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Silver-Haired Significance: Finding -- and Keeping -- a Job Past 50

The Rolling Stones might not be limited by their age -- at least not in terms of finding paying work; climbing trees notwithstanding -- but the same doesn't necessarily hold true for information professionals.

Employment in information fields is notoriously hard on people with grey hairs. Older workers often face harsh criticism, doubts about technical capabilities and shrinking job pools.

The British government is going some way toward helping older workers stay employed. The Employment Equality (Age) Regulations 2006 make it illegal for employers to discriminate against employees on the basis of age. These laws, most of which are going into effect October 1, are aimed at creating an 'age-neutral' job market that measures up with rules across Europe.

No doubt strict regulation will go some way toward helping the over-50 crowd stay employed and keep working near retirement years. Paradoxically, however, that could mean more job competition. According to a report from employment agency Manpower <<http://www.manpower.co.uk/>>, 33 per cent of employers anticipate more applications from people aged 50 or over once the age regulations are in force.

You can increase your odds of landing and staying in gainful employment not only by learning more about the age laws, but also by picking up new skills and learning how to self-market.

Understand age legislation

The first step to understanding what this legislation could mean for you is to read more about it. Age Positive, a section of the Department for Work and Pensions in Sheffield and London responsible for strategy and policies for older workers, has compiled a 'guidance toolkit' for employers and

About

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individuals <<http://digbig.com/4mxcm/>>. It defines what the regulations will cover, provides checklists, case studies and more to guide employers and employees through the transition.

ACAS (Advisory, Conciliation and Arbitration Service), the nominated agency to provide advice on age issues, also has information on anti-age discrimination laws and finding work. Direct specific questions to the helpline at 0845 747474 or visit <<http://www.acas.org.uk/>>.

Gain new skills

Finding a good job may require more than help from the government. You may need to increase your own skill set to compete with an ever-expanding workforce. This might be as simple as taking a few refresher courses or a challenging switch to a new job.

Digital Unite <<http://www.hairnet.org/>> specialise in making people IT proficient, in particular those who haven't had much experience with computers and the Internet. The organisation has partnered with Age Concern England to tackle digital exclusion of older people in the UK and offers courses and support for those want to learn new skills.

In Australia, information workers face an unusual contradiction, which is showing signs of reverberating in the UK as well. Currently 60 per cent of librarians are aged 45 and over, while only 14 per cent are younger than 35. At the same time, many of these workers are struggling to keep up with an expanding skill set.

'The multidisciplinary nature of librarianship today requires knowledge and skills that cut across information technology, management, psychology and education. Librarians need to be IT savvy and net literate, yet they also need excellent interpersonal skills to be able work with a variety of people in a range of information contexts', says Gillian Hallam, president of the Australian Library and Information Association (ALIA).

The ALIA offers a professional development scheme that focuses on bolstering technological skills <<http://www.alia.org.au/education/pd/>>.

Sell yourself

Information workers may not need new skill sets at all; they simply may need to change how they're marketing themselves. People with experience in library and information work already have specialist knowledge that they may not be advertising but that is in high demand.

Social publishing, blogging and research are all skills that companies are looking for, but they may not think to look to traditional info pros to bring those talents.

Another option is start calling yourself a consultant.

'When I found myself in this dilemma, I went freelance', says 55-year-old Diana Nutting, who runs a marketing and market-intelligence consultancy. 'Oddly, the people who think you are too old for a permanent job value your experience when you are self-employed'.



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Monique Cuvelier serves as editor of the FreePint Newsletter. She has contributed many articles to dozens of publications in the UK and US, CFO, CIO Insight, eCommerce Business, and also written about business and technology for The Western Mail, Wales' national newspaper. She has launched and run several online and print publications. She can be reached at <monique.cuvelier@freepint.com>.



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- Business Insights
- Snapdata
- Global Market Information Database
- MarketResearch.com
- Market Research (Profound) on Thomson Business Intelligence
- Web Alerts
- Thomson Business Intelligence
- Pay-as-you-go (Factiva, LexisNexis, Dialog, Alacra)
- Country Insight
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- Global Business Browser
- OneSource Express UK
- OneSource Express
- ISI Emerging Markets
- Mergent Online
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- Overview of the industry
- FactSet; Capital IQ

United States Jobs



Network / Systems Librarian

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5807>

Recruiter: Library Associates

Location: Washington D.C.

