



Older Workers: The Answer to Worker Shortages?

Maryland Workforce Association 2022 Raising the Bar Conference
September 13, 2022



Center *for*
Workforce Inclusion

powering opportunity for older adults

Leadership



Angela Ciccolo, Chair, Board of Directors, Center for Workforce Inclusion, Inc. (CWI)
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Angela Beddoe, Chair, Board of Directors,
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Ms. Beddoe is President and CEO of Beddoe Publishing and is Publisher and Editor-in-Chief of Herlife Magazine-New York.

Experience & Expertise

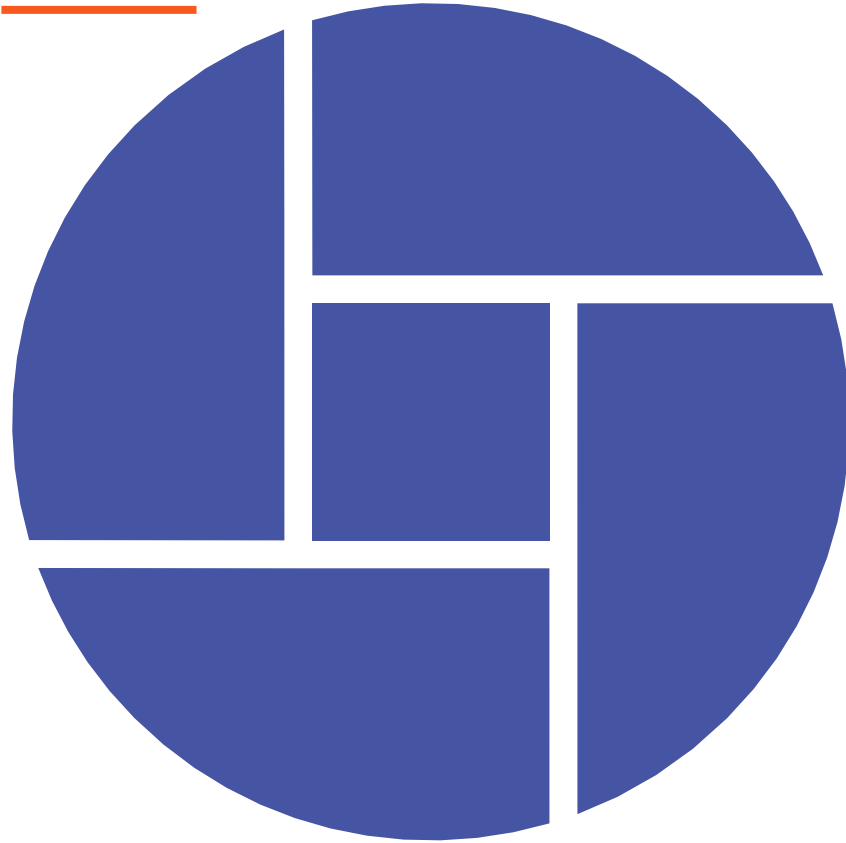


The Nation's leading nonprofit providing workforce and skills training programs for older job seekers in 34 states, DC, and Puerto Rico

CWI is celebrating both its 60th anniversary and 57 years of being a U.S. Department of Labor SCSEP national grantee

More than 500K low-income, older Americans trained since our founding including 58,000 Veterans

Providing services in Maryland for 50 years



InnovativeWorkforce Strategies

Outcomes for Today's Presentation

- Create an awareness of the value of and need for older workers
- Provide information that workforce professionals can use in talking to employers
- Provide specific steps to take in an American Job Center and by the Workforce Development Board
- Describe resources available

<https://changingthenarrativeco.org/anti-ageist-birthday-card-gallery/>



Definitions – Who is an Experienced Worker or Older Jobseeker?

