Employers benefit from paid training program

EBT may be your answer

The next time you are planning to advertise a position, you may find it to your advantage to contact your local Mature Services Workforce Development office and inquire about the Employer Based Training program (EBT).

Through EBT you may be eligible to select an individual from the current group of trainees and have their wages and taxes paid by Mature Services while they are learning the specific requirements of your position.

The candidates have all been screened, and completed training assignment with local non-profit agencies, or, in some cases have completed specific training classes.

Visit www.matureservices.org/wdebt.php or call 330-762-8666 x176 for more information.

How older workers react when they are placed in a position where they have a younger person as supervisor.

Employers are often reluctant to hire an older worker when the individual who will be supervising them is younger. There is a general belief that the difference in age will lead to an ineffective work experience for both parties. But will it?

While a recent study published in the Human Resource Development Quarterly did find some tension may occur when there is an age difference, other studies do not necessarily bear that out.

When individuals 50 and older were asked about their relationship with a supervisor, 90 percent said their supervisors helped them solve problems at work. The study, conducted by the Families and Work Institute, a non-profit research organization out of New York, seemed to find that older workers did not see the age of the supervisor as a factor in whether they considered them supportive. What did seem to be a factor in employee/supervisor tension was the employee’s own sense of competence, regardless of age.

So, it turns out the age tug-of-war is just another myth. If an older worker has the experience and confidence, and is right for the job, the age of the supervisor is not an obstacle. Older workers can not only get along with younger ones, but they can learn from one another and that mutual sharing can be an asset to your company.

Source of information—Sloan Aging and Work Agenda http://agingandwork.bc.edu/blog/
Meet Vernon
Vernon is seeking a manufacturing position. He has experience in repairing all types of machinery and is able to operate forklifts and use air compressors.

Meet Charlotte
Charlotte enjoys working with the public. She is currently seeking a position as a clerk or receptionist. Her skills include a knowledge of Word and Excel. Along with her skills, she is dedicated and dependable.

Meet Richard
Richard enjoys working with the arts. He is seeking a position in the art industry working with large format printing displays and sales.

Meet Ida
Ida is seeking a position in the collection department. She has extensive collection experience, worked with sales people and has supervised several people.

Meet Ronald
Ronald is seeking a position in the factory industry. He has his certification in arc welding and can also operate a forklift and different kinds of machinery.

Meet Anita
Anita is seeking a position in the food service industry involving catering, or light assembly. She also has a desire to do sewing.

Meet Gwen
Gwendolyn enjoys working with all kinds of people. She has experience in nursing homes doing activities and adult daycare. She is currently attending a class for Home Health Aide.

Meet Marinette
Marinette would like a position in which she could use her Social Work experience. She enjoys working with people and answering the telephone.

22nd Akron Mature Workers’ Job & Career Fair

A chance to attend a one of a kind job fair

Mature workers have the highest work ethic, the lowest absenteeism and turnover, and make the best employees.

Our Job Fairs provide a different approach to the standard Job Fairs. We give employers the opportunity to meet the best people from every field.

As an employer, you can provide information about your company and the services you offer. At the same time, the attendees have an opportunity to ask questions and network with you. If you are interested, we can arrange for onsite interviews as well.

This is a one of a kind Job Fair you don’t want to miss. Visit our website to see a recap of last year’s event. If you would like to sign up, or get more information, call us at 330-762-8666 ext. 174 or ext. 178 or register online at www.matureservices.org and use our online application station and reserve your booth.

Location:
Akron Fairlawn Hilton
3180 W. Market Street
Akron, Ohio 44313

When: May 17, 2012
Time: 9:00 am to 2:00 pm

final thoughts

Work is treating employees as volunteers just as you treat customers as volunteers, because that’s what they are. They volunteer the best part - their hearts and minds. Dalai Lama