

Internet Resources

12

- <http://www.nowcc.org>—the National Older Worker Career Center site.
- <http://www.aarp.org/money/work/>—the American Association for Retired Persons’ “money and work” web page.
- <http://www.ncoa.org>—the National Council on the Aging operates this site. Click on “Work and Volunteering.”
- <http://seniors.utah.gov>—click on “Employment.”
- http://www.quintcareers.com/mature_jobseekers.html—employment resources for older workers.
- <http://www.retiredbrains.com>—job board for older workers; search job listings, post your resume, and register for an e-mail job-search agent. Also includes career resources specifically for older workers.
- <http://www.seniorjobbank.org>—a job site for job seekers aged 50+ where you can search for jobs by job category, industry, location, as well as post multiple resumes and register for a job-search agent.
- <http://jobs.utah.gov>—Utah Department of Workforce Services’ site with electronic job board, employment tips, etc.
- <http://career-advice.monster.com>—career advice for older workers from monster.com
- <http://utahfutures.org>—career information tool for students, adults, seniors.
- <http://www.abanet.org/aging>—the American Bar Association’s site on law and aging.
- <http://www.ncoa.org/content.cfm?sectionID=304>—National Council on the Aging, Work and Volunteering page.

Older Workers: Re-imagining Retirement

You might be surprised to know that 54 percent of workers age 65 and over work because they want to work.

BY LINDA MARLING CHURCH

By now we have all heard dramatic stories about older workers who can no longer retire, or who have been forced back into the workforce because they need the income. For some, that is true. For others, who have chosen to stay in or re-enter the workforce for a variety of reasons, it is not true.

In a recent study by the Pew Research Center, it was found that 54 percent of workers age 65 and older say they work because they want to, 27 percent because they want and need to, and 17 percent because they have to. Surprised? In that same study, it was found that 54 percent of workers 65 and older were “completely satisfied” with their jobs compared with 29 percent of workers ages 16 to 64. That satisfaction may come from the fact that they are working by choice, not necessity.

Myths exist in the workplace that it costs more to employ an older worker, that they are technologically inept, and that they are less adaptable to change—all of which have been repudiated more than once by demographic studies.

Who said that we work to 65 and then retire and start riding around in a golf

Work Because You Need To? It Depends On Your Age

% of workers who say they work because they . . .



Note: Asked of 1,140 respondents employed full-time or part-time. "Don't know/Refused" responses are not shown. Source: Pew Research Center.

cart in Boca Raton or Apache Junction, eating dinner at four in the afternoon and going to bed at eight? For some, this is the second American dream. For others, it's Hell on earth.

The Pew study found that 57 percent of retirees were very satisfied with their retirement, 27 percent were fairly satisfied, 32 percent had to retire for health or other reasons, 9% said they were forced into retirement by their employers. The key to satisfaction at any age is to be doing what you choose to do whether it is to retire or to work or a combination.

People ages 55 and older currently account for 18.7 percent of the workforce, according to the U.S. Bureau of Labor Statistics (BLS). That is the highest share held by the group since the BLS started reporting labor force data in 1948. Conversely, workers ages 16 to 24 currently account for 14.0 percent of the labor force,

their lowest share since 1948. The BLS projects that 92.8 percent of the growth of the U.S. labor force from 2006 to 2016 will be workers ages 55 and older. The share of the labor force that is 55 and older will increase to 22.7 percent in 2016. At the same time, the shares of the other major age groups will decline.

Younger workers are staying out of the workplace to get a degree (73 percent of the public deem a degree the means for getting ahead.) Older workers are staying in the workplace, delaying their retirement because of the recession or by choice.

It's a given that many older workers are choosing to stay employed. What are some reasons? To

feel like a useful person, help improve society, something to do, be with other people, to live independently, stay physically and mentally active, and to learn something new, were some of the comments given to researchers who asked older workers why they were still in the workforce.

One older worker, who had been retired for five years and was

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working on her golf handicap, took a job because she was bored with “playing” and wanted to feel productive again. She found a flexible, part-time job in a new field, far removed from the retail business she had started thirty years prior. She found that with a part-time job she could be productive and still work on her golf game.

Another, who had been forced to retire by his employer, started as a volunteer at a local senior citizen center, and quickly became the paid director. He particularly liked helping his peers to see their retirement in a new way by starting classes that taught them about computers, travel and volunteer opportunities.

At age 88, after twenty years on the job, beginning at an age when most people have retired, one older worker began preparing twenty-four meals every day for area seniors.

Maybe older workers today are leery of that old adage “you retire, you die.” Working, staying mentally and physically active, and involved may not make us live any longer, but they can make the remaining hours and days more fulfilling. ✂

For more information:

<http://pewsocialtrends.org>

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

<http://www.hsdaas.utah.gov/pdf/aging-initiative.pdf>

Cover Letters

A cover letter is a great way to sell yourself.

BY KIMBERLEY BARTEL, ECONOMIST

An impressive cover letter is a good way for older workers to convince employers to interview them for the jobs they want. What is a cover letter? It is basically a marketing tool for you. Your resume contains factual information about your skills and accomplishments, while your cover letter is an opportunity to sell yourself to the employer.

It is a short letter (no more than one page) written to a specific person about a specific job that contains three parts:

First paragraph: Explain why you are writing and mention the job you want. Do not start with the sentence “I am writing about the position...” Learn something about the company that you can write about in this paragraph or if you have been referred to the company, mention the person’s name.

Second paragraph: Sell yourself and show off your writing skills. Write about all of the skills, knowledge and abilities you have that will benefit the company/organization. Do not write about what they can do for you. Focus on your accomplishments and performance that are related to the job you are applying for, not the number of years you have worked or a long history of your experience. This is an opportunity to use current industry jargon and