



Urban League of
Palm Beach County, Inc.

Empowering Communities.
Changing Lives.

BECOME AN URBAN SENIORS JOBS PROGRAM PARTNER!

A SIGNATURE PROGRAM OF
THE NATIONAL URBAN LEAGUE



OUR EMPOWERMENT GOAL IS FOR:

Every American over 55 to have access to jobs with a living wage and good benefits.



OLDER WORKERS ARE THE FUTURE OF WORK

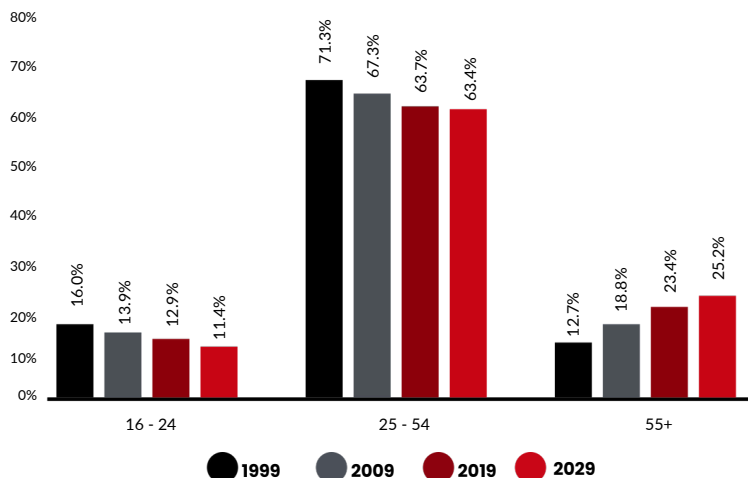
The fastest growing age group is over 55 according to the Bureau of Labor Statistics!

People who are 55 and older make up almost 30% of the population, and are expected to live longer than previous generations.

Contrary to common misperceptions, mature adults are remaining in the workforce.

They are expected to be a quarter of all working adults by the end of this decade. Their rate of workforce participation continues to grow faster than other age groups, projected to almost double compared to 1999. This creates the opportunity for mature adults to make a significant impact on the future of American business.

% LABOR FORCE BY AGE, 1999-2029

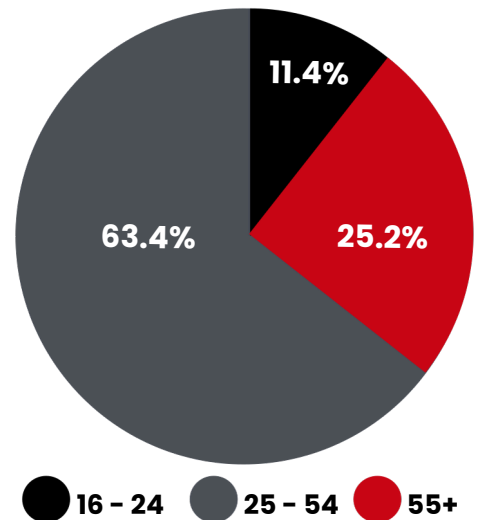


Source: Bureau of Labor Statistics



The National Urban League Seniors Jobs Program is (90%) funded by the U.S. Department of Labor. The total value of the grant is \$15,427,242.32 of which \$13,884,517.99 is federally funded and \$1,542,724.33 (10%) is from non-federal funding.

2029 % OF U.S WORKING POPULATION



Source: Bureau of Labor Statistics

GET STARTED!

Join a select group of corporate employers, local businesses and professional associations in supporting older workers and become a Urban Seniors Jobs Program (USJP) Partner!



Contact your local Urban League to become a Urban Seniors Jobs Program Partner.

Call for enrollment locations: Miami Dade: 305.809.8775

Email: officemiami@ulpbc.org - seniorjobs@ulpbc.org



Broward: 954.858.5884

/ www.ulpbc.org



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THE URBAN LEAGUE AND THE URBAN SENIORS JOBS PROGRAM

The Urban League and its affiliates are devoted to helping older workers achieve self-reliance through real time on the job training, comprehensive skill assessments, educational resources, job placement, retention and advancement assistance. The Urban Seniors Jobs Program (USJP) is one of several National Urban League initiatives that improve the lives of the more than 2 million people served annually. It provides subsidized service-based training for low-income adults 55 years old and older who are committed to finding and maintaining gainful employment.

Through the USJP, recruited participants receive work-force-based training services and worked an average of 20 hours per week through community service assignments. These assignments allow participants to be placed into a wide variety of community service activities at non-profit and public facilities. Community service training serves as a bridge to securing full and part time jobs.



WHY HIRE OLDER ADULTS?

According to Columbia University Public Health, employers of older workers rate them highly on characteristics such as good judgment, commitment to quality, attendance, reliability, and punctuality. Other beneficial characteristics of older adults include:

1. Strong Work Ethic: As a generation that values hard work, personal responsibility and consistency, they have life experiences which make them great employees.
2. Problem Solving Skills: Workers 55+ have learned resilience in the face of massive challenges throughout their lives. They can model this behavior as it relates to problem solving for younger generations to emulate.
3. Adaptability: Older adults are often not easy to rattle, and are able to adapt to new situations and conditions.
4. Stability: Older adults bring stability to a workplace by reducing turnover.
5. Team Players: They understand the importance of working with others, and value teamwork.

WHY PARTNER WITH THE URBAN LEAGUE AND USJP? Our Distinctive Approach

USJP simultaneously benefits both the employer and the potential employee. A signed On the Job Experience agreement with the Urban League allows employers to hire and train well-matched older workers with confidence, at no cost to your business. At the same time, the program provides older adults the experience, skill and confidence- building that can change lives.

Partner Advantages: Employers

On the Job Experience (OJE) Saves you money and Time.

USJP works directly with employers to ensure that qualified older adults are trained to your requirements. This creates low risk opportunities for employers and older adults to try each other out.

- Saves you Money: Reduces training expenses, since supportive service costs for the employee are funded by USJP for up to 15 months.
- Saves you Time: Cuts down on hiring and rehiring, since the right person is hired the first time.

OJE parameters are established and directed in partnership with the employer.

Other Advantages:

- Simplified hiring and training processes; limited paperwork
- Participants are pre-screened and matched to your specifications and job description
- Participants receive individualized employment plans tailored to their needs, to optimize success and retention
- No out of pocket costs during the training period: USJP pays 100% of the employee's salary and provides workers compensation
- USJP provides Human Resources support for the first year of employment
- Participation may qualify your company for workforce investment tax credits