In the News

Plus 50 in the News

- “Broome Community College Hosts Plus 50 Advisory Board,” Focus E-Newsletter, May 10, 2013
- “STLCC Plus 50 Initiative Offers Programs for Baby Boomers to Transition to New Careers,” Florissant Patch, May 7, 2013
- “Age Bias is ‘Elephant in the Workplace’,” Poughkeepsie Journal, May 4, 2013

Radio: Middlesex Community College President and Encore Completion Coordinator Discuss Program
College staff take to the airwaves to talk about the Plus 50 Encore Completion Program. Three audio segments on the Middlesex Moments radio show focus on plans for the program and what the college has to offer plus 50 students.

Free June 20 Webinar: FERPA Considerations for Data Mining Efforts
Organized by the Adult College Completion Network, this webinar on June 20, 2013, at 1:00 p.m. (ET), will examine what considerations may be necessary when undertaking data-mining efforts to identify former students who stopped out of your institution or system. FERPA experts
will provide guidance and clarity on the FERPA implications of this important strategy to help increase adult college completion. Registration is free and available online.

**The Aging Workforce: Challenges for the Health Care Industry Workforce**

The aging of the U.S. population has tremendous implications for the health care industry, both as employers of an older workforce and as providers of services to a growing number of older patients. To explore issues relating to the aging health care workforce, the U.S. Department of Labor's Office of Disability Employment Policy funded a 1-day symposium entitled *The Aging Workforce: Challenges for the Health Care Industry Workforce*. The symposium examined the challenges an aging workforce poses for the health care industry and explored strategies to retain older health care professionals, including older professionals with age-related disabilities. State and national experts from the fields of health care, workforce development, and disability employment worked together to develop a set of recommendations to help employers and public policymakers identify promising and more effective ways to recruit and retain skilled health care professionals, regardless of age. The symposium’s goal was to identify innovative policies and practices aimed at promoting the employment, and continued employment, of aging workers in the health care sector, including those who may have acquired age-related disabilities or chronic health conditions and wish or need to extend their careers past the typical retirement age. This brief identifies promising strategies from that symposium and offers some encouraging and notable examples from the participants that policymakers and employers could pursue to address the challenges of an aging health care workforce. The Plus 50 Encore Completion Program is mentioned on page 7.

**My Next Move: A Great Tool for Program Assisting Plus 50 Workers**

*My Next Move*, a product of the Department of Labor, is an easy to read Web-based interactive tool for new job seekers, students, and other career explorers to learn more about their career options. Users can explore more than 900 different O*NET occupations and see important information, presented in an easy to use format, including skills, tasks, salaries, and employment outlook. They can even look at related apprenticeships and training and search actual job openings. Users can find careers through a keyword search, by browsing industries, or through the shortened 60 item version of the O*NET Interest Profiler, a tool that offers customized career suggestions based on a person's interests and level of work experience. Career reports feature the most important knowledge, skills, and abilities needed to perform the work, explained in language that's easy to understand. My Next Move’s Job Outlook and Education sections let users find salary information, job postings, and training opportunities. The visual design enables users to identify a
career's key points, or explore a career in depth. A case manager for Michigan Works! has found My Next Move to be a very useful tool. She works with the 55+ Program—a demonstration grant program which gives specialized assistance to individuals who are 55 or older, unemployed, and seeking employment. Her clients and the 55+ Program Navigators are using this comprehensive, easy-to-use website as part of their career exploration and job search activities.

**Helping the Unemployed: “Can Social Media Rescue Your Career?”**
This Fox Business article discusses how online advertising—often through social media networks—is impacting job searches today. It also impacts how job seekers present themselves online, as leaving a social media footprint online can impact hiring. Having a social media presence also helps job seekers connect with others who may be hiring or know about available positions. Certain networks may be more helpful to jobseekers, notes the article, which recommends LinkedIn over Facebook as a place for jobseekers to connect with hiring managers, because it is a professionalized network.

**Resources to Support Your Plus 50 Program**

**COMPLETION**

**Helping Adult Learners Navigate Community College and the Labor Market**
In this resource from the Aspen Institute’s Workforce Strategies Initiative, the authors discuss the challenges facing adult learners as they attempt to enter community college, persist to completing a certificate or degree, and successfully transition to employment. The report offers several examples illustrating how nonprofit organizations and community colleges have worked together to help adult learners overcome the challenges facing them. The authors also note that available data assessing adult learner success is limited and make suggestions for improvement.

**LEARNING**

**Pathways to Improvement: Using Psychological Strategies to Help College Students Master Developmental Math**
Drawing on a research base developed over many years in education, the Carnegie Foundation for the Advancement of Teaching is testing a set of strategies to help students persist and succeed academically. This kind of persistence, what the researchers and faculty who developed the Pathways to Improvement call “productive persistence,” is a key driver for student success. Broadly defined, productive persistence is the package of skills and tenacity that students need to succeed in an academic setting. These interventions and others, as well as the story of how Carnegie developed this new program of work addressing the alarming failure rates of students in developmental mathematics are covered in this report.
TRAINING & RE-TRAINING

Age Disparities in Unemployment and Reemployment During the Great Recession and Recovery

The surge in unemployment that accompanied and followed the Great Recession—the economic downturn that began in December 2007 and lasted until June 2009—did not spare either younger or older workers, says this report by the Urban Institute. Nonetheless, age affected how workers fared during the slowdown. Layoffs were less common among older workers who had many years of service with their employers than among their younger counterparts who had less seniority, but older adults took longer to find work when they lost their jobs. Wage losses were especially steep for unemployed workers in their fifties who became reemployed. Median hourly earnings were 21% lower on their new jobs when compared with their pre-layoff jobs.