

# Agging Worker Initiative: Strategies for Regional Talent Development

*Goodwill Industries of Houston, Inc.*



**Grantee:** Goodwill Industries of Houston, Inc. (Texas)

**Industry Focus:** Accounting and Financial Services, Healthcare, Computer Technology, and Specialized Construction

**Location of Grant Activities:** Texas Gulf Coast

**Key Partners:** Workforce Solutions (The Gulf Coast Workforce Investment Board); Houston Community College; Goodwill Houston Academy of Career Development; Burnett Staffing Services; Greater Houston Partnership; Houston Volunteer Lawyers' Program; Senior Citizen Bureau; Service Corps of Retired Executives (SCORE); Women Business Owners; Alliance for Multicultural Community Services.

**Grant Amount:** \$999,949

**Leveraged Funds:** \$110,970

**Challenge:** This project targets a 13-county area in Southeast Texas that is home to 5.7 million people, a million of whom are over the age of 55. Many of these individuals are seeking employment but need assistance to re-enter or transition within the job market. Those who have lost jobs they held for years need support and training as they learn new job skills and begin new careers. They also need an updated understanding of modern job search techniques. In addition, many older workers have not kept up with basic changes in technology, which presents a significant barrier to accessing the resources of the local workforce system and severely limits their career opportunities.

**Addressing the Challenge:** This project will demonstrate that broad-based training options and flexible schedules assist in promoting self-esteem and job retention for older workers. The project will utilize a case management approach to identify and eliminate barriers that keep older workers from reaching their employment goals, which will encourage a uniquely coordinated effort to provide comprehensive services to older workers. The program will offer training to older workers that fosters mastery of today's technologies; employability in high-growth jobs; understanding of opportunities for entrepreneurship; and self-esteem and confidence to excel in employment opportunities.

### **Projected Outcomes:**

- 450 older workers will begin education/training activities.
- 375 older workers will complete education/training activities and receive a degree/certificate.
- 300 older workers who complete education/training activities will enter employment, and 157 will enter training-related employment.
- The Career Redevelopment for Experienced Workers curriculum will be developed and implemented.

