

**Rocky Mountain Conference on Aging
Aging in the Workplace**

**Policy Consideration and Implications for Organization
of Attracting Retirees to Return to Work**

Presenter Name: Donald L. Venneberg, Ph.D.

Presentation Date and Time: Wednesday, October 24, 2007, 2:00 P.M.

Dr. Venneberg presented results of a study he conducted which looked into the factors surrounding the reasons individuals who have retired re-enter the workforce. He himself retired, and after a few years living in Florida decided he wanted to re-enter the workforce. He went back to school at Colorado State University, where he obtained his Ph.D. and investigated the aging workforce.

1. The workforce is aging and it is happening all across the globe. This nation has not addressed the issue of too many positions and not enough workers to fill those positions as immigration helped divert our attention from that issue. At a basic level of employment, there are enough workers to fill the positions, but with skilled-level employment, there will be shortages to fill those roles
2. There may be a 10-15 year window before work shortages happens. There will be a loss of contribution and a traded-off support ratio, in which younger workers will be supporting retirees. The loss of contribution should also be considered from a social perspective.
3. The perspective from the retired employee on why they left their careers is because they were burned out from their careers. Further, retirees had adequately prepared and planned financially for retirement. They stated their transition was easy and some participants responded that their spouses influenced their decisions to retire.
4. The reasons the participants returned to the workforce included they missed the problem solving, had playmates at work and missed those relationships. Further, identification was a big reason why some returned to work because they identified themselves by their work.
5. Retired workers returning the workforce no longer want to move up the corporate ladder. They do want to learn new technology and want to be properly trained. Skills training is viewed as beneficial because they realized it could help them do a better job. They view re-entrance as a learning process and do not expect to make it a second career.

Submitted by: Carrie Severson, University of Northern Colorado, October 29, 2007