Older Adults' Training Preferences for Learning to Use Technology

Older adults may benefit from using technology in their homes for activities such as communication, cooking, cleaning, home maintenance, healthcare, and home security. Yet, older adults are less likely to use technology than younger adults. In fact, adults 65 and older are part of a demographic group that has been found to be one of the least likely to use advanced technology items, such as computers. Given their relative inexperience with certain technologies, older adults may have much to gain from technology training. Moreover, older adults indicate that they would be more comfortable with and willing to adopt new technologies if they received some type of formal training.

To ensure optimal training for older adults several factors should be considered, such as their unique goals, abilities, and experience level. In particular,

research has shown that older adults' adoption of technology is influenced by their cognitive abilities, such as crystallized intelligence, as well as computer self-efficacy and computer anxiety. Hence, factors such as these should be addressed in the design of training programs.

In addition, research involving computer training has found that older adults make more errors, require more time to attain basic skills, and need more assistance during the training process than their

younger counterparts. Overall, these results suggest that conducting a needs assessment prior to training and having ongoing training support may facilitate learning.

Understanding older adults' training preferences will also benefit training program development. It is likely that users would be more apt to participate in training that is consistent with their preferences.

Career Guide

Apply for the Global IT Scholarship Program

Global Information Technology is proud to provide the GIT Scholarship Program. Every month, this scholarship will be awarded to highly driven individuals wanting to begin or advance their IT career. Exclusively, the scholarship will provide a grant of $2,500.00 towards any certification course or remote live training at GIT. GIT created this opportunity to give back to the community and spread our desire to help those in need. We believe that learning is essential and we will continue to help and develop individuals to help them succeed in their personal development goals. Apply here: https://www.global-itech.com/the-global-it-cholarship/

Quick and Career Advice

Question: *"Andrei, I'm becoming more and more frustrated in landing a job. Should I change fields?? It seems so much is changing every day, and I just can't keep up anymore. I'd appreciate anything you can share that may help me out. Thank you in advance."*

– Jason Howard, Canton, MI

Answer: I hear you, and feel your pain. It will get better. First, experts do say that people today change jobs once every three to four years and change careers option a minimum three times during their working life. We no longer live in a world where you can stay in the same job for your incessant career. Today's employee is constantly faced with corporate restructuring and layoffs, forcing them to face forever change. Now a day's searching for a job requires planning, management, and strategies in order for you to be able to administer an effective job search. When you start to search you can first think about your needs and wants to include industry, work environment, location, salary, etc. A job that is a good fit for your life, career values and skill set which you have. It is also very important that you have a better understanding of what you are looking for in your career. You need to decide the type of work you enjoy, the cultural environment that better suits your work style, your potency. Search company details on websites and then apply for any position. Review the organization website and Google the company name followed by fraud, scams, and complaints. Job-search strategies can vary widely ineffectiveness. Using an integration of strategies can develop your capability to look for work in discrete career paths, instead of staying on a path you have already traveled without much success. Keep your head. You got this!

- Andrei

VETERNS, GET READY TO POWER YOUR TECH FUTURE AT GLOBAL IT

Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive Veterans benefits. We accept Chapter 33 Post 9/11 GI Bill®, Chapter 30 Montgomery GI Bill® for Active Duty, Ch 31 Vocational Rehabilitation and Employment (VR&E), Vet Tec, and VRRAP. Whether you are serving or have already served, Global Information Technology is here to work with you to start your IT career. These benefits may cover up to 100% of tuition and fees and housing allowance, courseware, and other training-related costs as well. For more information about your specific benefits in regards to your service, call 248-557- 2480 to set up an appointment with one of our School Certified Officers (SCO) (career advisors) or complete the inquiry form at https://www.global-itech.com/va-program/.

Fun & Interesting Facts about Technology

Did you know? ……

1. *The first alarm clock only rings at 4 a.m.*

2. *Nokia's first product is toilet paper.*

3. *The 'fox' in the Mozilla Firefox logo is a red panda.*

4. *Google's name was the fruit of a spelling mistake.*

5. *The world's first computer mouse was wooden, not plastic.*

6. *For every 12 million email spams, only one gets a reply.*

7. *Wi-Fi doesn't stand for Wireless Fidelity.*

8. *The first video camera recorder was as big as a grand piano!*

9. *Nintendo was established as a playing card business.*

GIT thought Provoking corner

"I believe our flag is more than just cloth and ink. It is a universally recognized symbol that stands for liberty, and freedom. It is the history of our nation, and it's marked by the blood of those who died defending it."

– John Thune

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A day in the life

Senior Software Engineer and Team Lead

Meet Henry Logan! He's a Senior Software Engineers and Team Leads who works remotely in Germany. We spoke to him about his job and working in a different time zone.

What does a typical day as a Senior Software Engineer and Team Lead look like for you?

First thing in the morning, I check the Slack channels and my email inbox for any noteworthy things that happened overnight.
Up next I look for leftovers, loose ends or time-critical work (like code reviews, done verifications or a code-red defect), which I can wrap up or continue driving forward, to take advantage of the time zone difference and unblock the team.

