

FACT SHEET



SERVICES TO OLDER WORKERS

Through its participation in the America's Job Center of CaliforniaSM (AJCCSM) system, the Employment Development Department (EDD) provides services that promote equal employment opportunities for older workers.

Who is an Older Worker?

An older worker is defined as a job seeker at least 40 years of age who encounters or expects to encounter difficulty in getting or keeping a job principally because of age.

Laws Protecting Older Workers

The Federal Age Discrimination in Employment Act of 1967 prohibits age discrimination in employment to workers who are 40 years of age or older.

A California law, the Fair Employment and Housing Act, also prohibits employer discrimination against job seekers who are 40 years of age or older.

The EDD ensures that all of its job listings comply with federal, state, and local laws and regulations.

Employment Services for Older Workers

The EDD provides the following services at the AJCCSM throughout the state:

- CalJOBSSM - this Internet service enables employers to enter job listings and search for qualified applicants, and enables job seekers to enter résumés and review job listings. Register at your local AJCCSM or anywhere with Internet access. For more information, visit the CalJOBSSM website at www.caljobs.ca.gov.

- Job seekers in professional, technical, and managerial occupations can take advantage of the EDD-sponsored Experience Unlimited (EU) job clubs. By participating in this voluntary self-help networking organization, job seekers lend one another job hunting assistance and direction. The EU chapters are located throughout California.
- Job Search Training Workshops that impart skills to increase success in finding work.
- Information about and referral to services offered by the EDD's partners at the AJCCSM.
- Information about the job market and other EDD services, such as Unemployment Insurance or Disability Insurance.
- Information about training programs or supportive services available through other public or private agencies.

Employment-related services provided to older workers are basically the same as those for other customers. Older workers who are experiencing difficulty finding work may seek assistance from the EDD staff, who have expertise in helping to solve problems faced by older workers. Local EDD staff also participates in activities that promote public awareness of older worker issues and partner with other agencies that serve older workers.

For more information on services to older workers, other EDD programs and services, or to find the nearest EDD Workforce Services office, visit EDD's website at www.edd.ca.gov.

EDD is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.