



A Provider of Employment in Yreka, CA, Explains Why Many Believe That Age is a Hiring Factor

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Yreka, Calif. ? Despite five generations currently in the U.S. workforce, the competition for top talent is fierce. And while it?s a job seekers? market with low unemployment, a majority of workers in a recent poll reported age has been an issue at some point in their employment in Yreka, CA.

In the survey, Express Employment Professionals polled job seekers and decision makers about whether they felt age has ever been a factor in a hiring decision for a job. Eighty-one percent said they believed their age was a component, while 16% said ?no.? Respondents were then asked to select their age group with 48% falling in the 55 ? 64 years old category.

Terri Greeno, Express franchise owner in Crystal Lake, Illinois said she?s had clients and human resources directors request employees who are either ?young? or say they ?don?t want someone really young.?

“We work to educate these individuals and reply that we place associates based on skills and availability,” Greeno said.

In Fishers, Indiana, Express franchise owner Lee Wenninger added that some clients have asked for a younger worker because of the perception a younger worker will be more flexible, adaptable and technologically savvy.

“On the flip side, sometimes clients have asked for someone older because they believe an older person will be more reliable and work-focused,” he said. “Stereotypes and perceptions persist.”

The Equal Employment Opportunity Commission protects employees in every aspect of employment, including the hiring process. But in 2019 alone, there were 15,572 age-related claims in the United States.

Age discrimination can have a negative impact on a company’s brand and could mean costly mistakes due to inexperienced workers, according to Patty Smith, vice president of Human Resources and Compliance at Express International Headquarters. Businesses should avoid crafting job descriptions with phrases such as “young and energetic” and use “motivated and driven” instead.

When interviewing candidates, businesses should have an age-diverse panel and evaluate a prospect on the knowledge, skills and behaviors required for the job. And if the time comes to lay off employees, decisions should be made objectively, Smith added.

“Most importantly, businesses should make sure their own staff includes employees of all ages,” Greeno said. “Secondly, make sure hiring managers are trained on what is or is not appropriate to say during the hiring process.”

Conversely, job seekers can also make a few adjustments to their resumes.

Wenninger suggests candidates should highlight how they either saved or made a previous company revenue as part of their resume.

“A successful economy is made up of workers from every generation because people of all ages bring different skills and life experiences to the table,” said Express CEO Bill Stoller. “Regardless of age or any other factor, at the end of the day, it’s important to hire the best person for the job.”

The survey of 704 business leaders, decision makers and job seekers was conducted in January 2020 through the Express Refresh Leadership and Job Journey blogs.

About Express Employment Professionals

At Express Employment Professionals, a leading provider of administrative jobs in Yreka, CA, we're in the business of people. From job seekers to client companies, Express helps people thrive and businesses grow. For more information, stop by the office at 544 N Main St, Yreka, CA 96097, call (530) 842-9911 or visit online at www.expresspros.com/YrekaCA.

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The Yreka Express office is a full-service employment agency that has been locally owned and operated since 2014. Our team of certified employment professionals provides exceptional employment solutions for Siskiyou County.

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