



MATURE WORKER TASK FORCE

The vision statement of the Mature Worker Task Force:

To promote and facilitate continued success of an inclusive workplace that acknowledges and values the true lifetime contribution of mature workers to the global market place.

Mission statement:

Educate, train, advocate and be a resource for mature and baby boomer workers in the 21st century world of work.

The participants of the Mature Worker Task Force include:

- Judy Taylor – Chair
- Sandra Wagner
- Andrew Bercich
- Evan Abbott
- Pam Baker
- Mary Reibe
- Lynn Dawson
- Gail Frances
- Skip Schlenk
- Dan Curry
- Laura Taylor
- Lou To
- Ron Perea – A/D Works! Staff Lead

Goals Accomplished

Important milestones were reached due to the contributions of the Mature Worker Task Force. The task force aggressively worked to address and mitigate the myths of mature workers. Their first proposal was to build a centralized forum where attention and awareness could be raised through education of the mature worker, the employers, and the general population that mature workers have a great upside potential such as: efficiency, high productivity, and maintaining the mature worker in the workforce can have a greater impact to the employer. The work of the taskforce resulted in specifically designed workshop provided to our workforce center customers by the Facilitating Accessing Creating Talent Team (FACT Team) originally titled, "Gold Medalist to Golden Girl" later changed to Generations in the Workplace, and is now listed as Job Search for the Experienced Professional. Positive feedback from customers and staff has been overwhelming.

The resource area formerly referred to as the "50+ and Fabulous" was renamed to "Generations @ Work" to reflect the new definition of the Mature Worker as 45+ as per the U.S. Department of Labor. Signage, stationary, and www.adworks.org website were modified to notify the public of the new designation. Currently the Generations @ Work resource area serves over 300 customers per month.

Arapahoe/Douglas Works! partnered with the American Association of Retired Persons (AARP) by sponsoring the "BACK TO WORK 50+" program to connect employers and training providers with unemployed or underemployed workers age 50 and over to create a pipeline of trained,



prescreened, qualified workers. This past year approximately two hundred (200) job seekers were provided with intensive job search training and fifty-four (54) candidates were hired.

In addition to the "BACK TO WORK 50+" program; AARP's Senior Community Service Employment Program (SCSEP) is working in conjunction with Generations @ Work to match SCSEP candidates with host agencies. Through the Mature Workers Task Force, A/D Works! became a host agency. This relationship has now included the A/D Works! Business Development Team which recently worked with AARP to assist in conducting a customized hiring event for mature workers. A week prior to the hiring event the Facilitating Assessing and Creating Talent team provided an exclusive workshop for the SCSEP employees to provide assistance in targeting their resume to the companies attending the hiring event.

In the fall of 2013 a multi-employer hiring event and an informational session for mature worker job seekers was conducted at the Red Lion Hotel ballroom. The feedback from the attendees was to have more informational sessions on job search from subject matter experts. Therefore, Generations @ Work launched a series of guest lectures for our mature job seekers. Speakers have included;

- Andrew Hudson -Andrew Hudson's Job list
- Linda Sollars – Affiliate Professor of Creating Purpose
- Marty Mosman – Family Sufficiency Coordinator for the Englewood Housing Authority
- Russ Porter – Vocational Rehabilitation Specialist with the Denver VA Medical Center

New Direction

Moving forward the Arapahoe/Douglas WIB Mature Worker Taskforce will be decommissioned and interested WIB membership will serve in an ambassador role at special events, focus groups and workshops. Progress reports will continue to be provided to Workforce Investment Board as a report/data element of the **Generations@Work!** Resource Center.

Attached to this report is data on mature workers provided by Economist Pat Holwell on the current state of the mature workforce.

**Mature Worker Outcomes
Program Year 12, ending June 30, 2013**

Prepared by

Arapahoe/Douglas Works!

For

**Arapahoe/Douglas Workforce Investment Board
Mature Worker Task Force**

March 3, 2014
Patrick J. Holwell
Workforce Economist

**Arapahoe County
Centennial Workforce Center**
6964 S. Lima Street
Centennial, Colorado 80112
Phone: 303.636.1160
Fax: 303.636.1250

**Arapahoe County
Aurora Workforce Center**
15400 E. 14th Place
Aurora, Colorado 80011
Phone: 303.636.2013
Fax: 303.636.2020

**Douglas County
Castle Rock Workforce Center**
100 Wilcox St, Suite 198
Castle Rock, Colorado 80104
Phone: 720.733.4321
Fax: 720.733.4324

Background

This report was requested by Ron Perea, Talent Placement Manager, Arapahoe/Douglas Works! on behalf of the Arapahoe/Douglas Workforce Investment Board (WIB) Mature Worker Task Force. The report covers statistics and outcomes for persons 45 years of age and older served by Arapahoe/Douglas Works! in Program Year 2012 (PY12), which began July 1, 2012 and ended June 30, 2013.

