

## Age Matters - Top 10 Job Search Tips for Older Workers

Some define an older worker as someone over 40 or 50. According to the dictionary, older can mean many things – for today let's say older means “experienced and/or having lived or existed with relation to younger people.” In this context, we have already taken care of the first tip in the top 10 job search tips for “older” workers:

### 1. **Change your mindset and make age an asset**

Remind yourself that you're experienced, not old. You're seasoned, not over-the-hill. You're here-and-now, not history. Today's job market is tough, challenging and competitive, but you can win with a positive attitude to find a great job.

### 2. **Focus on experience, not age**

Fight negative age stereotypes by focusing on your knowledge and real-world experience. Take pride in your achievements, maturity, and wisdom. When it comes to updating your resume, some experts advise focusing on the most relevant experience of the past 10 to 20 years (unless you have worked for longer for the same employer). When listing college degrees, leave off the year of graduation.

### 3. **Focus on accomplishments**

There are benefits to being older, like having wisdom and common sense, and a long work record of accomplishments. During the interview, take advantage of your lengthy work history. Remember when you had little or no experience? It's hard breaking into a career or getting a job without experience. Appreciate being on the other end now, and turn your age and experience into an advantage. Start by seeing your age as a strength as well as a very strong asset.

### 4. **Network**

Networking is still one of the best ways to find a job. Talk to everyone you know and let them know you are looking for a job. If your alma mater has a career network use it to contact alumni. Use online resources to make connections to help with your job search.

### 5. **Consider a Career Change**

Many older people find meaningful work consulting for businesses (particularly small businesses) in their area of expertise. Others may decide to start their own small business. This is a great opportunity to do what you love and love what you do.

### 6. **Get Help**

If you're struggling with your job search, consider seeking assistance. There are no-cost programs and resources provided by OneStop Career Centers, non-profit groups, the Adirondack Chamber of Commerce and local libraries that can assist.

## **7. Keep Your Skills Current**

Everyone applying for employment, regardless of age, needs to be computer literate. If you can't send an email, or don't have any idea what software even means, take a computer class. There are classes offered, free or low-cost, by continuing education centers, churches, libraries, schools and on line. The more current your skills, the better your prospects for finding employment.

**8. Update your appearance.** If your clothing and hairstyle aren't current, many employers will assume your skills are also out of date.

**9. Be patient.** While finding a job can be hard work at any age, older workers need to be even more patient and diligent. Many older workers assume that after 35+ years of experience, a job will fall into their lap. Unfortunately, however, many employers are reluctant to consider older workers.

## **10. Don't Give Up**

Last but certainly not least, job searching typically isn't easy, regardless of how old you are. So, don't give up. It might take a while to find a job, but, there are employers who understand the value of an older worker with maturity, life experience, and skills.

**Just remember.....age matters!**