

# OLDER WORKERS & COLORADO'S **WORKFORCE**

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Labs



# THE ONE TAKEAWAY



- Aging policy must include **EMPLOYMENT**
- Employment policy must include **OLDER WORKERS**



**IN NEED OF HELP?**



**OR READY TO HELP?**



# Colorado has two job openings for every unemployed person



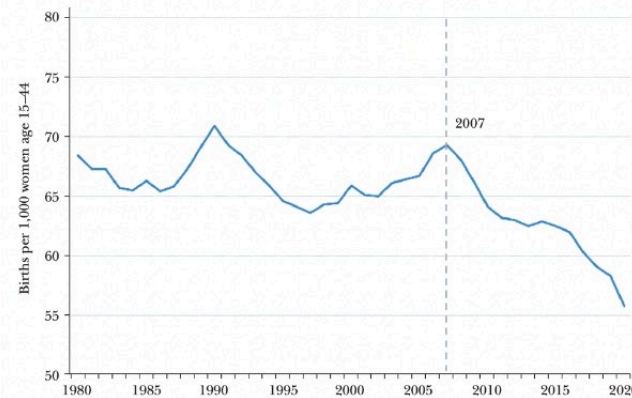
By Will Cornelius · Sep. 15, 2022, 2:30 pm



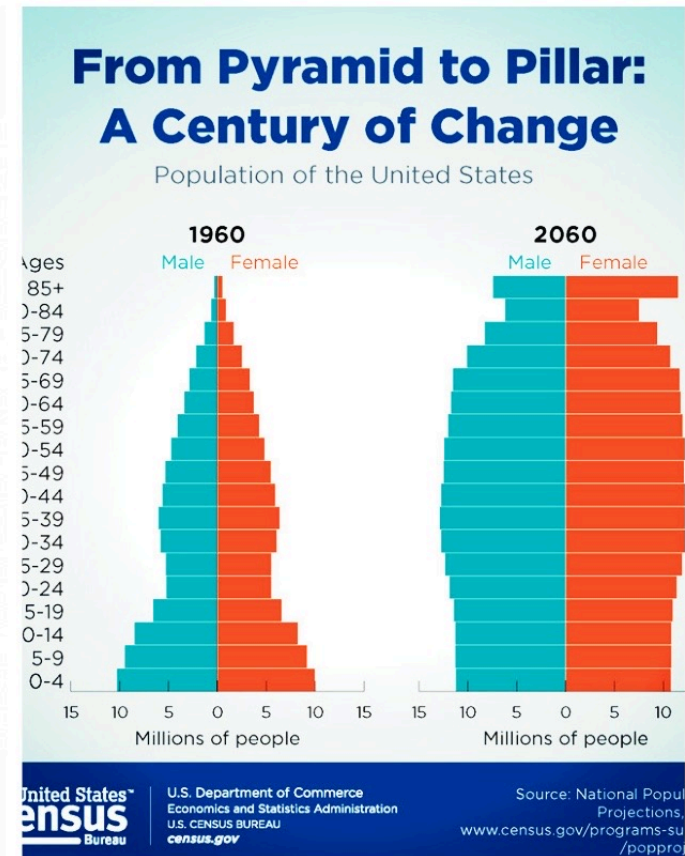
# WITHIN 20 YEARS, 1 IN 4 CO WORKERS WILL BE 55+



