

Age 50+ Job Search

NPC  **JNM 008**

Slide # 1

Version 1



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Job Search for the 50+ (2 of 9)

The Age Advantage

savvy about business politics

leadership skills

punctual

work ethic

calm in a crisis

loyalty

confident

adaptable

proven mentoring skills

nothing to prove

patient

tenacity

"been there, done that"

big picture thinker

not job hoppers

resilient

tolerant of change

rational decision making

non-emotional in decisions



Job Search for the 50+ (3 of 9)

What employers fear – What employers need

FEARS



- Inability to work with younger boss/peers
- Out-of-date with technology
- Unable/unwilling to change or learn
- Tired/unmotivated
- Too expensive
- Slower/absences due to poor health

NEEDS

- Passion for Work (“Hunger”)
- Immediate Value
- Flexibility
- Change Agent
- Positive, Curious, Optimistic Attitude
- Up-to-date Skills
- Lifelong Learner
- Forward Thinking



Job Search for the 50+ (4 of 9)

Ageless Resume

Remove

- mention of tenure in summary
- experience older than 10 -15 years
- dates from education

Include

- professional development details
- current terminology
- recent business results achieved (quantified, if possible)



Job Search for the 50+ (5 of 9)

Networking

- Ask for advice and information, not for a job
- Take part in online networking – best: www.Linkedin.com
- Look for ways to give back – Pay it Forward
- Send thank you notes and stay in touch
- Use your **One Page Marketing** tri-fold with target companies

When **networking**, ask insightful questions, show that you are “current”, proactively talk about:

- New technical skills or examples of continuous learning
- Recent accomplishments
- Current terminology
- How long expect to work (positions you as good hire)

Job Search for the 50+ (6 of 9)

Industries to watch and to explore

- Senior Care, Healthcare, Fitness
- Education
- Financial Services
- Government
- Green Technologies

As you network, brainstorm with others about targeting:

- Small to mid-size companies
- Contract/Consulting/Flex/Job Share/Virtual
- Industries ready for growth
- Lower level positions as entry point

Job Search for the 50+ (7 of 9)

Interviewing

- Remember people hire **solutions** to problems
- **Emphasize what you can accomplish** rather than past job titles or years of experience
- Use **current** industry jargon/buzzwords
- Stress **flexibility**
- Tell **no war stories**
- **Defer salary discussions**



Job Search for the 50+ (8 of 9)

Addressing the “Overqualified”

- Demonstrate passion/genuine interest
- Tell why position is right for now
- Identify and respond to needs
- Ask “Why feel overqualified?”
- ID additional skills = “bonus for company”



Do you remember “Sully”?

Job Search for the 50+ (9 of 9)

Resources

Non paid / Volunteer Opportunities

[AARP Volunteering](#)

[Corporation for National & Community Service](#)
[SCORE](#)

[Executive Service Corps Affiliate Network](#)

[Global Volunteers](#)

Alternative Job Search Sites

[Boomers Next Steps](#)

[Jobs for the Older and Bolder](#)

[Work for RVers and Campers](#)

[Your Encore](#)

[Workforce 50](#)

[Seniors 4 Hire](#)

[Senior Job Bank](#)

[Jobs4.0](#)

Teaching Anybody?

[Alternative Certification for Teachers](#)

[National Center for Education Information](#)

[State Certifications](#)