

SERVING ARIZONA'S MATURE WORKERS

WIA Technical Assistance Conference
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DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona

What we will cover...

- Who is a “mature worker”?
- Mature workers by the numbers
- Unique challenges facing mature workers
- Strategies in serving Arizona’s mature workers
- What can be done that is not being done ?



We are not talking about immature workers...



What are we talking about?

Older

Experienced

Seasoned

Knowledgeable

Practiced

Skilled

Senior



For purposes of our discussion today we will define the term “*mature worker*” as anyone *50 years of age and older* and seeking employment.



Why the focus on mature workers?

- Growing share of nation's labor force
- Health of older Americans is better improving
- Fewer jobs are physically demanding as in the past
- Older adults are better educated improving employment prospects
- Job loss has serious repercussions at older ages

Source: Alfred P. Sloan foundation fact sheet:: Older Workers: Opportunities and Challenges, July 2010



Benefits of continued employment and civic engagement

- Better health
- Financial needs
- Community needs



Mythbusters!

- Myth 1: Mature Workers Cost More
- Myth 2: Mature Workers Have More Health Problems
- Myth 3: Mature workers are less motivated and less creative



Anna Mary Robertson Moses was 76 when she took up painting as a hobby...



...As Grandma Moses she won international fame and staged 15 one-woman shows throughout Europe.



Nationally in 2010, 2.0 million men age 50 and older were unemployed.

- The unemployment rate for men age 50 to 61 increased to 8.3 percent from 7.8 percent in 2009 and 3.2 percent in 2007.
- The rate for men age 62 and older increased to 7.3 percent from 6.6 percent in 2009 and 3.3 percent in 2007.
- Unemployment did not increase for men age 25 to 49 (9.4 percent).

Source: Program on Retirement Policy- Retirement Security Data Brief “**How Did 50+ Workers Fare in 2010?**” (The Urban Institute – Feb. 2011 by Richard W. Johnson and Janice S. Park)



Nationally in 2010, about 1.4 million women age 50 and older were unemployed in 2010.

- The unemployment rate for women age 50 to 61 was 6.5 percent, up from 6.0 percent in 2009 and 3.0 percent in 2007.
- At age 62 and older, women's unemployment rate was 6.0 percent, unchanged since 2009 and exactly twice the 2007 rate.
- Unemployment was *less* common among women 50 and older (6.5 percent) than younger women age 25-49 (8.1 percent).

Source: Urban Institute – “Program on Retirement Policy- Retirement Security Data Brief (Feb. 2011 by Richard W. Johnson and Janice S. Park)



What do mature workers want that employers might be able to provide?

- Temporary or permanent part-time professional positions
- Job sharing
- Flexible schedules
- Temporary/volunteer positions with potential to permanent employment options

George Blanda ("The Grand Old Man") has the distinction of having played 26 seasons of professional football, the most in the sport's history



He was one of only three players to play in four different decades and played in his last game at age 48.

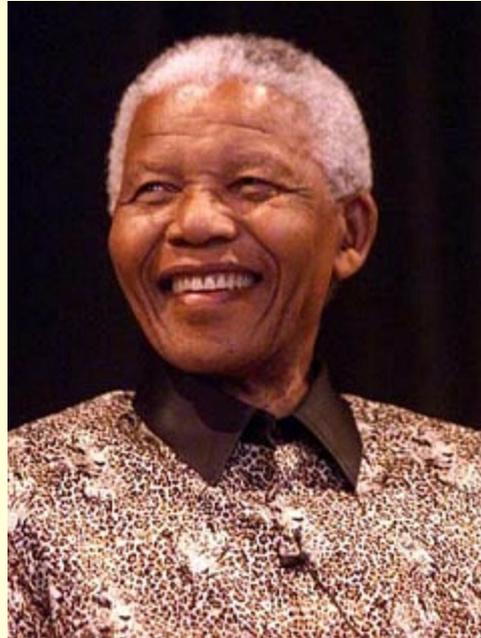


Unique challenges facing mature workers

- Lack of current job seeking skills
- Battling perceptions/reality of “ageism”
- *The likelihood of finding a job within a year was only 36 percent at age 25 to 34, 24 percent at age 50 to 61, and 18 percent at age 62 and older*
- Deterioration of skills
- Older displaced workers who find jobs must often accept deep pay cuts



