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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

### Success Story



Ashley Games enrolled in MaturityWorks seeking employment support. Ashley resided in Massachusetts for over 25 years, where he played semi-pro football and coached pop Warner football. He later began working as a machinist before relocating to Rhode Island. He continued to work as a machinist for four and a half years until he was laid off. He began collecting unemployment while searching for a new job but faced numerous barriers and health issues that slowed his return to work.

One day while running errands Ashley met a gentleman who told him about a program for seniors called MaturityWorks. Ashley looked into the program and enrolled. He began working with his career counselor to develop an Individual Employment Plan and was placed in a training assignment at Open Doors as a receptionist and later trained at One Neighborhood Builders.

Ashley has a passion for cooking and dreams of running his own food truck. Unfortunately, COVID-19 disrupted his training, but Ashley did not let that stop him from moving closer to his goals. He has played an active role in his community, hosting socially distant cookouts, providing meals for his neighbors. Ashley enrolled in a 6-week culinary program at Amos House in February 2021 where he learned about food safety, allergens, safe alcohol service, knife skills, and cooking techniques. After completing the program, he earned a culinary and allergen certificate and did a three-week culinary internship at GottaQ BBQ. Upon completing the internship, Ashley was offered a permanent position at GottaQ BBQ as a prep cook and line cook. Ashley still hopes to purchase a food truck, bringing him one step closer to his dreams.



## Host Agency Spotlight



The Genesis Center in Providence provides the highest quality education, job training, and support services to people so they may achieve economic independence. Each year, Genesis Center serves over 650 individuals in adult education and workforce development programs that focus on enabling people to improve their employment skills, pay scales, and prospects for promotion. They also offer childcare programs to over 100 children, allowing adult students to attend classes knowing their children are taken care of.

MaturityWorks has a great partnership with the Genesis Center and has hosted numerous trainees in the past. On top of on-the-job training, the center has offered adult ED & GED classes and free ESL classes to our participants who are not fluent in English. These services enable our participants to improve their knowledge, motivation, and skills. We appreciate Genesis Center for offering online learning experiences to our SCSEP participants during the Covid Pandemic and continue to provide services to the community.

## Become a host agency and strengthen your community programs.



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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