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ABSTRACT

This document begins with an overview of trends and issues in the area of older workers. The overview briefly addresses: the reversal of the trend toward early retirement, growth in the population of individuals over age 55, increased longevity, economic pressures for older persons that lead to work in order to supplement retirement income, low birth rates, and benefits to employers who use older workers. A list follows of resources that provide information about older workers. Print resources available from ERIC are listed by author, with title, place of publication and publisher or source, date, and ED or EJ number. Similar information is provided for non-ERIC print resources. In addition, a listing is provided of organizations that can be contacted for further information. Addresses and telephone numbers are included. (YLB)

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OLDER WORKERS

An Overview of Trends and Issues

The past 20 years have seen a trend for men in the 55-to-64 age group to retire prior to age 65 the traditional age for retirement. Recent figures from the Department of Labor indicate that there may be a reversal in this trend toward early retirement and that more workers will remain in the labor force up to and beyond age 65. Although there have always been individuals aged 55 and over in the labor force, a number of economic and demographic trends are focusing attention on these older workers, including the following:

- o Individuals over age 55 will continue to constitute a larger proportion of the total population. Between 1960 and 1984, the percentage of individuals in the population aged 55 and over increased from 17.9 to 21 percent. By the year 2020, the Census Department estimates that one in three--or 33 percent of the population--will be over 55.
- o People are living longer, healthier lives and wish to remain productive in their later years. Many see full- or part-time employment as one means of achieving that goal.
- o Increased longevity coupled with higher inflation have also created economic pressures for many older persons. They need to work to supplement inadequate retirement income.
- o Low birth rates during the past two decades will create a decrease in the number of younger workers between now and the year 2000. Critical shortages of skilled labor in many areas of the work force are projected, and older workers will be needed to maintain the nation's productivity.

The projected changes in the composition of the labor force have implications for both educators and employers. According to Redmond (1986), most adults aged 55 and over can be employed productively for another 15-25 years, especially if they receive assistance from educators in the areas of counseling, training, and retraining. Employers who use older workers will benefit in a number of ways--retaining valued employees, increasing flexibility in the work force, stabilizing and supplementing the younger work force, maintaining a desired public image, attracting older consumers, responding to government policies, and gaining experience in managing the older work force of the future (National Alliance of Business 1985, pp. 3-4).

This Trends and Issues Alert contains a number of resources that provide information about older workers. Included are print resources as well as organizations that can be contacted for further information.

Print Resources

American Association of Retired Persons, *Workers 45+: Today and Tomorrow*. Washington, DC: AARP, 1986. (ERIC Document Reproduction Service No. ED 284 058).

American Association of Retired Persons. *Workers over 50: Old Myths, New Realities*. Washington, DC: AARP, 1986. (ERIC Document Reproduction Service No. ED 284 059).

Birren, James E.; Robinson, Pauline K.; Livingston, Judy F.; and Deutchman, Donna E., eds. *Age, Health and Employment*. Englewood Cliffs, NJ: Prentice Hall, 1986.

Bornstein, J. M. "Retraining the Older Worker: Michigan's Experience with Senior Employment Services." *Journal of Career Development* 13, no. 2 (Winter 1986): 14-22. (ERIC No. EJ 348 677).

Bove, Robert. "Retraining the Older Worker." *Training and Development Journal* 41, no. 3 (March 1987): 77-78. (ERIC No. EJ 348 651).

Braddy, B. A., and Gray, D. O. "Employment Services for Older Job Seekers: A Comparison of Two Client-Centered Approaches." *Gerontologist* 27, no. 5 (October 1987): 565-568. (ERIC No. EJ 364 562).

Crawley, B., and Dancy, J., Jr. *Mature/Older Job Seeker's Guide*. Washington, DC: National Council on the Aging, 1984. (ERIC Document Reproduction Service No. ED 286 003).

Gersuny, C. "Employment Seniority and Senior Citizens." *Gerontologist* 27, no. 4 (August 1987): 458-463. (ERIC No. EJ 360 583).

Johnston, W. B., and Packer, A. H. *Workforce 2000: Work and Workers for the 21st Century*. Indianapolis, IN: Hudson Institute, 1987. (ERIC Document Reproduction Service No. ED 290 887).

Kahne, H. "Not Yet Equal: Employment Experience of Older Women and Older Men." *International Journal of Aging and Human Development* 22, no. 1 (1985-86): 1-13. (ERIC No. EJ 330 993).