The rest of the day I take on and work on stories from our Kanban board. In rare cases, our field professionals reach out for technical help, where I try to help out as best as possible.

In the afternoon, the Austin (TX) team starts their workday, which can lead to some video calls to discuss features, release plans and other topics. In the evening, around 6pm, the HQ in Vancouver awakens and I finish my day off with meetings like standups, one-on-ones and technical discussions. My day ends at around 8pm, followed by a family dinner and bedtime.

Greatest accomplishment at your job so far?

There are features and connectors that I worked on, which I'm pretty proud of, but the more I think about it, I value the camaraderie with my teammates and the friendships that I have formed, despite being in a remote location.

5 Benefits of technology training

Technology is a necessity in today's society. Almost everyone uses it in one form or another – cell phones, telephones, Smart TV's, computers, voice texting, software applications, games and the list goes on.

If your employees don't understand how to effectively use technology, especially in the workplace, it can hinder productivity and workflow. We've pinpointed five of the most important benefits to training your employees on technology.

1 **It saves money.** – Employees that are properly trained spend less time troubleshooting and more time on productive and revenue-driving tasks.

2 **It saves time.** – When employees are knowledgeable about the applications they use, they can work quickly and finish projects faster.

3 **It fosters a competitive edge.** – Companies that can use all their solutions effectively are

likely to outperform those that struggle to understand the basics. And, since you're saving time and money, you can re-allocate those measures to innovative projects.

4 **It boosts confidence.** – Confident employees are better employees. When people know how to efficiently do their job, they are much more likely to be happy in their position, resulting in less turnover for your business.

5 **It allows for team building.** – Training requires employees from different departments to learn and work together. More experienced users can jump in and help those around them, and employees get a glimpse of how other departments work. Training is a necessary aspect of your technology solutions and planning. As we become more and more reliant on technology, it's important that your employees know how to utilize the solutions that your business is investing in.
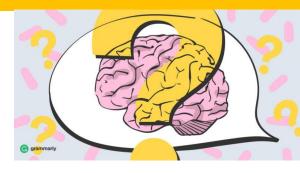
Basic, smart questions you can ask in an interview

It's the day of the big interview for your dream job. You've been prepping for weeks. You know the company in and out. You know why you're the best candidate for the job. You're ready to talk about your skills, weaknesses, ideas, plans, hopes, dreams, and favorite TV show. And then they ask: any questions for us? And you've got nothing.

Don't be that person. Acing an interview doesn't just mean knowing all the answers to the questions that get thrown at *you*: it also involves having a good set of questions to ask *them*. being informed. Good questions can also show what kind of a thinker you are or demonstrate your personality, giving you an extra boost as that candidate who

thinks critically and digs for information successfully.

Below are the basic categories you might want to know about. Consider this the footnotes

version of the kinds of questions you might want to ask.

- What's life on the job like?
- What kind of training do they offer?
- How is feedback provided?
- What's the company culture like?
- Who's on the team you'll be working with, are they cool, and how does working together work?
- What are the next steps in the interview process? In other words, when are you going to tell me whether I'm hired?

To get the answers you really want, you probably want to get even more specific in the questions you ask. Sure, you probably won't have time to ask a full list of say twenty-five questions, but the more specific you get, the better informed you'll be.

GIT June 2023 Career Services Workshops

A special message from Jennifer Bowden, GITs Career Services Manager

Hello GIT students. I'm happy to announce our upcoming Career Services workshops and dates. Career workshops provide educational opportunities for students to learn about key career readiness skills and topics. These workshops will always span a gamut of topics including resume tips, navigating a career fair, and best practices for job interviewing, just to name a few. I look forward to seeing. RSVP with me here: jennifer.bowden@global-itech.com

Friday, June 2, 4 pm – Planning Your Job Search
Tuesday, June 13, 12 pm – Resume Writing
Friday, June 23, 4 pm – LinkedIn

Former Google recruiter's No. 1 job interview tip: 'The best candidates that I meet' do this

Career Q&A with
Nolan Church
CEO, Continuum

Nolan Church has worked in talent acquisition for over a decade at major brands such as Google and DoorDash. As a longtime recruiter, he's seen all kinds of faux-pas play out in the job interview process.

Among his red flags is when an interviewee puts on an act during the interview. "You can clearly tell they've been rehearsing the same answers over and over again," he says. And maybe they're focusing too much on quantity versus quality.

Ask, 'can I tell you a quick story?'

When it comes to teaching your interviewer something during the interview process, Church would encourage job seekers not to force it. If there's an opportunity, let it come up naturally, when the interviewer asks you a question about your experience, for example. You can do this by saying something like, "Can I tell you a

quick story about what I learned in my last role?" he says. Then tackle it using the following framework:

1. Set the context for the story.
2. Describe the preconceived notion or assumption you had before learning your lesson.
3. Explain what you learned or how you acquired your unique insight.
4. Detail how that learning and unique insight applies to your work today.
5. "No. 2 and No. 3 are where the best candidates shine," he says, "because they show a growth mindset and a dose of humility."