Regional Population Trends: Aging Baby Boom

Changing Population Demographics, Metro Denver				
Age Group	2014 Population	2023 Population	Change	Percent Change
Under 5 years	186,749	206,774	20,025	10.7%
5 to 9 years	187,311	194,085	6,774	3.6%
10 to 14 years	187,829	180,023	(7,806)	-4.2%
15 to 19 years	167,108	183,112	16,004	9.6%
20 to 24 years	164,319	173,614	9,295	5.7%
25 to 29 years	210,614	203,693	(6,921)	-3.3%
30 to 34 years	215,541	220,047	4,506	2.1%
35 to 39 years	194,663	217,788	23,125	11.9%
40 to 44 years	189,601	196,990	7,389	3.9%
45 to 49 years	188,677	174,767	(13,910)	-7.4%
50 to 54 years	187,583	174,384	(13,199)	-7.0%
55 to 59 years	178,009	169,625	(8,384)	-4.7%
60 to 64 years	156,001	167,588	11,587	7.4%
65 to 69 years	115,230	148,988	33,758	29.3%
70 to 74 years	73,588	125,097	51,509	70.0%
75 to 79 years	50,405	83,668	33,263	66.0%
80 to 84 years	36,983	48,151	11,168	30.2%
85 years and over	37,013	41,897	4,884	13.2%
Total	2,727,224	2,910,291	183,067	6.7%

Source: EMSI 2014.1 Complete Employment

This table shows population projections from 2014 through 2023 by age grouping.

It is interesting to note the 45 – 59 age group is projected to lose nearly 35,500 people, while the 60+ age group will gain 146,000.

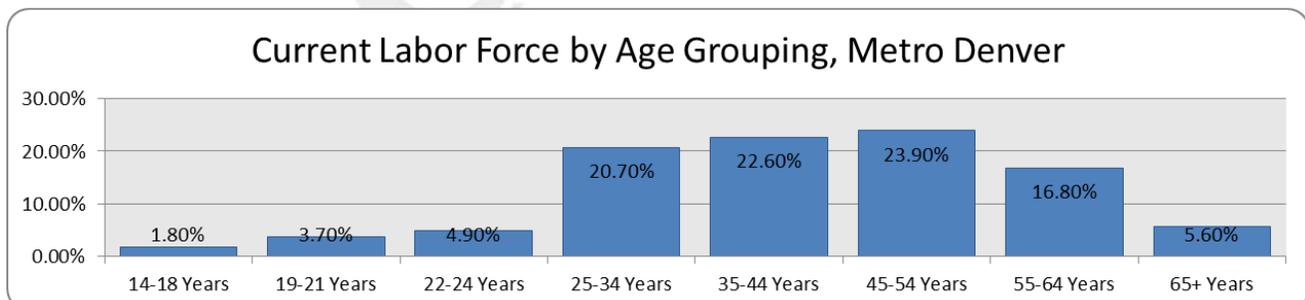
During the same period, the age group immediately before will add only 28,000 people.

This is increasingly being called the ‘senior tsunami,’ and has broad implications for the regional workforce and economy.

As the population ages, the larger number of seniors will purchase more services and fewer goods.

