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# Web sites and books offer tips for older people seeking work

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[Deseret News \(Salt Lake City\)](#) , Mar 30, 2008 by [Mary Beth Franklin Kiplinger's Personal Finance](#)

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When you are 50 or older, getting another job can sometimes be a challenge. Age discrimination exists, says Scott Kane, founder of Gray Hair Management, in Deerfield, Ill. But it's probably not as prevalent as older job hunters suspect. "If employers have a problem and you are the solution, what do they care how old you are?" says Kane.

Kane himself is a career changer. After 27 years producing television commercials, he now teaches older professionals who earn salaries of \$75,000 to \$300,000 how to market themselves. A typical Gray Hair Management client, Kane says, is a professional who has always had a job and has been out of work longer than he or she expected. "Whatever he or she is doing is not working," Kane says. "A resume can't get you a job. It can only get you an interview." And 80 percent of jobs -- even second ones -- come from networking.

Gerontologist Ken Dychtwald, who's 57, says boomers may have to work all the angles to find the right job, but they're uniquely adapted to deal with change. "We're the most educated generation in the history of the world. Twenty percent of us have changed religions, and 50 percent have changed spouses. We have a huge appetite for change and reinvention."

Job-hunter resources:

On the Web

- [RetirementJobs.com](#). Posts job listings in multiple categories for workers older than 50.
- [Senior4Hire.org](#). Lets you search for hourly jobs by zip code.
- [Workforce50.com](#). Offers job-hunting tips and job postings for workers who are 50-plus.
- [RetiredBrains.com](#). Links to jobs as well as volunteer opportunities at charities and nonprofit organizations.
- [DinosaurExchange.com](#). A job site for senior executives with an international focus.

-- [YourEncore.com](#). A network of retired and veteran scientists and engineers who work for clients on a project basis.

-- [SeniorCorps.org](#). Connects people age 55 and older with community-service projects.

-- [Bridgestar.org](#). Executive search firm for the nonprofit sector.

#### On the bookshelf

-- "Portfolio Life: The New Path to Work, Purpose and Passion After 50," by David Corbett and Richard Higgins (Jossey-Bass, \$25).

-- "Don't Retire, REWIRE," by Jeri Sedlar and Rick Miners (Alpha, \$19).

-- "Encore: Finding Work That Matters in the Second Half of Life," by Marc Freedman (PublicAffairs, \$25).

-- "Test-Drive Your Dream Job: A Step-by-Step Guide to Finding and Creating the Work You Love," by Brian Kurth (Business Plus, \$17).

Mary Beth Franklin is a senior editor at Kiplinger's Personal Finance magazine. Send your questions and comments to [moneypower@kiplinger.com](mailto:moneypower@kiplinger.com).

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