

AGE IS AN ADVANTAGE

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Age is an Advantage

OBJECTIVES

- *Perceptions* of the experienced job seeker & the employer
- Strategies to overcome perceptions/employment barriers
- Working in a multi-generation environment- Jason Dorsey Youtube video
- Interview questions you may be asked as a *mid-careerist*
- Additional Resources

Benefits of hiring a seasoned employee from the perspective of the job seeker

What would you tell Companies who are considering hiring an employee over the age of 45?

Majority of responses were positive – 75%

Examples of positive characteristics:

- **“They would be an asset to any organization. They may not have all the computer knowledge of the younger generation, but they are willing to learn and provide much stability.”**
- **“They are committed and flexible.”**
- **“You will make a good investment because they are confident, loyal, and should be treasured for their years of experience.”**
- **“Do it. They are tolerant, polite and more dedicated because they feel needed.”**

The employers' perception of hiring a mid-career Job Seeker

Employers generally perceived to be neutral towards mature workers.

Positive attributes

- Value maturity**
- View 45+ generation as team players**
- Value interpersonal skills**

Negative attributes

- Computer/Technology Skills**
- Need more information about pluses of hiring a seasoned employee**
- Offer more special programs/benefits of hiring this population**
- Prefer to hire younger workers**

Employer's perspective - Strategies to Overcome Employment Barriers

- **Technology/computer skills (37%)**
- **Additional training/education (17%)**
- **People skills (14%)**
- **Keep pace with the times (11%)**
- **Dealing with younger coworkers/managers (6%)**
- **Flexibility/adaptability (6%)**
- **Professional appearance (6%)**
- **Resume & Interviewing skills (6%)**
- **Other (17%)**

Counteract Stereotypes of Mid-careerist

- Can't learn, won't learn
- Rigid, inflexible, opinionated
- Intolerant of views other than their own
- Health problems interfere with work
- Examples of quick learning
- Open-minded, open to suggestions
- Work well with all kinds of people
- Energetic, excellent attendance

Counteracting Age Discrimination

- Omit dates that are “red flags”: high school or college graduation dates – consider a combination resume format
- Classes taken on software skills no longer used in the business world
- Make certain your appearance is up-to-date (clothing, glasses, hair style, accessories) – project confidence.
- Emphasize your positive attributes: flexible, positive work ethic, good judgement, communication skills.
- If you lack a skill or experience the job requires, offer to learn it or ask if the company offers training.

Some different perspectives...

- 4 Generations Working Together - Jason Dorsey
 - What do these experiences tell us about the world of work?
- Any interview experiences?

10 Interview Questions for Mid-Career Job Seekers to Anticipate

1. You appear to be overqualified for this position. Won't you get bored?

Some answers:

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2. This company is on the fast track. Do you think that you can keep up?

Some answers:

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3. This is a completely different industry than you were in before. Can you tell us how you will transfer your skills?

Some answers:

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4. I have noticed that you have been out of work for over 6 months. Can you explain this break in employment.

Some answers:

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5. Why do you think you are qualified to this position? I don't see where you have experience that would match our business needs.

Some answers:

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6. Your resume indicates you have worked at a lot of different places. Can you comment on that?

Some answers:

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7. You were with your last company for 19 years. Can you change the way you did things?

Some answers:

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8. We are on the cutting edge of technology. Can you keep up?

Some answers:

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9. I see you have been a consultant. Does that just mean you were out of work?

Some answers:

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Some answers:

10. What do you think you are worth since you have been in the work world so long?

Resources

- AARP - Free webinars on job seeking strategies
- Local networking events
- LinkedIn

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BEST OF LUCK IN YOUR JOB SEARCH!

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