

What's New!**Webinar Series Continues Nov. 5 With Tips on Promoting Your Program for Adult Learners**

The webinar series for AACC's Plus 50 Initiative continues on November 5, 2009, with "If You Build It: Promoting Your Program for Adult Learners." For an invitation to attend this upcoming webinar, send an e-mail to Mary Sue Vickers at mvickers@aacc.nche.edu. For previous webinar recordings and information about upcoming sessions, visit [AACC's Plus 50 Initiative Web site](#).

Hagerstown Community College Creates Scholarship for 72+ Students

The dreams of 85-year-old student Carolyn Hill inspired a new scholarship for older adults pursuing higher education at Hagerstown Community College. Named in honor of Hill's quest for education into her 80s, the scholarship is designated for residents of Washington County, Maryland, who are 72 years of age or older and wish to pursue a first college degree. [Read the article in Community College Times](#).

Employers: Are They Ready to Manage Five Generations Side by Side?

In a blog entry on the Harvard Business Publishing Web site, Jeanne C. Meister and Karie Willyerd asked employers to contemplate the reality of having five generations together in the workplace. As older adults delay retirement, five generations will soon rub elbows on the job: the traditionalists (born before 1946), baby boomers (born between 1946 and 1964), Gen X (born between 1965 and 1976), millennials (born between 1977 and 1997), and Gen 2020 (born after 1997). The management challenges of a multigenerational workplace will be significant, noted Meister and Willyerd, who asked employers to ponder four questions and consider their responses. [Read the blog entry](#).

Digital Immigrants: Plus 50 Adults Learn Online Language and Culture With Tutoring

In a New York Times (October 14, 2009) article, "Finding a Guide for Online Networking," Elizabeth Pope discussed how older workers reentering the job market may feel like they may have lost their bearings in a foreign land. They become "digital immigrants," according to generational change expert Marc Prensky, and they seek tutoring help deciphering today's job search networks. They find their help by turning to generations that grew up on a steady diet of digital communication. [Read the article](#).

Proving Age Discrimination: The U.S. Supreme Court Makes It Tougher, Lawmakers Intervene

In a controversial June 2009 decision in the case of Jack Gross v. FBL Financial Services, Inc., the U.S. Supreme Court ruled that it is not enough for a worker to prove that age may have been a factor among "mixed motives" in an employer's adverse employment action. Rather, the court ruled that the employee must show that age was the main or "determining factor." The ruling forces victims of age discrimination to face a higher burden than those alleging discrimination on the grounds of race, sex, national origin, or religion. To correct this situation, Senate and Congressional leaders introduced the Protecting Older Workers Against Discrimination Act in October 2009. The act will make clear that when a victim shows discrimination was a "motivating factor" behind a decision, the burden is on the employer to show it complied with the law, making it similar to other Title VII categories of discrimination (sex, race, etc.) This legislative change to expand protections against age discrimination is being supported by Senator Herb Kohl (D-WI), chairman of the Special Committee on Aging; Senator Tom Harkin (D-IA), chairman of the Health, Education, Labor and Pensions (HELP) Committee; Senator Patrick Leahy (D-VT), chairman of the Judiciary Committee; and Congressman George Miller (D-CA), chairman of the House Education and Labor

Committee—in addition to a number of co-sponsors. To learn more about the legislation, cut and paste the following link into your Web browser:
<http://thomas.loc.gov/cgi-bin/query/z?c111:H.R.3721>.

Grantee College News

Santa Fe College Draws 170+ to Plus 50 Career Changer Fair and Gets Media Attention

More than 170 people found welcoming faces and plenty of helpful information at the Plus 50 Career Changer Fair at Santa Fe College earlier this month. At the college's main campus in Gainesville, Florida, the eager attendees learned about resources for tuning up their careers and enhancing their education. The successful event was covered by the Gainesville Sun newspaper. [Read the article.](#)

Plus 50 Student at Clover Park Technical College Featured in Chronicle of Higher Education

The story of student Kristine Bridges, who was featured on AACC's Plus 50 Initiative Web site as part of our student story profiles, drew the interest of journalist Eric Hoover. Her journey toward a new life and green career, with the help of Clover Park Technical College, was described in the Chronicle of Higher Education on September 28, 2009. [Read the story \(subscription required\).](#)

Cape Cod's Approach to Implementing Plus 50 Programs Featured in Community College Journal

Watch your mailboxes, AACC members, for a four-page article in the October/November 2009 Community College Journal about Plus 50 Initiative mentor Cape Cod Community College. Authors Rosemary Dillon, Sergio Marini, and Susan F. Miller discuss the college's approach to implementing a program for plus 50 adults. They advise colleges to build on their strengths and cultivate a campus-wide commitment to plus 50 programs. The article will be posted on AACC's [Plus 50 Initiative Web site](#).

