

ExperienceWorks 2

STRATEGIES FOR SUCCESS FOR THE OLDER JOB SEEKER

TIPS TO HELP YOU FIND EMPLOYMENT

If you are older than 55 or even older than 65, maturity can work in your favour as a job seeker. Your accumulated experience, loyalty, and proven persistence are valuable to a prospective employer. Highlight these attributes to the right employer and your job search can be successful.

Older workers seeking employment can view their age as a factor working against them. One online survey, conducted by the Civic Participation & Employment group of the Age Friendly London Network, found that some older workers perceive that employers are not welcoming and they view age discrimination as a factor. It is a perception that can be overcome with persistence and the right approach.

55+

WHAT YOU HAVE

Maturity / Experience /
Wisdom

WHAT YOU NEED

Confidence / Persistence /
Loyalty

HERE ARE SOME STRATEGIES THAT CAN ASSIST IN YOUR JOB SEARCH:

- 1** If it's been awhile since you've been engaged in a job search or your job search has felt long and unproductive, there is help. Keep your resume relevant. Include updated skills, retraining, certifications and volunteer experience that provide added value to a prospective employer. There are places to go for help in developing a resume (see the websites on the reverse page). Keep yourself up-to-date in your field and be ready to mention websites or publications you use to stay current.
- 2** Streamline your resume. The majority of resumes do not need to go past the last 10-15 years of employment. As a general rule, the skills and achievements from the 1980's should be integrated into recent work history and the other information left off your resume.
- 3** Practice your interviewing skills by simulating job interviews with HR professionals or employers you know.

YOUR SKILLS AND EXPERIENCE HAVE VALUE IN TODAY'S AND TOMORROW'S WORKFORCE.

- 4 During networking and job interviews, show that you are energetic and focused. Be attentive and do your research. Come prepared, knowing about your prospective employer and what the company does.
- 5 Be ready for the interview questions about age. It is illegal to discriminate based on age and employers are not supposed to ask about your age. You may be asked, for example, how you would feel about working directly for a person younger than you.
- 6 Flexibility is key. It is hard to start over and even harder when you have worked in the same position or in senior level positions for most of your life. However, that's not always going to be possible and you may have to start in a lower level position or take a pay cut. Being flexible is going to be an asset during this time. Don't undersell yourself. If you are asked about salary requirements, give employers a range.
- 7 In an interview, demonstrate that you are willing to adapt to a new role and that you are ready to start over with enthusiasm.
- 8 In today's workplace, new approaches can often mean being comfortable with digital media and the ability to use digital media to reach new customers and clients. Familiarize yourself with new technology and don't be afraid of it. Often employers will provide training and support when working with new technologies.
- 9 Consider applying for contract employment rather than a permanent job.
- 10 You likely have a much wider network than someone getting started in the workforce. Use it to your advantage to discover new prospects.
- 11 Above all, keep a positive outlook! There are jobs out there. Make sure your skills are relevant and you are persistent.



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