

OPPORTUNITY AT EVERY AGE

Our city is built on experience. You see it in the nurse who has spent three decades learning how to calm frightened patients with the right words at the right moment. It's in the project manager who has navigated enough challenges to know which problems to solve first and which fires will burn out on their own. It's evident in the entrepreneur who has already built something once, learned hard lessons, and is ready to build something better. That depth of knowledge, earned over decades, is one of New York City's greatest assets.

Older adults bring wisdom, perspective, and strength to the workplace, and the data backs it up. Yet too often, older New Yorkers who want to work are held back, not by a lack of talent or drive, but by barriers like new technology, shifting hiring practices, and ageism. When skilled people are kept out of jobs they are ready for, it isn't just their loss. It's a loss for businesses, neighborhoods, and all of us. We can do better, and we will.

For the older New Yorkers we serve, work is more than a paycheck. It offers purpose, community, and the chance to stay connected to the neighborhoods they helped build and the independence they have earned. It gives people a reason to get up in the morning, a team to belong to, and the satisfaction of contributing something real. When older New Yorkers stay active in the workforce, everyone wins. That spark lifts up families, teams, and entire



communities, and the benefits do not stop with the individual.

The best employers already know this. Older workers bring sharp judgment, real-world problem-solving, and knowledge that can't be taught in a classroom. They've seen industries shift, technologies come and go, and organizations weather hard seasons. That perspective is rare and valuable. They mentor colleagues, steady their teams, and build bridges across generations, making workplaces more grounded and humane. Organizations that invest in experienced workers are stronger for it, while those that have not yet figured that out are leaving real talent on the table.

I have witnessed this firsthand. Four decades at NYC Health + Hospitals have shown me how

people grow, adapt, and rise to every challenge. I watched colleagues reinvent themselves, take on new responsibilities, and bring their full selves to work well into their later years. That experience shapes my work as Commissioner of NYC Aging and fuels my commitment to what we can build together for older New Yorkers.

Our programs help people 55 and older build new skills, change careers, and step into today's job market with confidence. We offer training, career counseling, resume help, interview prep, and job placement support. On March 11, we hosted the Talent Connect Hiring Hall for the second year, bringing together hundreds of experienced jobseekers and dozens of employers ready to hire. The energy in the room was a reminder of what becomes possible when we stop treating experience as a liability and start seeing it as an asset.

Opportunity should not diminish with age. If you are ready for your next step, call Aging Connect at 212-AGING-NYC (212-244-6469). We are here and ready to help when you are ready to take the next step.



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