Project Manager

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5810>

Recruiter: Library Associates

Location: Washington D.C., United States

Cataloguing Librarian

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5801>

Recruiter: Library Associates

Location: San Diego, United States

Reference Librarian

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5811>

Recruiter: Library Associates

Location: Hampton, Virginia, United States

Acquisitions Librarian

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5802>

Recruiter: Library Associates

Location: San Diego, United States

Senior Product Manager - Library Information Management Systems

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5813>

Recruiter: Library Associates

Location: Los Angeles, United States

LIBRARY SYSTEMS SALES PERSON

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5806>

Recruiter: Library Associates

Location: Pacific Coast States, United States

Vice President of Academic Sales

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5814>

Recruiter: Library Associates

Location: Los Angeles, United States

P/T Assistant Law Librarian /

Technician (added 1st September 2006)

URL: <http://www.jinfo.com/go/j5808>

Recruiter: Library Associates

Location: Miami, United States

Spain Jobs



Sales Support Coordinator

(added 4th September 2006)

URL: <http://www.jinfo.com/go/j5828>

Recruiter: TFPL Ltd.

Location: Madrid, Spain

United Kingdom Jobs



Knowledge Co-ordinator / Researcher

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5815>

Recruiter: Glen Recruitment

Location: London

Health Information Officer x3

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5785>

Recruiter: TFPL Ltd.

Location: Hertfordshire, United Kingdom

Technical Specialist (Knowledge Manager)

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5786>

Recruiter: TFPL Ltd.

Location: Sussex, United Kingdom

Information Officer

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5787>

Recruiter: TFPL Ltd.

Location: Central London, United Kingdom

Records and Archives Officer

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5788>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - Central, United Kingdom

Evening Documents Researcher

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5789>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - City, United Kingdom

Junior Research Analyst

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5790>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - Central, United Kingdom

Senior Information Officer

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5791>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - City, United Kingdom

Indexer

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5792>

Recruiter: TFPL Ltd.

Location: Central London, United Kingdom

Assistant Information Manager

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5793>

Recruiter: TFPL Ltd.

Location: South West England, United Kingdom

Liaison Librarian

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5795>

Recruiter: Sue Hill Recruitment and Services Limited

Location: Birmingham, United Kingdom

Part-time Library Systems

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5797>

Recruiter: Sue Hill Recruitment and Services Limited

Location: Surrey, United Kingdom

Junior Archivist

(added 1st September 2006)

URL: <http://www.jinfo.com/go/j5799>

Recruiter: Sue Hill Recruitment and Services Limited

Location: London - Central, United Kingdom



Legal Researcher - MANCHESTER

(added 1st September 2006)
URL: <http://www.jinfo.com/go/j5816>
Recruiter: Glen Recruitment
Location: Manchester, United Kingdom

Financial Services Analyst / Senior Analyst

(added 1st September 2006)
URL: <http://www.jinfo.com/go/j5817>
Recruiter: Glen Recruitment
Location: London, United Kingdom

Scientific Information Officer

(added 1st September 2006)
URL: <http://www.jinfo.com/go/j5818>
Recruiter: Glen Recruitment
Location: London, United Kingdom

Researcher - Tax Knowledge & Innovation

(added 1st September 2006)
URL: <http://www.jinfo.com/go/j5819>
Recruiter: Glen Recruitment
Location: London, United Kingdom

Legal Conflict of Interest Assistant

(added 1st September 2006)
URL: <http://www.jinfo.com/go/j5822>
Recruiter: Glen Recruitment
Location: London, United Kingdom

Information / Library / Intranet Officer

(added 1st September 2006)
URL: <http://www.jinfo.com/go/j5823>
Recruiter: Glen Recruitment
Location: London, United Kingdom

Senior Information Officer - Investment Banking

(added 1st September 2006)
URL: <http://www.jinfo.com/go/j5824>
Recruiter: Glen Recruitment
Location: London, United Kingdom

Assistant Librarian

(added 4th September 2006)
URL: <http://www.jinfo.com/go/j5826>
Recruiter: TFPL Ltd.
Location: London, United Kingdom

Rights Management Auditor

(added 4th September 2006)
URL: <http://www.jinfo.com/go/j5827>
Recruiter: TFPL Ltd.
Location: London, United Kingdom

Assistant Records Manager

(added 4th September 2006)
URL: <http://www.jinfo.com/go/j5829>
Recruiter: TFPL Ltd.
Location: London, United Kingdom

Client Intelligence Executive

(added 4th September 2006)
URL: <http://www.jinfo.com/go/j5830>
Recruiter: TFPL Ltd.
Location: London, United Kingdom

Librarian

(added 4th September 2006)
URL: <http://www.jinfo.com/go/j5831>
Recruiter: TFPL Ltd.
Location: London, United Kingdom

Records and Archives Officer

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5832>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - Central, United Kingdom

Information Officer

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5833>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - City, United Kingdom

Records Centre Project Specialist

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5834>
Recruiter: Sue Hill Recruitment and Services Limited
Location: Cambridge, United Kingdom