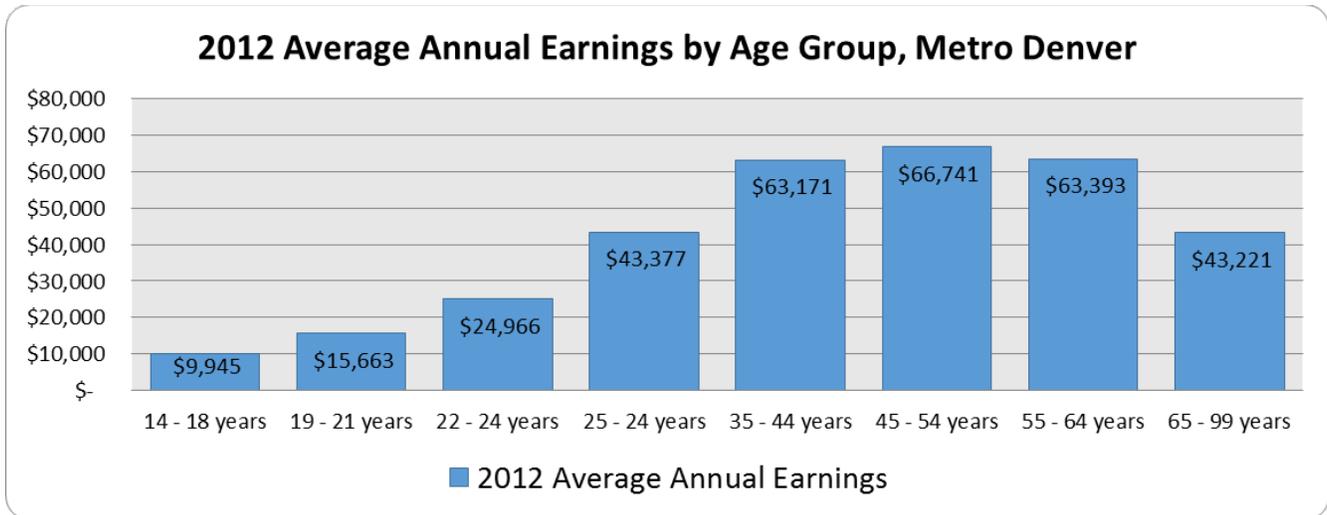
This will expand service industries, including health care, finance and others services, as well as local and state government.

Some sources are also predicting shortages in skilled occupations as baby boomers gradually leave the workforce over the next decade. This bar graph shows the current age groupings in metro Denver’s labor force. Notice that the 25 – 34 and 35 – 44 age groups are both smaller than the 45 – 54 group. This suggests that projections of labor shortages over the next decade may be valid, at least in more highly skilled occupations.



Socioeconomic Trends for Mature Workers

In Metro Denver, as for the United States at large, the peak earning years are in the 45 – 54 age-band. After age 55, average annual earnings tend to decline.



Here are some national trends in household income:

- Real median household income for the 45 – 54 age group has declined 15.3% between 1999 and 2012
- For the 55 – 64 age group real household income has declined 7.7% since its peak in 2007

Age Group	2012 Average Annual Earnings	2012 New Hire Annual Earnings
14 - 18 years	\$ 9,945	\$ 8,640
19 - 21 years	\$ 15,663	\$ 14,709
22 - 24 years	\$ 24,966	\$ 22,704
25 - 24 years	\$ 43,377	\$ 34,716
35 - 44 years	\$ 63,171	\$ 46,989
45 - 54 years	\$ 66,741	\$ 47,667
55 - 64 years	\$ 63,393	\$ 45,150
65 - 99 years	\$ 43,221	\$ 28,167

Source: U.S. Census Bureau

For the 55 – 64 age group average annual earnings are 5.0% lower than for the 45 – 54 age group, while for new hires, average annual earnings are 5.3% lower.

The table above suggests that workers in the 55 – 64 age group are taking larger cuts in pay as they change jobs or acquire new jobs after being laid off. This may have to do with the fact that older workers have higher employment rates, but if laid off tend to be unemployed longer. According to the U.S. Bureau of Labor Statistics, the general unemployment rate was 6.6%. For workers 45 – 54 years old, it was 5.1% and for those in the 55 – 64 age group, it was 4.5%. However, the current average duration for unemployment by age group is:

- All workers, age 16 and over – 33.3 weeks
- Age 45 – 54 years – 43.7 weeks
- Age 55 – 64 years – 44.0 weeks
- Age 65 and older – 44.4 weeks

How Mature Workers Fared at Arapahoe/Douglas Works!