- Age Discrimination in Employment Act (ADEA) - **40** years or older
- SCSEP – **55** or older
- Older Americans Act – **60** or older except for SCSEP
- Social Security - can take benefits at age **62**
- WIOA – no definition. In JTPA older worker set aside was age **62**
- Census – **65** or older
- Mandatory retirement is prohibited before age **70** in most occupations in the U.S. (ADEA)

The Demographic Story

- By 2025, workers aged 55 or older will comprise 25%, or 41 million workers, the workforce (BLS)
- 11.2 million job openings in the US currently (BLS, August 2022)
- 37.2 million 55+ workers employed in August 2022 (BLS)
- Approximately 1 M unemployed are age 55+ or 2.7% in Aug 2022 (BLS)
- August 2022 unemployment rate nationally, 3.7%, Maryland 3.7%

The Demographic Story, con't

- **The senior population is doubling.** The [Population Reference Bureau](#) projects that in 2060 nearly 100 million Americans will be 65 or older. This reflects the senior population more than doubling over 40 years.
- **The average American life expectancy is 76 years.**
(NYTimes)

U.S. Life Expectancy Falls Again in 'Historic' Setback

From 79 to 76 years old



What is the “labor shortage?”

- In 2021, businesses added an unprecedented 3.8 million jobs. But at the same time, workforce participation remains below pre-pandemic levels, meaning we have 3.4 million fewer Americans working today compared to February of 2020. (US Chamber of Commerce)
- At the same time older job seekers are not being hired

**How can we bring these groups together
(vacancies and older jobseekers)?**



What can American Job Centers and Workforce Development Boards do?

Know & Counter the Myths about Experienced Job Seekers

Older workers are less productive and not as reliable as younger workers.

Older workers cost more.





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Older people aren't as digitally savvy as younger people.

Older workers have trouble learning new things.

Older workers are just waiting for retirement or Social Security – they don't care about their careers.



What else can AJCs and WDBs do?

For Employers

- Corporate diversity plans
- Create an age friendly workplaces
- Commit to meaningful employment, development opportunities
- Outreach and advertising
- Work with employer on interview questions

For the Job Center

- Collect data
- Partner with your local SCSEP provider
- Job clubs and job fairs
- Train staff on working with experienced workers
- Dedicated staff for experienced workers
- Special times in the center
- Don't ignore age discrimination
- Tech training
- Self-employment



For the Job Seeker



- Acknowledge ageism
- Review resume to remove obvious indicators of age
- Practice interview questions and answers
- Review what are legal and illegal questions
- Prepare and coach the job seeker

Remember these?



Those born after 1999 don't

SCSEP in Maryland

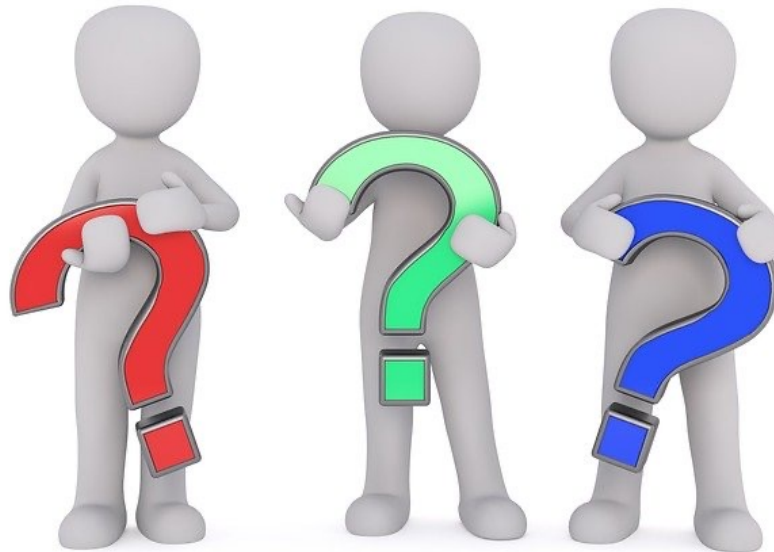
Maryland Department of Labor, Division of Workforce Development and Adult Learning administers SCSEP in these jurisdictions:

- Baltimore City
- Allegany
- Calvert
- Caroline
- Charles
- Garrett
- Kent
- Queen Anne's
- St. Mary's
- Talbot
- Washington

CWI Subgrantee Partners

Organization	Counties Served
Jewish Council for the Aging for Greater Washington	Montgomery & Frederick
Baltimore County Department of Aging	Baltimore County
CWI Maryland	Baltimore City, Anne Arundel, Carroll, Cecil, Harford, and Howard
Prince Georges County Dept of Family Services	Prince Georges
MAC, Inc.	Dorchester, Somerset, Wicomico, Worcester

Questions or
Comments?





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