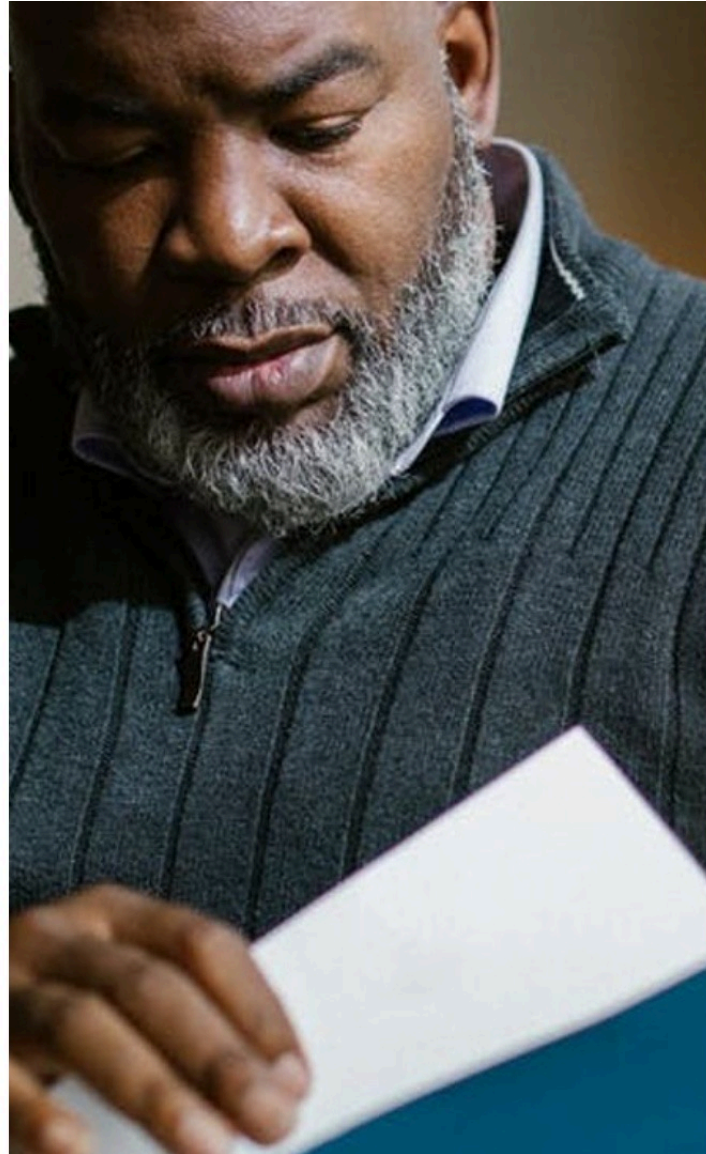
Figure 1  
Trend in US Birth Rates



Source: Birth Rates collected from CDC Vital Statistics Births Reports for 2015, 2019 and 2020. See Data Appendix for additional details.



# THE PERPLEXING PARADOX



**11 MILLION JOB  
OPENINGS IN US**



# HOW LIKELY IS IT THAT YOUR CONSTITUENTS HAVE FACED AGE DISCRIMINATION?



**38**

**PERCENT**

Hiring managers  
admitting to age bias  
in reviewing resumes  
(ResumeBuilder, 2022)



**78**

**PERCENT**

People 40-65  
experiencing or  
witnessing age  
discrimination  
(AARP, 2021)



**56**

**PERCENT**

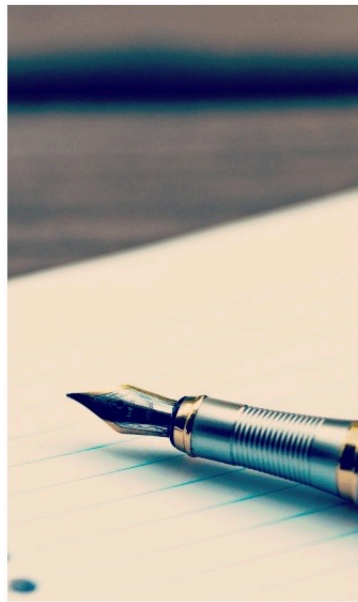
People entering their 50s with  
stable employment pushed out  
or laid off; only 10% ever  
recovered financially

(Urban Institute, 2018)

# COMMON MYTHS AND STEREOTYPES



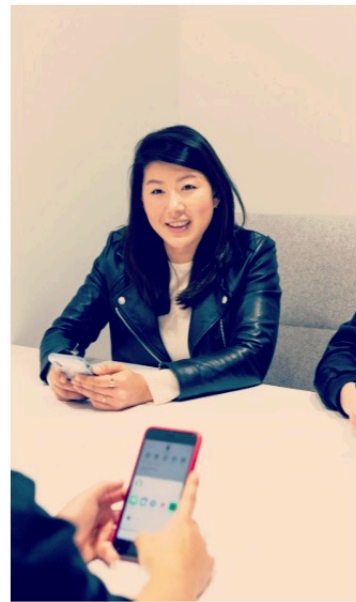
Great retirement



Won't learn



Will leave



Take jobs



Cost too much



# SOME PUBLIC POLICY SOLUTIONS







- Removing graduation dates from job applications
- Including older workers in training, apprenticeship, etc. programs
- Employer incentives
- ASK for any proposed legislation:  
*How are older Coloradans **included?***

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## LET'S CONNECT!

-  [bit.ly/EndAgeismTogether](https://bit.ly/EndAgeismTogether)
-  [info@changingthenarrativeco.org](mailto:info@changingthenarrativeco.org)
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