Arapahoe/Douglas Works! is the only workforce region in metro Denver that has designated programming and staff to serve the specific needs of mature workers. The table below shows some interesting things:

- 41.5% of job seeker customer base is aged 45 or older
- 14.3% of the general job seeker customer base was employed when they registered with Arapahoe/Douglas Works! – they are looking for a better job
- This number is higher (17.2%) for the 45 – 54 year olds, suggesting more discontent with present employment among that age group
- Only 4.4% of persons over 55 years old were employed when they registered with Arapahoe/Douglas Works!, suggesting this group of job seekers may have the most acute need of workforce center services
- The fact that persons over 55 make up 17.8% of the total population served by Arapahoe/Douglas Works! while that age group makes up 22.4% of the regional labor force bears out the fact that persons in the 55-64 age grouping have lower unemployment rates, but experience with this group suggests they are more likely to need help when they are unemployed, particularly in using social media, searching and applying for positions online, current resume trends and interviewing skills.

Number Mature Workers Served, Arapahoe/Douglas Works!, PY12				
Age Group	Number	Percent	Employed at Registration	Percent Employed
Total, All Ages	64,650	100.0%	9,217	14.3%
Age 45-54	15,234	23.6%	1,971	17.2%
Age 55+	11,478	17.8%	1,176	4.4%
Age 45+	26,712	41.3%	3,147	11.8%

Source: Colorado Department of Labor & Employment

Generations@Work Outcomes

As mentioned, Arapahoe/Douglas Works! is the only workforce region in Colorado to have resources and staff specifically designated for mature workers. The Generations@Work program accomplished the following in PY12:

- Served 1,401 persons, the majority of whom were between ages 55 and 59 with the oldest being 69 years old.
- Of these 409 entered employment and 334 were still working six months later
- Average annual earnings were \$48,504, which is over \$13,000 higher than new hire earnings for those not using workforce centers
- The aggregate economic impact of this difference in earnings was nearly \$4.39 million

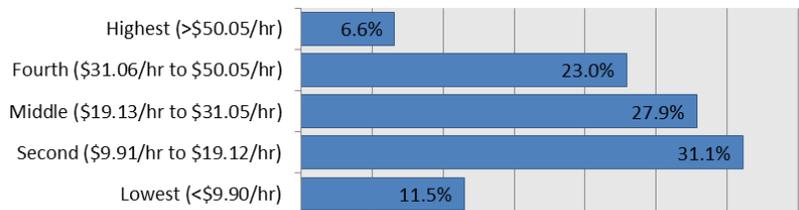
$$334 \times \$13,148 = \$4.39 \text{ million}$$

Workforce Investment Act Adult and Dislocated Worker Outcomes

Arapahoe/Douglas Works! served 1,459 people through its Talent Development programs. Of these:

