

Resources for Second Careers and Advocates

Websites

Jobs 4.0 - <http://www.jobs4point0.com/>

For job seekers 40 and over

RetirementJobs.com - <http://retirementjobs.com/>

For job seekers 50 and over

Senior Job Bank - <http://www.seniorjobbank.org/>

For job seekers 50 and over

Retired Brains - <http://www.retiredbrains.com/>

Job listings for older boomers, seniors, and retirees

Seniors4Hire - <http://www.seniors4hire.org/>

For job seekers 50 and over

Monster.com - diversity.monster.com/

Career advice for older workers

National Council on Aging - www.ncoa.org/content.cfm?sectionID=248

Free to members

TheRetiredWorker - www.theretiredworker.com

For job seekers 50 and over (Canada)

Experience - www.experienceworks.org

A nonprofit organization focusing on training and placing older workers

YourEncore - <http://www.youencore.com/>

Job listings for older scientists, engineers, and product developers

Dinosaur Exchange - <http://www.dinosaur-exchange.com/>

Retirees interested in working in Europe

National Older Worker Career Center (NOWCC) -

<http://www.nowcc.org/applicants/programs.aspx>

(NOWCC) Senior Environmental Employment (SEE) Program

Assist the EPA in pollution prevention and control projects

(NOWCC) Agricultural Conservation Experienced Services (ACES) Project

Experienced workers to support conservation efforts

The Age Discrimination in Employment Act of 1967 (ADEA)

- “The ADEA protects you if you are a job applicant or employee, age 40 or older. If you are an elected official, independent contractor, or military personnel, the ADEA does not apply to you.
- The ADEA says that employers must make all employment decisions based on someone's qualifications, not on their age. This includes every possible aspect of a job, including recruiting, hiring, firing, compensation, benefits, and all terms and conditions of the work.
- It also includes decisions about flexible work arrangements. Those decisions, too, must consider only your qualifications, not your age.
- Age discrimination can occur when an employer makes an ageist assumption about an older worker. For example, say that your employer assumes you will not work much longer. Therefore, he denies your request to telecommute from home. Your employer assumes that it won't be worth it to provide or train you to use the needed computer equipment. Your age is the reason for your employer's decision. That decision would be against the law.
- The ADEA covers employers with 20 or more employees. Most states and some localities have laws that cover smaller employers.”

(AARP.org Date Posted: 2004-04-08)

Examples of National Organizations/Resources

AARP

<http://www.aarp.org/>

AARP is a nonprofit, nonpartisan membership organization for people age 50 and over. AARP helps achieve positive social change and deliver value to members through information, advocacy and service.

National Employer Team

This list of companies has joined with AARP because they recognize that older workers make up a very important part of the workforce. They want to hire older workers because they know that we bring leadership, experience, and skills to do the job.

Maturity Works Alliance – National Council on Aging

<http://www.ncoa.org///content.cfm?sectionid=38>

MWA is a voice and advocate nationally and a focal point within NCOA for public policies, business practices, and societal attitudes that enable employers, educators, and the public workforce system to recruit, retain, and value mature workers.

The Senior Community Service Employment Program (SCSEP)

<http://www.doleta.gov/seniors/>

The Senior Community Service Employment Program (SCSEP) is a community service and work based training program for older workers. It provides subsidized, part-time, community service work based training for low-income persons age 55 or older who have poor employment prospects. Through this program, employment assistance available through the One-Stop Career Centers of the workforce investment system.

Experience Works

<http://www.experienceworks.org/site/PageServer>

Experience Works is a national, charitable, community-based organization. It has grown to be the nation's leading provider of training, employment, and community service for low-income older people.

National Older Worker Career Center

<http://www.nowcc.org/>

The National Older Worker Career Center is a non-profit organization, which places workers age 40 and older in federal agency jobs, is also dedicated to research and advocacy in support of the needs of older workers.

Senior Service America Inc.

<http://www.seniorserviceamerica.org/>

Senior Service America, Inc. (SSAI) is a non-profit organization that provides civic engagement and employment opportunities for adults over the age of 55 who wish to re-enter the workforce.

SER-Jobs for Progress National, Inc.

<http://www.ser-national.org/>

SER is a national network of employment and training organizations that formulates and advocates initiatives that result in the increased development and utilization of America's human resources, with special emphasis on the needs of Hispanics, in the areas of education, training, employment, business and economic opportunity.

Examples of State Organizations Devoted to Older Workers:

- Alabama Department of Senior Services
- Arkansas Department of Health and Human Services, Division of Aging and Adult Services
- Delaware Division of Services for Aging & Adults with Physical Disabilities (DSAAPD)
- Illinois Department on Aging
- Maine Department of Labor Bureau of Employment Services (BES)
- Maryland Department of Aging
- Commonwealth of Massachusetts, Executive Office of Elder Affairs
- Montana Department of Public Health & Human Services
- Ohio Department of Aging
- Oklahoma Employment Security Commission
- Pennsylvania Department of Aging
- South Carolina Lt. Governor's Office on Aging
- South Dakota Department of Labor
- Tennessee Department of Labor and Workforce Development
- Texas Workforce Commission
- West Virginia Bureau of Senior Services
- Wisconsin Department of Health and Family Services
- Wyoming Department of Workforce Services