



sageSM

Services & Advocacy
for Gay, Lesbian, Bisexual
& Transgender Elders

SAGEWORKS

Older Workers' Initiative

Presented by Michael Adams
at Out & Equal 2010
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Facts About Older Workers

- The younger work force is shrinking
- The older work force is expanding
- By 2016, 23% of work force will be 55 or older
- Numbers may increase even more due to shrinking pension plans and 401(k)s, and the financial inability of people to retire

Facts About LGBT Older Adults & Poverty

- LGBT older adults twice as likely to live alone
- Living alone puts one at increased risk for poverty
- LGBT couples more likely to live in poverty
- 35% of SAGE clients currently live on \$10,000 a year or less; an additional 35% live on \$20,000 a year or less

Other SAGE Constituents Want to Keep on Working Because:

- They seek meaningful engagement in their communities
- They enjoy working and want to remain competitive
- They want to make a switch from their life-long careers and try something new



Why Create an LGBT-Specific Workforce Readiness Program?

- LGBT older people are 5x less likely to access needed services due to fears of marginalization, discrimination, ignorance and abuse
- LGBT older people are more likely to access services designed specifically for them and to trust referrals from LGBT providers

SAGEWorks Mission

To improve the capacity of LGBT older adults to remain productive, vital and contributing members of the nation's work force

Benefits of SAGEWorks

- LGBT older adults will increase their technology and job skills to remain competitive in the modern work place
- LGBT Older Adults will gain a deeper knowledge and understanding of job search strategies as well as community-based employment resources
- LGBT older adults (especially those who are low-income) will earn more disposable income and enjoy increased financial security

Strategies

- Employer Survey
- Work Skills Assessment
- Training
- SAGE Job Opportunity Center

Technology Training Model - OATS (*Older Adults Technology Services*)

- LGBT Cyber Center
- Skilled Instructor
- Intergenerational
- Curriculum

OATS Work Readiness Curriculum

- Excel
- PowerPoint
- File Management
- Word

Non-Technology Training

- Resume Writing
- Interviewing
- Job coaching
- Customer Service
- Job Search
- Networking
- Job Fairs

Partners, Partners, Partners

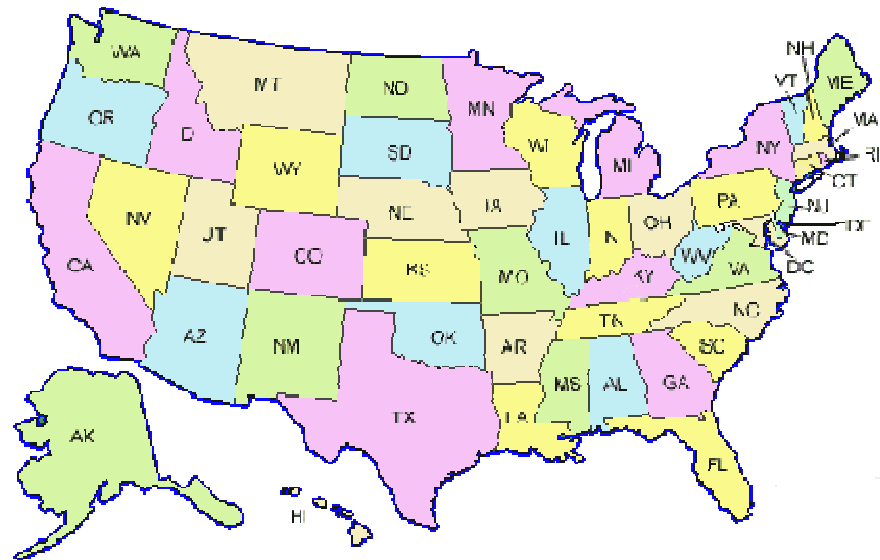
- *WorkSearch*, AARP Foundation
- Senior Community Service Employment Program (SCSEP)
- Goodwill Industries
- NYS Vocational & Educational Services for Individuals with Disabilities (VESID)
- Gay Men's Health Crisis (GMHC)
- ReServe

SAGE Job Opportunity Center

- Free On-line Resource Center for LGBT Older Adults
- Articles & Information
- Resume Writing
- Cover Letters
- Job Search Strategies
- Interview Tips
- Links to Sites with Job Search Engines

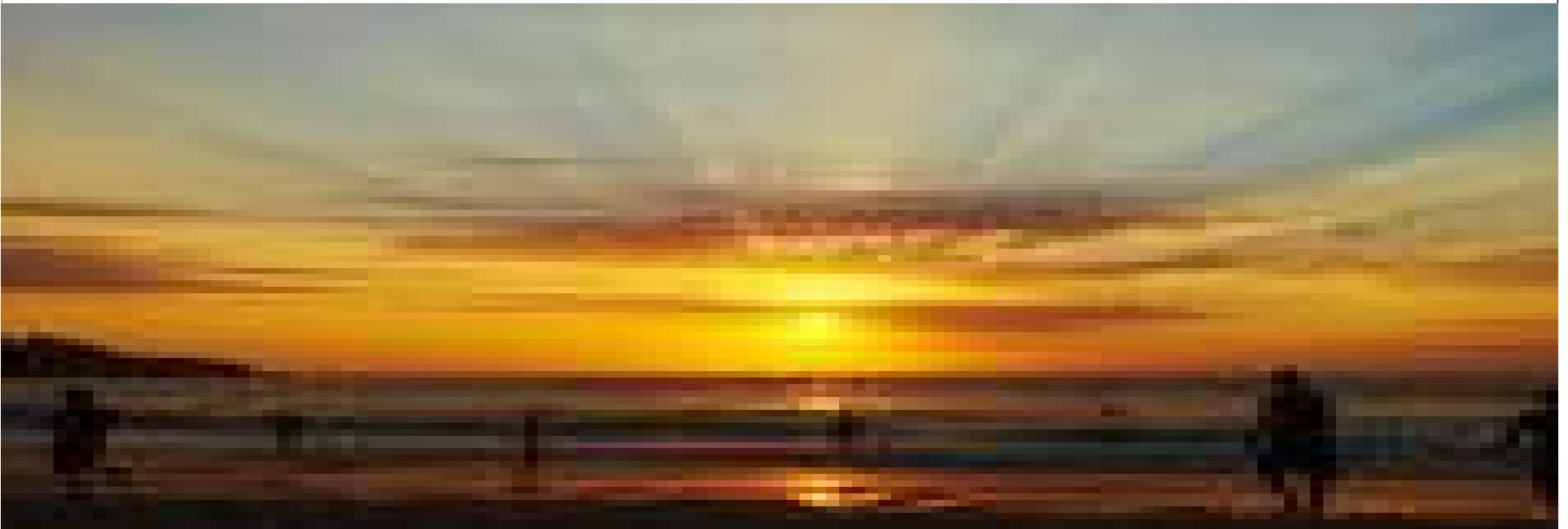
To start, Assisting 700 LGBT Older Workers in:

- New York City
- Chicago
- Syracuse, NY
- St. Louis
- Denver





IT'S JUST THE BEGINNING!



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