

Dimension of Age

Question offered by Professor Marsden

The following question is based on the Concept Overview PowerPoint on the week 10 page and required course material for week 10.

#1– Surprise! You’re 59 Years Old

Strange but true: You woke up this morning and you’re 59 years old.

Unless you color your hair, your hair is gray. You wear glasses to read or wear bifocals. You are in fairly good physical shape, certainly better than your mom on whom you spend a significant portion of your free time offering various levels of care. You live in a lovely home, but you’re still paying off a loan for replacing all the windows in the house in addition to making a hefty monthly mortgage payment. The youngest of your two remarkable children is in his/her/their last year at a public university in another state. You offer this child around 10 thousand dollars a year to assist with college expenses. Your other child has returned home at age 31 as this daughter/son is attempting to develop a small business and can’t afford to pay the area’s high rent and invest in the business at the same time.

You’ve been in the workforce post earning your BS degree for 35 years. You enjoy your current position although you don’t hold a high level of power in the organization. You’re in a “middle management” type position. One never knows what could happen as your organization continues to make changes in how they operate. You can’t imagine retiring for 10 years for various personal and professional reasons. Fact is: *you haven’t saved enough* to consider retirement in the near future. Life partner? Up to your imagination.

Given what you now know about equity and inclusion for older adults in the workplace, what type of issues concern you the most? Why?

Make sure to review the Concept Overview PowerPoint and any other materials on the week 10 page before developing your original comment! materials linked to the week 10 page first!

Remember to reflect back on course content (required or recommended) – or – material you’ve found during a search and linked in the discussion so that other learning community members can read/watch the resource and reflect on it as well.

#2 – What About COVID-19, Work and Older Employees?

Take time to engage in a search on COVID-19 and age discrimination in employment. Select two quality articles.

Help others in your learning community understand the importance of organizations recognizing the rights and the challenges of older employees at this time of concern about the COVID-19 virus.

What should older workers – and/or – employers know about older worker employment at this time?