Century College Article Spotlights How to Set a Resumé Apart With Volunteer Work

Offering advice to job seekers is an important task for many college staff working with the Plus 50 Initiative. Lynda J. Halbert, volunteer coordinator for Century College's PrimeTime/Plus 50 Initiative, recently wrote an article for the Pioneer Press about the value that volunteer work can bring to a resumé. Involvement and leadership can be important boosters on a resumé, noted Halbert. The article offered helpful tips and previewed Century College's Rolling Into Service bus tour for prospective volunteers. [Read the article.](#)

Baby Boomer Examiner Spotlights AACC's Plus 50 Initiative

Paul Briand, who writes about baby boomer issues from New Hampshire for the Examiner newspaper chain, spotlighted AACC's Plus 50 Initiative again in his column. Writing about the economic woes afflicting baby boomers and the new NBC sitcom "Community," Briand discussed the increasing attention on community colleges today. [Read the article.](#)

Student Profile

A Cancer Survivor Discovers a New Career in Health Care

While her five children were young, Elizabeth Haddon dreamed of being a nurse. At age 59, Haddon's youngest child graduated from high school and she was ready to hit the books. She began nursing school and quickly adapted to her new life as a student. With just 14 course hours to finish before she received her degree, she was diagnosed with the blood cancer called lymphoma. "By the time I was healthy enough to go back into the clinic, four of my classes had expired. It broke my heart that I couldn't finish my degree," said Haddon. Discouraged but not defeated, Haddon began looking for something else. That's when she stumbled on the medical assisting program at Richland College. [Read more of Elizabeth's story on AACC's Plus 50 Initiative Web site.](#)

[Resources to Support Your Plus 50 Program](#)

LEARNING

AACC's Plus 50 Needs Assessment Toolkit Goes Online and Offers Colleges Help

Conducting a needs assessment provides a solid foundation for a plus 50 program, and now there's a helpful new online tool to help community colleges. The Plus 50 Needs Assessment Toolkit offers help on assessing employer needs and sizing the market for plus 50 workforce education opportunities. Practical tips are offered for developing a survey, conducting focus groups, and writing your needs assessment report. The toolkit was assembled in response to AACC's national survey of plus 50 programs, which showed that only about one quarter of institutions reported that within the last five years they can conducted a needs assessment of the local population that is age 50 and over to help guide their program development. [Visit the toolkit online.](#)

TRAINING and RE-TRAINING

Buddy, Can You Spare a Job? The MetLife Study of the New Realities of the Job Market for Aging Baby Boomers

"I've always been successful, so why should things be different now?" This is one of seven significant mistakes made by baby boomer job seekers in today's economy, according to a study by the MetLife Mature Market Institute. This October 2009 research with 1,242 people ages 55–70 examined the realities confronting ill-prepared and unemployed baby boomers as they seek jobs in a stressed economy. Based on their observations, the researchers advise baby boomers to (1) realistically assess the changing local employment market in their region, (2) translate past experience into future value for a potential employer, (3) update their technology skills, (4) keep their network of contacts fresh and active, and (5) manage their own ambivalence about work in spite of decreases in retirement savings. [Read the report.](#)

VOLUNTEERING and SERVICE

Great Expectations: Boomers and the Future of Volunteering

Why do boomers and older adults volunteer? Why don't they? Where do they volunteer? And for how long? This 2006 study by VolunteerMatch interviewed hundreds of plus 50 adults who don't volunteer about what holds them back and surveyed more than 2,000 who do volunteer about what they find rewarding. The results offer practical tips for program managers and instructors seeking to engage plus 50 students in volunteering and service. The study was supported by the MetLife Foundation. The Web site includes a full report, executive summary, and PowerPoint slides for easy access to the results. [Read the study.](#)

The American Association of Community Colleges is a national association representing close to 1,200 community, junior and technical colleges nationwide. Community colleges are the largest and fastest-growing sector of higher education, serving close to 12 million students each year. AACC is headquartered in Washington, D.C. See www.aacc.nche.edu.

The Atlantic Philanthropies are dedicated to bringing about lasting changes in the lives of disadvantaged and vulnerable people. Atlantic focuses on four critical social problems: aging, disadvantaged children and youth, population health, and reconciliation and human rights. Programs funded by Atlantic operate in Australia, Bermuda, Northern Ireland, the Republic of Ireland, South Africa, the United States and Viet Nam. To learn more, please visit www.atlanticphilanthropies.org.

[Forward to a Friend](#)



AACCC - American Association of Community Colleges
One Dupont Circle, NW, Suite 410
Washington, DC 20036

This email has been scanned for all viruses by the MessageLabs Email Security System.