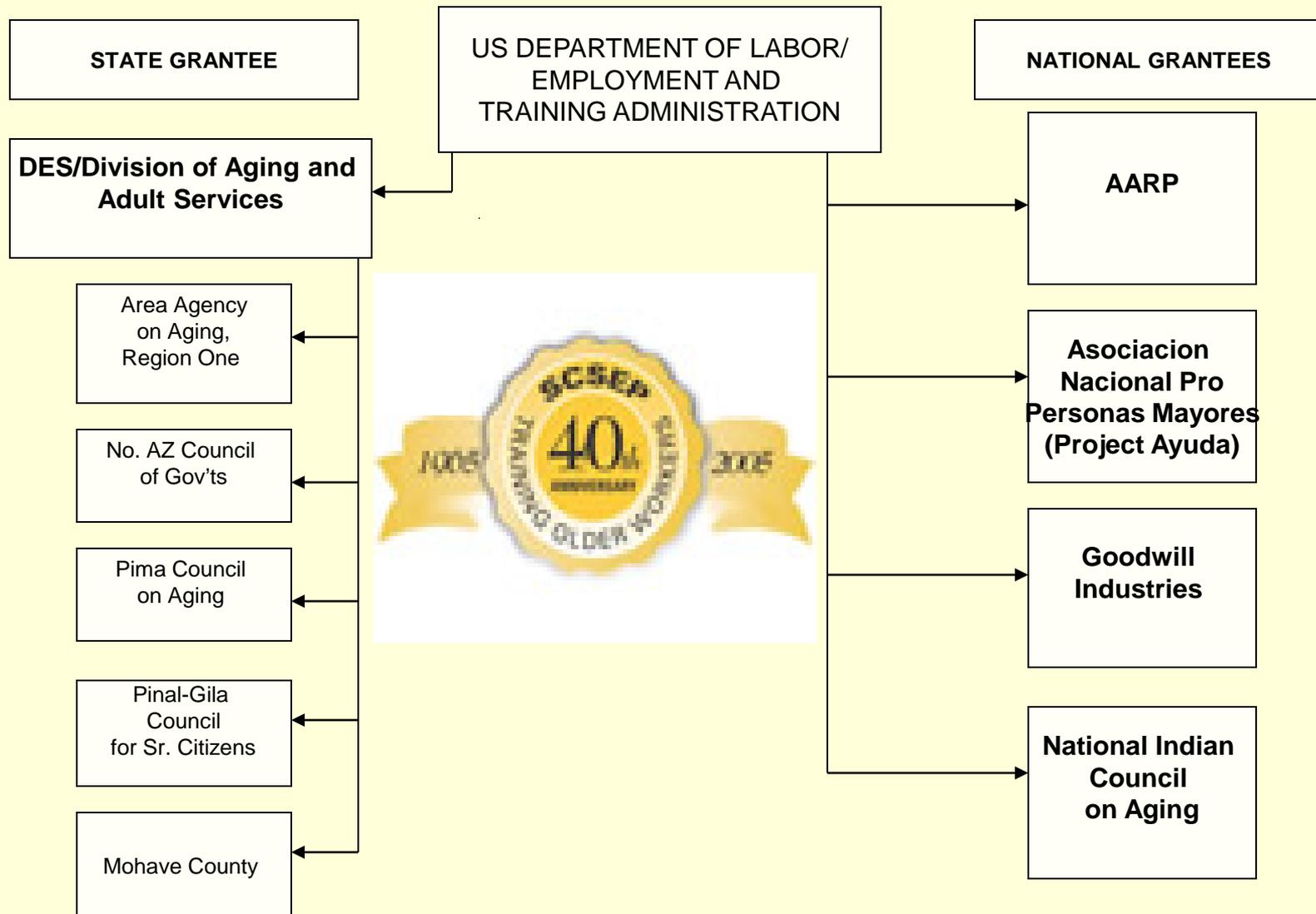
At 75, Nelson Mandela received the Nobel Peace Prize for his work in South Africa



