

# Aging Trends & The World of Work

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# The Sinking Lifeboat

A life boat that was meant to hold only 4 people has 6 on it, and it's beginning to sink. There is no land in sight. Who would you choose to remove from the boat?

- Sam, a 27 year-old male engineer
- Sara, a 58 year-old minister
- John, a 17 year-old with a history of juvenile delinquency
- Maria, a 33 year-old stay-at-home mom
- Greg, a 67 year-old former Army SEAL
- Joe, a 21 year-old college student

# Choices

- The choices your organization makes depend upon:
  - Who you are
  - Where you are going
  - What you believe in (values/motivators)

# Shifting Demographics

- Persons 65+ (1900)
  - 3 million people; 4% of population
- Persons 65+ (2000)
  - 35 million people; 13% of population
    - 14.4 million men, 20.5 million women
- Persons 65+ (2030)
  - 70 million people; 20% of population

Federal Interagency Forum on  
Aging-Related Statistics, (2000)

# Population pyramids for the U.S.: 1900 vs. 2030

-11 -10 -9 -8 -7 -6 -5 -4 -3 -2 -1 0 1 2 3 4 5 6 7 8 9 10 11

Males

Females



1900

-11 -10 -9 -8 -7 -6 -5 -4 -3 -2 -1 0 1 2 3 4 5 6 7 8 9 10 11



2030

# Workforce Trends

- Aging population
- Varied household types
- Multigenerational workforce
- Diversity
- Trust, respect, & ethics

Hankin, H. (2005)

# What Does The Future Hold?

- Labor shortage if utilize old dynamics
- Or develop new methods to utilize and capitalize upon new trends



# Older Adult Worker Stereotypes

- What do you think, or have you heard, about older workers?
- Are there linear relationships between age and work performance?



# Career Trends

- What is career?
  - More than just a job
  - Lifelong, flexible and multifactorial
- Who is responsible for it?
  - A changing covenant
    - Employer role
    - Employee role

# Employer Role

- Set strong direction for the future
- Understand/develop strong culture
- Understand employee motivators
- Work to hire the “best fit”
- Embrace individual strengths
- **All of this involves knowing:**
  - Who you are
  - Where you are going
  - What you believe in (values/motivators)

# Employee Role

- Understand the organizational purpose
- Understand why she/he is being paid
- Exceed expectations
- Adhere to company policies and ethics
- Self-Awareness
  - Interests, Values/Motivators, Skills, Strengths

# So What?

- Employers:

So...

- How do older workers fit into your organization?
- How will you attract older workers?
- How will you meet their varied needs?

# So What?

- Employees:

So...

- How will you add value?
- How will you take advantage of and/or create opportunities?
- How will you choose to live the next chapter of your life?

# Thank You

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