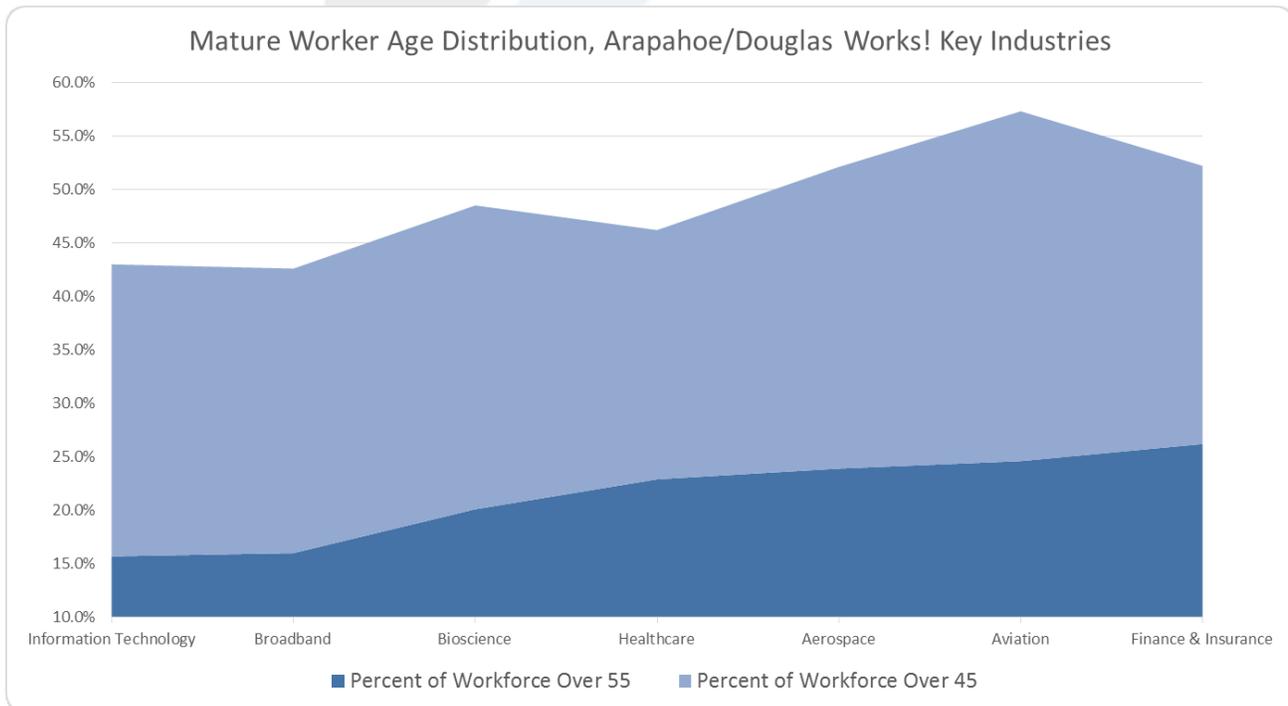
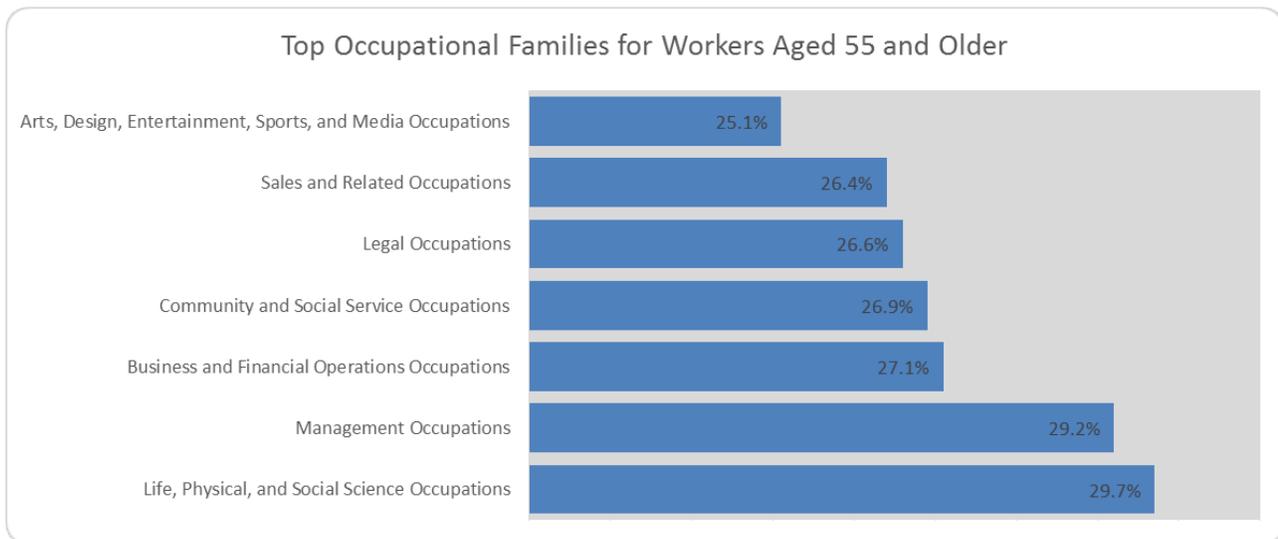
- 849 (58%) were aged 45 or older
- Of these, 507 (60%) received training
- Of the 849 served, 302 (36%) found work and were still employed six months later with average annual earnings of \$51,771

Placements by Income Quintile, WIA Adult & Dislocated Worker, Age 45+



Top Occupations and Industries for Workers 55 and Older

This table shows occupational families where at least 1 in 4 workers is aged 55 or older.



The top 10 high-demand occupations in metro Denver for workers over 55 years old:

1. Personal Financial Advisors (1,687 annual openings)
2. Accountants and Auditors (1,297 annual openings)
3. Securities, Commodities, and Financial Services Sales Agents (1,016 annual openings)
4. Secretaries and Administrative Assistants, Except Legal, Medical and Executive (1,010 annual openings)
5. Real Estate Sales Agents (1,004 annual openings)
6. Property, Real Estate and Community Association Managers (833 annual openings)
7. Personal Care Aides (701 annual openings)
8. Bookkeeping, Accounting and Auditing Clerks (605 annual openings)
9. Insurance Sales Agents (550 annual openings)
10. Management Analysts (506 annual openings)