

Aging and the Workplace

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GRAYING OF AMERICA

- The older population (65+) numbered 39.6 million in 2009, an increase of 4.3 million or 12.5% since 1999.
- Persons reaching age 65 have an average life expectancy of an additional 18.6 years (19.9 years for females and 17.2 years for males).
- The population 65 and over will increase from 35 million in 2000 to 40 million in 2010 (a 15% increase) and then to 55 million in 2020 (a 36% increase for that decade).

Source: Administration on Aging 2010 Profile of Older Americans

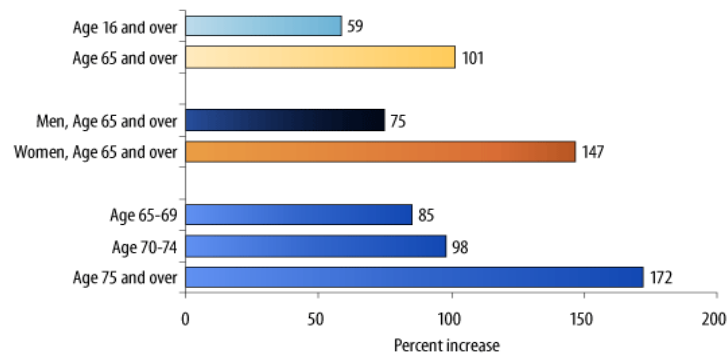
GRAYING OF THE WORKPLACE

- From 2006 to 2016, the number of age 55-plus workers is projected to grow by nearly 47%, five times faster than the overall labor force.
- By 2015, nearly 20% of the labor force will be over the age of 55.
- Increase in retirement age will continue to increase the number of older workers.

Source: The AARP Work and Career Study, 2008

INCREASE OF OLDER WORKERS

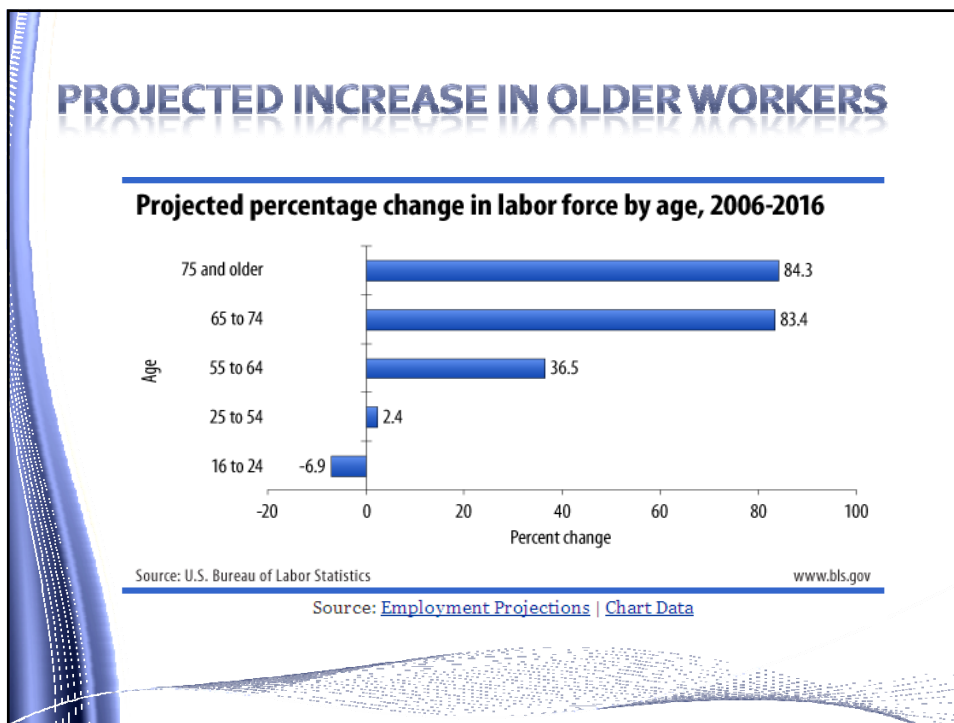
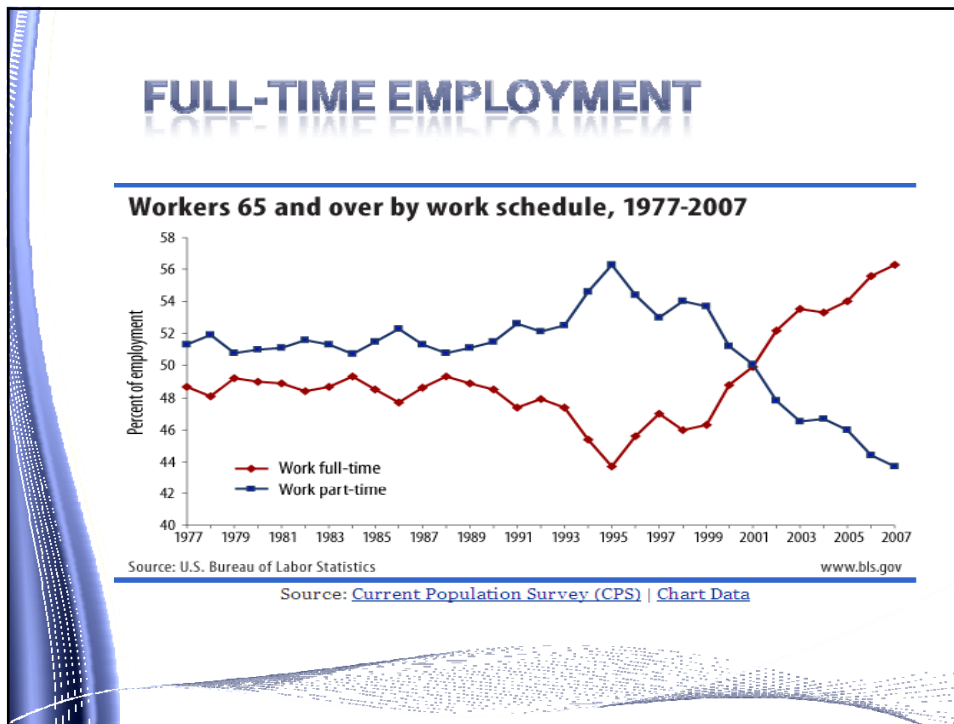
Percent increase in employment by age and sex, 1977-2007