258 0503

Lester, B. A. *A Practitioner's Guide for Training Older Workers*. Washington, DC: National Commission for Employment Policy, 1984. (ERIC Document Reproduction Service No. ED 252 669).

Lordeman, A.; Nixon, T. T.; and Rothstein, F. R. *Making JTPA Work for Older Persons: A National Catalogue of Practical How-To's*. Washington, DC: National Association of State Units on Aging, 1987.

Morris, R., and Bass, S. A. "The Elderly as Surplus People: Is There a Role for Higher Education?" *Gerontologist* 26, no. 1 (February 1986): 12-18. (ERIC No. EJ 332 158).

National Alliance of Business. *Invest in Experience: New Directions for an Aging Workforce*. Washington, DC: NAB, 1985. (ERIC Document Reproduction Service No. ED 257 974).

National Caucus and Center on Black Aged, Inc. *Job Placement Systems for Older Workers. Volume One: Research Findings, Case Studies, Program Models. Volume Two: A Planning Framework, Placement Tools and Techniques*. Washington, DC: NCCBA, [1988].

National Commission for Employment Policy. *Older Worker Employment Comes of Age: Practice and Potential*. Washington, DC: NCEP, 1985. (ERIC Document Reproduction Service No. ED 259 135).

National Commission for Employment Policy. *Older Workers: Prospects, Problems and Policies*. 9th Annual Report. Washington, DC: NCEP, 1985. (ERIC Document Reproduction Service No. ED 268 352).

National Council on the Aging. *The Aging Workforce: The Challenge of Utilization*. Proceedings of a Conference Sponsored by the Council in Cooperation with the Institute of Electrical and Electronics Engineers, Inc. Washington, DC: IEEE, 1986.

"Older Persons in Employment." Special Edition. *Ageing International* 13, no. 4 (1980): 3-43.

Ossofsky, E. W. "Matching Older Workers to Jobs: The Industrial Health Counseling Service." *Ageing International* 13, no. 4 (Autumn-Winter 1986): 11-12. (ERIC No. EJ 344 806).

Perlman, L. G., and Austin, G. F., eds. *The Aging Workforce: Implications for Rehabilitation*. A Report of the Mary E. Switzer Memorial Seminar (11th, Washington, DC, October 7-9, 1986). Alexandria, VA: National Rehabilitation Association, 1987. (ERIC Document Reproduction Service No. ED 282 090).

Redmond, R. X. "The Training Needs of Older Workers." *Vocational Education Journal* 6, no. 7 (October 1986): 38-40. (EJ 348 751).

Sandell, S. H., ed. *The Problem Isn't Age: Work and Older Americans*. New York: Praeger, 1987.

Yolles, S. F.; Krinsky, L. W.; Kieffer, S. N.; and Cerone, P. A., eds. *The Agency Employee*. Problems of Industrial Psychiatric Medicine Series. Vol. VIII. New York: Human Sciences Press, 1985.

Yoseloff, Darlene; Bruecher, Dorothy; Nigro, Michael; and Siegelbaum, Alex. *Project RESOURCES: Retired Employees Skills Outreach Using Retirees in Continuing Employment Situations. A Manual*. Edison, NJ: Division of Community Education, Middlesex County College, 1987. (ERIC Document Reproduction Service No. ED 287 521).

Resource Organizations

American Association of Retired Persons, 1909 K Street, NW, Washington, DC 20049 (202/872-4700).

American Society on Aging, 833 Market Street, Room 516, San Francisco, CA 94103 (415/543-2617).

Green Thumb, 5111 Leesburg Pike, Suite 107, Falls Church, VA 22041 (703/820-4990).

National Association for Hispanic Elderly, 2727 West Sixth Street, Suite 270, Los Angeles, CA 90057 (213/487-1922).

National Association of Older Worker Employment Services, c/o National Council on the Aging, 600 Maryland Avenue, SW, West Wing 100, Washington, DC 20024 (202/479-1200).

National Association of State Units on Aging, 600 Maryland Avenue, SW, Suite 208, Washington, DC 20024 (202/484-7182).

National Caucus and Center on Black Aged, 1424 K Street, NW, Suite 500, Washington, DC 20005 (202/637-8400).

National Commission for Employment Policy, 1522 K Street, NW, Suite 300, Washington, DC 20005, (202/724-1545).

National Council of Senior Citizens, 925 15th Street, NW, Washington, DC 20005 (202/347-8800).

National Council on the Aging, 600 Maryland Avenue, SW, West Wing 100, Washington, DC 20024 (202/479-1200).

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