

NIA Perspectives and Opportunities on Work and Aging

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The Four Programs of NIA

- Behavioral and Social Research (BSR)
Dr. Richard Suzman
- Biology of Aging Program
Dr. Felipe Sierra
- Geriatrics and Clinical Gerontology
Dr. Evan Hadley
- Neuropsychology & Neuroscience of Aging
Dr. Marcelle Morrison-Bogorad



Behavioral and Social Research (BSR) Areas of Emphasis

- Health Disparities
- Aging Minds
- Increasing Health Expectancy
- Health, Work, and Retirement
- Interventions and Behavior Change
- Genetics, Behavior, and the Social Environment
- The Burden of Illness and the Efficiency of Health Systems



BSR: Population and Social Processes

- *Demography*
Georgeanne Patmios (Acting Chief of PSP)
John Haaga (Deputy Director of BSR)
- *Economics of Aging*
John Phillips
Partha Bhattacharyya
- *Population (and Behavior) Genetics*
Erica Spotts
Jennifer Harris
- *Social Epidemiology*
Your Name Here?



BSR: Individual Behavioral Processes

- *Behavioral Medicine*
Sidney Stahl (Chief of IBP)
- *Cognitive Aging, Health Literacy, Work*
Jonathan King
- *Psychological Development and Integrative Science*
Lisbeth Nielsen
- *Behavior (and Population) Genetics*
Erica Spotts, Jennifer Harris



Major BSR Investments in Work, the Workplace, and Retirement

- Health and Retirement Study (HRS)
- Midlife Development in the United States (MIDUS)
- Panel Study of Income Dynamics (PSID)
- Wisconsin Longitudinal Study
- CREATE II
- Roybal Centers for Applied Gerontology

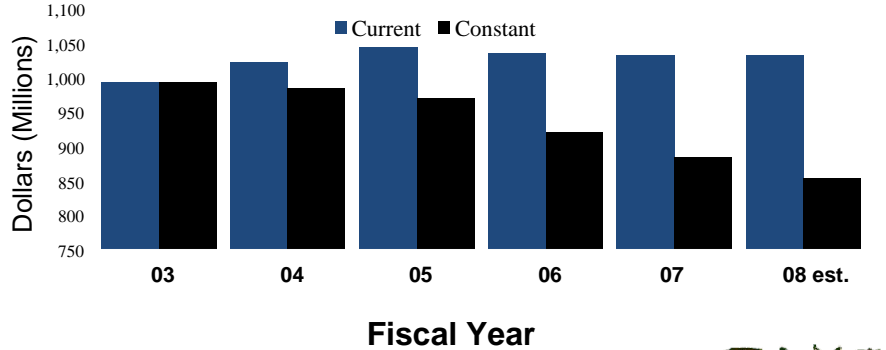


NIA Funding 2003 - 2008

Funding Levels in Current and FY 2003 Constant Dollars

Percent change (estimated) current dollars: +4.0%

Percent change (estimated) constant dollars: -14.1%



Current and Recent Funding Announcements

- RFA-AG-08-005: Cost Effective Health Promotion Interventions/Programs for Older Workers
- PAS-07-387: Harmonization of Longitudinal Cross-National Surveys of Aging
- PAR-07-379: Behavioral and Social Science Research on Understanding and Reducing Health Disparities

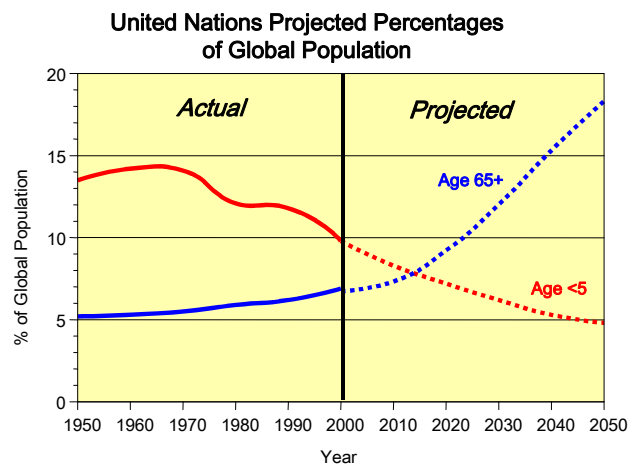


Commissioned National Academy Reports

- When I'm 64
- The Aging Mind: Opportunities in Cognitive Research
- Health and Safety Needs of Older Workers
- Technology for Adaptive Aging



