

## Civic Participation and Employment

**Goal:** Connect older adults who seek volunteer or paid employment positions with supported opportunities in Orange County by raising awareness of present resources and creating new ones.

### Discussed Barriers and Solutions

Barriers	Solutions
<ul style="list-style-type: none"> <li>The skill set needed to both apply to and work in jobs is changing.</li> </ul>	<ul style="list-style-type: none"> <li>Continue resources that are already available (e.g., at Durham Tech; Job Search Strategies for Mature Professionals; Orange County and Chapel Hill Public Libraries; Community college courses; Skills Center through Orange County; Orange County DSS Durham Tech Navigator; online sources like <a href="http://www.lynda.com">www.lynda.com</a> and <a href="http://www.gcflearnfree.org/">http://www.gcflearnfree.org/</a>).</li> <li>Offer classes and speakers out of the Senior Centers.</li> <li>Connect with or start a 40Plus chapter in the Triangle (<a href="http://www.40plus-dc.org/40plus-our-mission">http://www.40plus-dc.org/40plus-our-mission</a>).</li> <li>Start a “Launch OC” (six week course for entrepreneurs; provides business training, microloans, networking, mentor to provide support and advice).</li> <li>Bring a Dress for Success chapter to Orange County.</li> </ul>
<ul style="list-style-type: none"> <li>Older adults want more flexible options for employment.</li> </ul>	<ul style="list-style-type: none"> <li>Promote less traditional employment opportunities (e.g., Etsy, Uber, self-employment, etc.).</li> <li>Utilize a “retire, rehire” model.</li> </ul>
<ul style="list-style-type: none"> <li>Jobs need to be created for people who <i>need</i> the additional income to survive versus people who <i>want</i> a job to fill time.</li> </ul>	<ul style="list-style-type: none"> <li>Build off of Fearington Village model (<a href="#">Fearington Cares</a>) as a job source instead of solely volunteer.</li> <li>Create internship that pairs student with older adult to implement parts of MAP.</li> <li>Start “Speed dating” event for careers to connect older adults with businesses so that each could learn about what the other has to offer (making older adults aware of roles available and businesses aware of availability of older adults to work).</li> </ul>
<ul style="list-style-type: none"> <li>Orange County has a diverse population re: literacy, education, skills, language, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Create more interpreter roles so that people who speak many backgrounds can participate in volunteer activities.</li> <li>Work with diverse populations to understand what would lead them to volunteer more.</li> </ul>
<ul style="list-style-type: none"> <li>Volunteer opportunities need to be meaningful and utilize people’s interests and skills.</li> </ul>	<ul style="list-style-type: none"> <li>Hands-On Network has volunteer matching platform (might need to increase knowledge about this resource and update organizations).</li> </ul>

	<ul style="list-style-type: none"> <li>• Strong volunteer program at Department on Aging (Volunteer Connect 55+) – expand as more older adults want to stay in home; focus of volunteer work is improving lives of older adults.</li> </ul>
<ul style="list-style-type: none"> <li>• Volunteer opportunities can end up taking the place of opportunities that could easily be paid positions.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand volunteer work at Senior Centers to include paid work as well.</li> <li>• Work with nonprofits, organizations that utilize volunteers to create pathways to employment (like internship or apprenticeship program).</li> </ul>
<ul style="list-style-type: none"> <li>• There is a lack of awareness from employers (who need to know about the interest and abilities of older adults) and possible employees (who need to know about the availability).</li> </ul>	<ul style="list-style-type: none"> <li>• Build marketing campaign to create relationships with businesses around Age-Friendliness. For example, the ambassador model from Chamber of Commerce. They can add questions about supporting older adults looking for employment to that questionnaire.</li> <li>• Work with Rotary Clubs around marketing (look at what they were able to do for Dementia Friendly Businesses!).</li> </ul>
<ul style="list-style-type: none"> <li>• Accessibility is a challenge (e.g., transportation to jobs; technology gaps; language barriers).</li> </ul>	<ul style="list-style-type: none"> <li>• Build partnerships between older and younger adults.</li> </ul>
<ul style="list-style-type: none"> <li>• Older adults may be hesitant to accept or ask for help from people they do not know.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
<ul style="list-style-type: none"> <li>• There need to be resources dedicated to getting this work done (centralizing the information into a “hub” where people can get everything they need re: volunteering and employment; bridging the gap between resources available and the people who need them).</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>