A year later, he was inaugurated as the first democratically elected President of that country



ARIZONA SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)





SCSEP Client Demographics (State Grant Only)



<i>Demographic</i>	<i>% of Participants</i>
<i>Gender</i>	
Male	33%
Female	67%
<i>Age</i>	
55-59	32%
60-64	31%
65-69	18%
70-74	11%
75+	8%
<i>Education</i>	
High School/Equiv	30%
1-3 years College	32%
Post Sec Cert/Degree	6%
<i>Disabilities</i>	5%
<i>Veterans (or qualified spouses)</i>	21%



“Protocol for Serving Older Workers”

USDOL Training and Employment Notice (TEN) 16-04 issued January 31, 2005

Goal:

To infuse the One-Stop Career Center system with innovative strategies for tapping into an underutilized labor pool.

From the Protocol:

- The One-Stop system has historically directed mature workers to the Senior Community Service Employment Program (SCSEP).
- While the SCSEP is a valuable asset for serving older workers, it should not be the only option available to them.



U.S. Government Accountability Office (GAO) Report

“Most One-Stop Career Centers are Taking Multiple Actions to Link Employers and Older Workers”

- Most effective actions for mature workers:
 - resume writing,
 - interviewing skills,
 - job searches, as well as
 - training of one-stop staff on how to assist workers.
- Serving older workers—who are more likely to work part-time, which provides lower wages—could lower performance on the measure tracking participants’ average earnings.



What about Arizona?



Arizona Population Projections 2010 - 2020							
	50-54	55-59	60-64	65-69	70-74	75-79	Total
2010	441,979	399,214	368,934	297,294	237,116	186,934	1,931,471
2011	455,129	415,332	386,439	315,066	247,610	192,008	2,011,584
2012	466,908	431,517	396,613	338,083	262,002	198,340	2,093,463
2013	475,063	448,172	408,216	359,439	278,211	205,518	2,174,619
2014	482,368	462,357	423,105	381,403	292,731	213,399	2,255,363
2015	484,170	477,305	438,700	403,809	307,249	221,254	2,332,487
2016	482,346	489,419	454,982	419,824	326,447	231,074	2,404,092
2017	478,551	499,863	471,216	430,119	349,243	244,486	2,473,478
2018	477,457	507,168	487,374	442,311	370,329	259,057	2,543,696
2019	480,549	512,764	501,264	457,567	392,193	271,863	2,616,200
2020	489,253	512,910	515,527	473,461	413,610	284,887	2,689,648

Source: Arizona Department of Commerce



Maricopa Workforce Connection

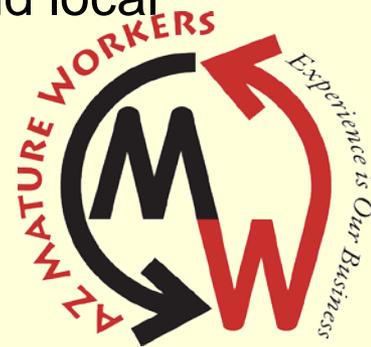
Conducts “Boomers and Beyond”
workshops at the Gilbert One-stop Career
Center and West Valley Career Center



Governor's Advisory Council on Aging Mature Workforce Committee

Arizona Mature Workforce Initiative

- Launched in February 2005
- Designed to raise visibility, awareness, appreciation of and employment opportunities for mature workers
- Develop a healthy exchange of ideas and dialog among the mature workforce, business and industry, government, and local communities



Governor's Advisory Council on Aging Mature Workforce Committee

- Increase the percentage of workers over 50 participating in Arizona's workforce by promoting, preparing and providing opportunities for mature workers and employers to connect.
- Arizona Mature Workforce Initiative
- Mature Worker Friendly Employer Certification
- www.azmatureworkers.com



Governor's Advisory Council on Aging Mature Workforce Committee

Mature Worker Friendly Employer Certification

- Employers that recognize the value of mature workers in both paid and unpaid roles are in turn being recognized by the State of Arizona.
- Certification is formal recognition of employers who make a commitment to the mature worker, and to creating an age diverse workplace.



