Training & Re-training - 2006 and Earlier

2006

Workers 50+ Age Discrimination: What Employers Need to Know
AARP
As American workers stay on the job longer, employers are increasingly confronted with challenges about how to foster workplaces that nurture productivity for workers of all ages. While laws exist to prevent age discrimination, lack of age equity awareness can cause an employer to lose mature employees to competitors. This 20-page publication provides a handy overview of age discrimination laws, how age discrimination complaints are treated, how age discrimination in the workplace can be prevented, and how to take advantage of the qualities mature workers bring to an employer.

2005

Working longer to enhance retirement security
Urban Institute
This two-page brief examines the factors keeping adults of retirement age on the job. The author notes many benefits to staying in the workplace, including easing economic pressure, and notes the impracticality of traditional retirement when many are able to continue working and contributing. Delaying retirement also increases lifetime earnings and retirement savings for workers, improving their financial security.

2004

2007/2008 Older Worker Profiles
U.S. Census Bureau
Geographic distribution reports discussing where older workers live and what they are like.

2003

The (Real) Effects of the Baby Boomers Retirement Boom
CIO.com
In this article for a website geared toward information technology leaders, the author discussing the fear that baby boomers will flee the workplace in droves as retirement beckons. She argues that what employers are facing will not be a labor shortage, but a knowledge shortage, based on an interview with Peter Cappelli, a management professor and the director of the Center for Human Resources at The Wharton School.

2001

Older Workers: Demographic Trends Pose Challenges for Employers and Workers
U.S. General Accounting Office
Potential workforce problems posed by the retirement of the baby boomers are examined in this extensive study. Significant data analysis and discussion.

1999

How to manage older workers
*About.com*
Gen X managers get tips on how to manage baby boomer workers in this practical article. Managers are encouraged to throw out their assumptions about older workers, value these workers for their experience, and communicate clearly with their plus 50 employees.

Why hire seniors and retirees?
*The Multicultural Advantage*
Employers can save valuable overhead dollars on healthcare costs by hiring seniors or retirees to do project work or to work part-time. With Medicare benefits going into effect at age 65, many older adults are often less motivated to get additional insurance coverage than some of their younger counterparts, says the author. They also bring valuable skills, commitment to customer service, and experience into the workplace.

Approaches and tactics for older workers who can't find a job
*QuintCareers.com*
If you're a baby boomer looking for a job, you'll want to check out these helpful tips for job-hunting. The author advises plus 50 adults to market themselves as the solution that meets an employer's needs. Even if you've endured a long road of adversity on your way to future employment, she urges boomers to be positive and to keep their interviews with prospective employers focused on the job and not personal circumstances.

Employ Experience…and keep the competitive edge
*Workforce Development Council of Seattle-King County*
Many employers are actively seeking to recruit plus 50 adults and value them for their expertise and experience. Best practices and success stories from employers are offered.