

EMPLOYMENT

WORKFORCE PARTICIPATION WITHOUT AGE-BASED BIASES OR BARRIERS



AGING TEXAS WELL MEANS THAT TEXANS PREPARE FOR AGING IN ALL ASPECTS OF LIFE AND THAT STATE AND LOCAL SOCIAL INFRASTRUCTURE FACILITATES AGING WELL THROUGHOUT THE LIFESPAN.

TRENDS

- Some older Texans will retire, while others will choose to continue working.
- Many middle and low-income older adults have to work out of financial necessity or to maintain health insurance.
- Among workers ages 45 to 74, 69 percent of surveyed respondents plan to work in some capacity during their retirement years.
- Public policies and private practices often overlook the potential contributions of older workers and encourage them to retire prematurely.
- Texas needs more job training, employment services, and educational instruction designed specifically for older adults.
- Age-discrimination complaints increased nearly 25 percent between 2000 and 2002.

Employment of older adults can help offset the projected decline in labor force growth.

POLICIES, PROGRAMS & SERVICES

- Social Security reforms have removed some of the financial incentive to retire early.
- Workers with defined-contribution plans are encouraged to keep working because the amount invested at retirement increases over time.
- Job training and employment services are available through the Local Workforce Development Board.
- The Senior Community Service Employment Program (SCSEP) subsidizes part-time community service jobs for low-income people 55 and older who have poor employment prospects.
- The Age Discrimination in Employment Act prohibits workplace age discrimination against people who are at least 40 years old.

GET INVOLVED!

- Get involved with your Local Workforce Development Board to establish an older worker advisory group that develops programs and policies to ensure that older adults have the opportunity to participate in the workforce.
- Create awareness of job training and employment services available in the community.
- Educate employers of the benefits of hiring, training, and retaining older workers, and of establishing innovative job designs (e.g., telecommuting) to accommodate older workers.
- Ensure that the employment, education, and training needs of older workers are addressed by participating in local planning and policy activities and collaborating with existing organizations.

Develop special training for educators to understand the unique learning styles of older workers.

FOR MORE INFORMATION ON EMPLOYMENT

Contact your local **area agency on aging** at: **800.252.9240** for Aging Texas Well resources and services in your community. Or, visit TDoA at **www.tdoa.state.tx.us** for this and other Aging Texas Well publications.