he carries that passion into the workplace, where he has worked primarily in office support roles, helping co-workers and clients achieve their goals.

Before enrolling, Reginald was unemployed and struggled to find suitable employment, which affected his confidence. Reginald started to feel down about his prospects and needed an opportunity, a roadmap to employment, and positive reinforcement. He was hesitant about the MaturityWorks program, but took a chance and grasped the opportunity,

There were several obstacles he had to overcome to acquire the type of employment he desired. Reginald had to improve a number of skills including listening, teamwork, time management, attention to detail, and self-management. Lastly, he wanted to regain his self-confidence. The MaturityWorks staff played a crucial role in keeping Reginald motivated during his job search.

Reginald had multiple assignments as an office support trainee to diversify his training. He was placed at Scottish Rite House, and later the Ralston Mercy Douglas House working in office support roles.

By aggressively pursuing employment leads Mr. Ferguson was hired by Security Resources Inc. as a full-time security guard. Even though this job was not in office support, it is a bridge to where Reginald ultimately wants to be. Reginald is excited to be working again and grateful to the MaturityWorks staff for their support.

Host Agency Spotlight

God's Treasure House opened in January 2006. Located in Souderton, PA, God's Treasure House is a Christ-centered transitional living center for women and their children. They provide a comprehensive aftercare program for women and children in the community and those incarcerated and victims of domestic violence. Their goal is to minister to their participant's spiritual, emotional, and physical needs, ensuring continued well-being in the community.



MaturityWorks has worked with God's Treasure House since the program's inception providing the agency with trainees that are mature adults with a willingness to succeed. Trainees work in administrative support roles and learn skills including problem-solving, decision making, planning, meeting management, delegation, communications, and managing oneself. God's Treasure House has hosted five trainees and is currently hosting a trainee who works directly with the founder Gina Stocker. Gina provides valuable training and insight to participants, introducing them to skills they may have never utilized and providing them with an environment that helps them increase their customer service skills. Gina works to instill a strong work ethic in trainees and provides opportunities that enhance their futures while benefiting the people they serve. Trainees assist with workshops, scheduling, and planning special events for mothers and their children while learning how a nonprofit operates. Two previous trainees placed at God's Treasure House have moved to unsubsidized employment in the nonprofit sector.

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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