Source: U.S. Bureau of Labor Statistics

www.bls.gov

Source: [Current Population Survey \(CPS\)](#) | [Chart Data](#)



WHAT DOES THIS MEAN FOR THE WORKPLACE?

- Change our thinking
- Make adaptations
- Provide flexibility
- Create an Age-Friendly Work Environment



AGE-RELATED CHANGES

- Older workers may be experiencing age-related changes
- Physical Changes
 - Vision
 - Hearing
 - Mobility
 - Sensory changes
 - Diabetes
 - Heart Disease
 - Arthritis
 - Bone loss
 - Decreased muscle mass
 - Decreased range of motion

AGE-RELATED CHANGES

- Do older workers need special accommodations?
 - Yes and no

AGE-RELATED CHANGES

- Everybody ages differently
 - Lifestyle
 - Diet
 - Exercise
 - Genetics
 - Socio-economic background
 - Past and current work tasks

HEALTH AND SAFETY

- Most studies report that older workers have fewer accidents
- Research also shows that when older workers do get hurt, the injuries are more severe
- Older workers may also take a longer time to heal from injuries

ACCOMMODATING THE OLDER WORKFORCE

- What can we do?
 - Improve accessibility to all areas of the workplace
 - Hallways
 - Entryways
 - Restrooms
 - Cafeteria
 - Breakrooms
 - Elevators
 - Increase in handicap or close parking places
 - Workstation considerations (i.e. wheelchairs, walkers, etc...)
 - Better lighting

ACCOMMODATING THE OLDER WORKFORCE

- Part-time work schedules
- Scheduling flexibility
- Discuss FMLA
- Open the door to work at home options
- Insure that older workers are able to access the tools they need to do their jobs
 - Can workers reach what they need?
 - Can workers see their computer screens?
 - Have workers had adequate training?
 - Do workers feel comfortable speaking with their supervisor about potential accommodations?

ACCOMMODATING THE OLDER WORKFORCE

- **Environmental changes improve the workplace for everybody!**

BENEFITS OF MAINTAINING AND HIRING OLDER WORKERS

- Dedication
- Punctuality
- Detail-oriented
- Work pride and ethic
- Efficient and confident
- Mentoring
- Organization skills

BENEFITS OF MAINTAINING AND HIRING OLDER WORKERS

- Older workers provide a wealth of information and we cannot afford to lose it.



Thank you