

Programs for Senior Employment - from North Carolina to Arizona

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Senior Counseling & Employment

Modelled after DC Area Business

Beginning 2nd Year of Operation

Funding – Modest Grant from City

Operates in Durham

Comparison with Program in Tucson, AZ

	Tucson	Durham
Population (55+)	272,000	39,000
Job Fair #s	1,000	100
Placement	20%	?

Keys to Tucson's Success

Approval from Co. Commission on Aging

2-3 Large Employers Initially Brought on Board

Charged Employers to Attend Job Fair – Seed Money

Large Grant from AZ Dept. Commerce

Arizona -- First in Senior Employment

2004: New Position – Policy Advisor on Aging

2005: Created Mature Workforce Initiative

“... designed to raise visibility, awareness and appreciation of, and employment opportunities for mature workers, while addressing projected labor force shortages.”

2005: Summits on Mature Workforce

Employers' Concerns

Greater Health Insurance Costs

Lack of Technological Skills/need for Additional Training

Jobs Not Consonant with Mature Worker Needs

Jobs May Require Physical Skills Beyond Mature Worker Capabilities

Mature Workers' Concerns

Flexible Schedules Often Not Available

Lack of Respect by Co-Workers

Skills & Talents Often Not Utilized

**Employers Unwilling/Unable to Provide
Health Benefits**

Arizona -- First in Senior Employment

2006: Trained One-Stop Employees

2006: Conducted Mature Worker Job Fairs

2007: Creation of Governor's Office on Aging

2008: Jobs & Employers online

Mature Worker Friendly Certification

Center for Workforce Transition

Where Do We Go from Here?

Can/Should NC Emulate the AZ Experience?

AZ Has Offered its Assistance – Is NC Receptive?

www.azgovernor.gov/aging

www.azgovernor.gov/GACA/MWI.asp