



"הופכים את הניסיון ליתרון, את המינוס (-) לפלוס (+)"

## Interview with Shlomit Greenbaum from **Amutat 50 plus-minus**

By Libby Tzipori

- **What is Amutat 50 plus-minus?**

It's a national non-profit organization that offers a free service to help anyone over 40 find a job. Today it is much harder for the 'older' person to find work in an environment where many companies chose to employ the younger generation. We try to show how age and experience can profit both company and future employees. Additionally, we have consultants who deal specifically with entrepreneurs and the setting-up of small businesses.

- **What kind of people come to you?**

Well, we get people from all walks-of-life: those who have recently been made redundant, to those who have been searching for a long time. People who are put off by the competition when going for a popular job, to those who are technically challenged and can't find themselves amongst all the different computer programs required. We are there for people who are disappointed and frustrated with their job search and its lack of potential, which has resulted in a move from the pro-active to passive state. Basically, we are there for anyone who would like help in their job search.

- **How can people contact you?**

The first step is to go to our site: <http://www.amutat50.org.il>

On the home page there is a sign up link for job-seekers - טופס למחפש עבודה.

Anyone looking for our help, must fill in their details, attach their CV and submit the form.

Once your application has been received, you will be invited for a personal meeting where your options will be discussed and a plan of action created. Guidance is available every step of the way, but it's important for job-searchers to follow through with the homework set: from re-doing resumes, to going through the job sites we recommend. We have a very active database for jobs for Hebrew speakers and are currently working on jobs in the Modiin area for English and Spanish speakers.

Additionally, we have an Employment Counsellor who assists those looking for new direction, an Entrepreneurial Advisor who helps with business ideas, and experts who can improve resumes and interview techniques. For those people who find themselves under-qualified, we help them find a suitable course that will increase their skills-base.

- **Do you help new immigrants in their search for work regardless of age?**

Yes, absolutely. Even though our original goal was to aid the 50 plus-minus age range, we were approached by Aliya departments in a number of cities, including Hitachdut Oley Latin America and have successfully helped many immigrants find suitable employment.

- **Can you help those who have limited Hebrew?**

At the moment, our site is only in Hebrew and if you have difficulty filling in the information on your own, I can arrange for one of our volunteers to assist you in English, Russian, French or Spanish complete the on-line form. Jobs for English speakers (and those with limited Hebrew) do exist and we try our hardest to find something suitable for each and every individual.

- **What happens if you are a company seeking new employees?**

All companies are invited to fill-in the Employer's form (on our home page) with the kind of employee they are looking for, their location and other pertinent details. (טופס למעסיק)



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The information is then placed in our database which is open to everyone, so allowing people to check jobs in different cities as well as their local vicinity. Once jobs become available, we try to 'match-make' both companies and job-seekers by targeting candidates who have suitable qualifications.

● **How can people volunteer with you?**

50 plus-minus is run entirely by volunteers, some of whom are job-seekers themselves. We are always looking for new volunteers who have the experience and ability to help guide people through their job-search. Thanks to the support of the local municipality, we have facilities centrally based in the Rav Techumi building on Emek Dotan Street, allowing accessibility from every part of the city. So, if you think your expertise can assist others and you are interested in joining our team, please be in touch.

Our motto is: "הופכים את הניסיון ליתרון – את המינוס לפלוס"

**"Turning experience into an advantage - the minus to a plus".**

