

Show them your Worth

Background

Looking for work at any age can be difficult and frustrating, but older adults cite increased difficulties as they age when it comes to successfully entering the workforce. Having the right attitude and headspace can give you the head start! Learning how to age proof your job search, resume, and interview will aid in your overall success.

Benefits

Older workers are typically hard working and conscientious. Their ability to adapt and maintain a flexible schedule is usually better than their younger counterparts. Learning how to showcase these skills to employers correctly will give you an edge in today's job market.

Reality

According to a 2024 statistic from the US Bureau of Labor Statistics, people stay in a job for an average of 3.9 years. Learning how to lean into the strengths you have that apply to the job will help break the cycle of "they're close to retirement."

Herkimer Working Solutions offers free job search assistance services including job referrals, resume and cover letter development, interview preparation, computer classes and more!

Call or stop in to schedule an appointment with an Employment Specialist for assistance.

Visit Us

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Herkimer Working Solutions



Aging in the Workforce



Age Proofing your Job Search

- Leverage your networks
 - Using your networks can help you get information about employers and open positions in the area and in your field. Networks can also provide valuable connections to these opportunities.
- Be a life-long learner
 - Stay up-to-date on current trends and terminology in your field and know what's happening in your local job market.
- Use social media strategically
 - Always be aware of your pictures and privacy setting on social media. Make sure to delete inappropriate pictures from your online presence, especially while job searching.
- Know your Labor Market Information and current industry trends
 - Staying up-to-date on current Labor Market Information in your area can help you stay fresh and relevant in the job market.



Age Proofing your Resume



- Only provide 10-15 years of relevant employment history
 - Simply put, the more work history you include on your resume, the older you seem on paper. You want to show employers the most relevant experience you have that directly relates to the role you're apply to.
- Create a "professional summary" and delete the objective statement
 - Objective statements are outdated and will age you on the page if you still use them. Professional summaries also offer a narrative of what you can give to the employer.
- Understand the use of the Applicant Tracking System (ATS)
 - ATS is used by companies to help scan resumes for keywords relating to the job and make candidate recommendations appropriately. Learning how to incorporate keywords appropriately will propel your resume forward in the hiring process.

Age Proofing your Interview

- Show energy, enthusiasm, and passion
 - Demonstrate your flexibility, project your determination and drive, and show your creativity through your story telling.
- Put emphasis on relevant and current experiences and accomplishments
 - Use detailed and specific examples and avoid using statements like "when I was your age" or "back when I started out."
- Use up-to-date terminology for your field
 - This is where being a life-long learner and proper interview preparation comes into play heavily. You want to show the interviewer that you're prepared to start in this role.
- Be ready for virtual interviews
 - Virtual interviews have become more popular as a step in the hiring process. Test your set-up and practice using the technology BEFORE the interview to ensure you're prepared.
- Use the S-T-A-R storytelling approach
 - During interviews, always start by explaining the **situation** and **task**, the **action** you took, and what the **result** was while keeping a positive attitude.