Arizona Mature Worker Friendly Employer Pledge



Business name is committed to creating a mature worker friendly workplace and pledges to:

Create & maintain an environment that demonstrates & values the contributions of the mature worker;

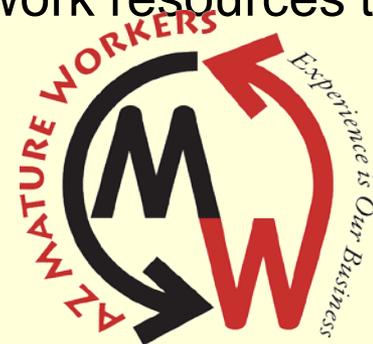
- Develop an age friendly work environment;
- Utilize recruiting practices that attract and maintain an age diverse workforce;
- Offer fair compensation & proactive retention policies with regard to mature workers;
- Provide training to mature workers which allow them to develop or upgrade skills and maintain proficiencies;
- Make necessary and reasonable modifications to reinforce employee strengths and minimize weaknesses in our work place;
- Recognize the needs and preferences of mature workers by demonstrating flexibility with work scheduling policies and practices, health, wellness, savings, and retirement benefits; and
- Complete required biennial training to better understand the issues of an aging workforce and to make our workplace more mature worker friendly.

Governor's Advisory Council on Aging Mature Workforce Committee

Next Steps...

Conduct environmental scan of WIA comprehensive One-Stop Career Centers to determine need for:

- Information sharing to help staff better assist mature workers and employers
- Facilitating coordination efforts with aging network resources to serve mature jobseekers



When I'm 64... Well he's 72 and still
rockin'!



AZ Links

www.azlinks.gov



- One-Stop source of easily accessible and understandable information
- Linkages to a full range of aging, disability, long-term care service and support options



AZ Links



Telecommuting - Citrix Presentation Server Client [SpeedScreen On]

AZ Links - Arizona's Aging and Disability Resource Center - Windows Internet Explorer

File Edit View Favorites Tools Help

https://www.azdes.gov/main.aspx?menu=8&id=46

Arizona's Official Web Site

Your Partner For A Stronger Arizona

Home Seniors AZ Links

Large Font Small Font Print Email Rate this Content

Welcome To AZ Links

Your Link to Aging & Disability Resources!

AZ Links is Arizona's Aging and Disability Resource Center (ADRC), created to help Arizona Seniors, People with Disabilities, Caregivers and their Family Members locate resources and services that meet their needs.

Don't Know Where to Start?

- Explore our menus on the left
- Search for Programs and Service Providers with [Community Information and Referral](#)
- If you would like more Aging-specific information, [contact your local Area Agency on Aging](#)
- If you would like more Disability-specific information, [contact your local Center for Independent Living](#)
- Be sure to check out our **FEATURED TOPICS** section from the menu on the left

Or check out one of these Featured Programs to help head you in the right direction!

The AZ Links **Options Counselor**
Designed to help you plan for your quality of life, now and in the future...

Benefits Check Up
A SERVICE OF THE NATIONAL COUNCIL ON AGING

THE AZ LINKS SCREENING TOOL

SHIP
state health insurance
assistance programs

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Ideas?



Selected Resources

- AZ Links

www.azlinks.gov

- DES Division of Aging and Adult Services

<https://www.azdes.gov/common.aspx?menu=36&menuc=28&id=190>

- Governor's Office on Aging

<http://www.azgovernor.gov/aging/>

- Governor's Advisory Council on Aging

<http://www.azgovernor.gov/gaca/>



Thank You!



DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona