Presentation by the Juanita C. Grant Foundation

50+ Workforce Initiative

S. Orlene Grant, President and Founder

NASW DC Metro 2018 Spring Practice Symposium
Dedicated to helping individuals 50+ years find and keep employment

- 50+ fastest growing workforce

- 55+ up out of work an average of 57.7 weeks compared to 37.8 weeks for younger workers

- 1 in 3 jobless over a year

- Government programs underfunded
Long term commitment in Prince George’s County to the 50+ needs and services

A systems approach to economic development built that is locally rooted and broadly embraced

... So that reliable new outcomes are equity, inclusion, economic stability, resilience are produced as a natural consequence of the functioning of the economy...
Research

➢ Environmental Scan

➢ Focus Groups

➢ Interviews

➢ Literature Review
What we learned -
External forces

- Forced retirement
- Spouse becomes ill or passes
- Costly medical care for chronic disease management
- Supporting grown children and grandchildren
- Ageism pervasive
What we learned - Internal forces

- Compromised self esteem
- Sense of isolation
- Feeling vital and capable
- Not wanting to be out front
- Wanting flexibility
- Feeling physical limitations
- Needing recognition

WHAT IS THE IMPACT?
What we learned-External forces

- Forced retirement
- Retired early
- Spouse ill or passes
- Healthcare costs
- Helping adult children and grandchildren
- AGEISM
- Not enough assets
50+ Workforce Initiative Planning Partnership

- Pr. George’s County Economic Development Corporation
- Greater Mt. Nebo AME Church
- First Baptist Church of Glenarden
- State of MD Dept. of Labor, Licensing and Regulation
- PGC Memorial Library System
- PGC Parks and Recreation
- PGC Family Services Aging-Senior Community Service Employment Program (SCSEP)
- PGC Agency on Aging-Foster Grandparents and Volunteer Services
- Senior Network Services
- PGC Visiting Angels
1st Annual 50+ Workforce Forum and Hiring Event

September 27, 2017 Kentland Community Center

➢ Over 450 50+ Attendees
➢ Over 40 Employers recruited
➢ Over 35 Community Resource Agencies
➢ Live exit interviews
➢ Interview prep on-site assistance
Proof of Concept

• Recruit employers interviewing for part-time positions
• Job readiness workshops prepped attendees
• On-site assistance needed
• Community Resources support family needs
Seminar and Training Series

- Year round education sessions
- Enrichment and growth seminars
- 3rd or 4th career possibilities
- Job Readiness Workshops
Advocacy, Outreach

- Budget Hearing Testimony
- Presentations to PGC Council
- Outreach to legislative branch
- Supporting Planning Partner efforts
- Expanding partnerships
- White papers
- Bi-monthly bulletin
- Facebook
2nd Annual 50+ Workforce Forum and Hiring Event

September 26, 2018
Southern Regional Technology and Recreation Complex
7007 Bock Rd.
Fort Washington, MD 20744
Thank You!

For additional information contact:
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Questions