Information Assistant

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5835>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - City, United Kingdom

CRM Systems Manager

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5836>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - City, United Kingdom

Deputy Reference Librarian

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5837>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - East, United Kingdom

Part-time Librarian

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5838>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - West, United Kingdom

Information Officer

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5839>
Recruiter: Sue Hill Recruitment and Services Limited
Location: Yorkshire, United Kingdom

Assistant Manager

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5840>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - South East, United Kingdom

Senior Library Manager: Children and Young People

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5841>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - South East, United Kingdom

Deputy Branch Librarian

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5844>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - East, United Kingdom

Part-time Librarian

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5846>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - City, United Kingdom

Library Assistant

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5847>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - North West, United Kingdom

Library Assistant

(added 6th September 2006)
URL: <http://www.jinfo.com/go/j5848>
Recruiter: Sue Hill Recruitment and Services Limited
Location: London - North West, United Kingdom

Deputy Branch Librarian

(added 7th September 2006)
URL: <http://www.jinfo.com/go/j5849>
Recruiter: Instant Library Recruitment (Tribal Group Plc)
Location: North London, United Kingdom



Information Officer

(added 8th September 2006)
URL: <http://www.jinfo.com/go/j5851>
Recruiter: Instant Library Recruitment
(Tribal Group Plc)
Location: London - City, United Kingdom

Researcher - Sector / Industry

Specialist (added 8th September 2006)
URL: <http://www.jinfo.com/go/j5852>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - Docklands, United
Kingdom

Information Officer

(added 8th September 2006)
URL: <http://www.jinfo.com/go/j5853>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - City, United Kingdom

Children's Web Librarian

(added 8th September 2006)
URL: <http://www.jinfo.com/go/j5854>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - West, United
Kingdom

Library Assistant

(added 8th September 2006)
URL: <http://www.jinfo.com/go/j5857>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - West, United
Kingdom

Part Time LIS Assistant

(added 8th September 2006)
URL: <http://www.jinfo.com/go/j5858>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - North West, United
Kingdom

Knowledge Management

Administrator

(added 10th September 2006)
URL: <http://www.jinfo.com/go/j5859>
Recruiter: Glen Recruitment
Location: London, United Kingdom

Database Administrator

(added 11th September 2006)
URL: <http://www.jinfo.com/go/j5860>
Recruiter: Graduate Prospects
Location: Greater Manchester, United
Kingdom

Resource Centre Assistant

(added 11th September 2006)
URL: <http://www.jinfo.com/go/j5861>
Recruiter: TFPL Ltd.
Location: West London, United Kingdom

Learning Centre Manager

(added 11th September 2006)
URL: <http://www.jinfo.com/go/j5862>
Recruiter: TFPL Ltd.
Location: London, United Kingdom

Assistant Learning Centre Manager

(part-time) (added 11th September 2006)
URL: <http://www.jinfo.com/go/j5863>
Recruiter: TFPL Ltd.
Location: London, United Kingdom

Senior Library Manager (Children & Young People)

(added 11th September 2006)
URL: <http://www.jinfo.com/go/j5864>
Recruiter: TFPL Ltd.
Location: South East London, United
Kingdom

Business Researcher

(added 13th September 2006)
URL: <http://www.jinfo.com/go/j5865>
Recruiter: Cassons Chartered Accountants
and Business Advisers
Location: Lancashire, United Kingdom



Information Scientist

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5867>
Recruiter: Instant Library Recruitment
(Tribal Group Plc)
Location: Berkshire, United Kingdom

**Facilities Management Systems
Administrator**

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5868>
Recruiter: Instant Library Recruitment
(Tribal Group Plc)
Location: Nottingham, United Kingdom

Information Officer

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5869>
Recruiter: Instant Library Recruitment
(Tribal Group Plc)
Location: London, United Kingdom

Deployment Consultants

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5870>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - South, United
Kingdom

Information Resources Coordinator

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5871>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: Surrey, United Kingdom

Information Unit Manager

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5872>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - City, United Kingdom

Information Officer

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5873>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - City, United Kingdom

Library and Information Manager

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5874>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: Brighton, United Kingdom

Intranet Resources Officer

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5875>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London, United Kingdom

Researchers x2

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5876>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - Docklands, United
Kingdom

Assistant Learning Resources Manager

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5877>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - South, United
Kingdom

Assistant Librarian

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5878>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: London - City, United Kingdom

Learning Centres Coordinator

(added 15th September 2006)
URL: <http://www.jinfo.com/go/j5879>
Recruiter: Sue Hill Recruitment and
Services Limited
Location: Hertfordshire, United Kingdom