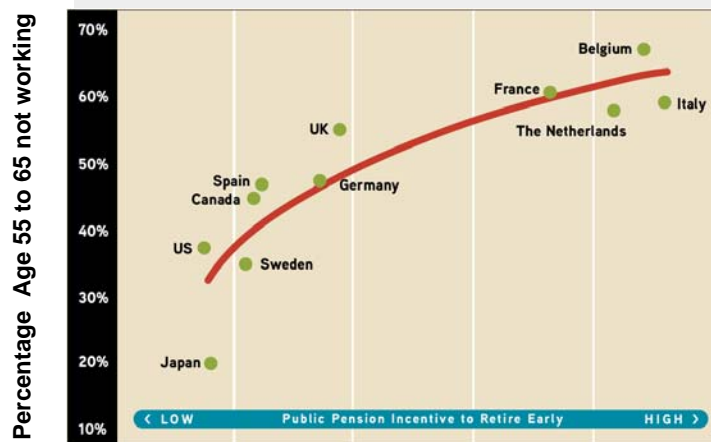
The Key Demographic Fact



Source: World Population Prospects: The 1996 Revision, Annex 2 (low-variant projection). UN Population Division.



Public Pension Incentives for Men to Leave the Labor Force



(Gruber and Wise, 1999)



Health and Safety Needs of Older Workers

Report of the
National Research Council and Institute of Medicine
2004



The Future of Work and Retirement

- Changes in the dependency ratio may be exacerbated or offset by the work and retirement decisions of individuals
- Increases in the length of individuals' lives after 65 lead to questions about
 - how to finance a longer retirement
 - or whether it is desirable to spend much of one's life in retirement



What Will Happen to Retirement for the Early Boomers?

- Long term trend in U.S. from 1850 to 1990 has been toward earlier retirement.



NRC-IOM Committee on Health and Safety Needs of Older Workers

(Co-sponsored by NIA Behavioral and Social Research program, Archstone Foundation, NIOSH, and EPA)

Purposes were to...

“understand...changing nature of work and its implications for workers over age 50”

“identify...policy and research issues... regarding health and safety issues of older workers”

“identify relationships between retirement patterns and ...characteristics of older adult workforce and their jobs”



Major Recommendations included...

- New longitudinal data sets needed with detail on employment histories, demands of jobs, objective measures of health and safety risks
- HRS and PSID have rich data on work histories, health variables, but little on workplace exposures
- Cost-effective alternative to a new nationally representative survey might be “convenience sample...of workers at a large national employer, such as the U.S. government”



NAS 2003 planning meeting on “Whitehall in Washington”

- Topics were scientific rationale, policy relevance, and study design and content.
- Participants:

Mark Cullen	Raynard Kington
David Cutler	Teresa Seeman
Ana Diez-Roux	Michael Marmot
Jose Julio Escarce	David Wise
Arie Kapteyn	Robert Willis



Whitehall in Washington (cont.)

- Enthusiasm for multi-level design, detailed data on work environment linked to health outcomes, data on home and community
- Attraction of good data on social gradients and health, not just education
- Possibility of built-in comparability with Whitehall studies, HRS, private employer cohorts
- Need for U.S. study to confirm and extend Whitehall findings

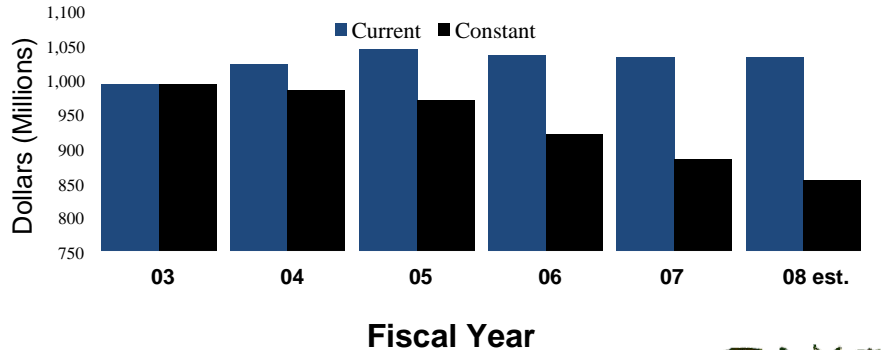


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Additional recommendations of NAS Panel included...

- Research on how social, economic and demographic variables related to exposure to workplace risks
- Evaluation of policies; costs and effectiveness of promising interventions
- Research on worksite health promotion
- Research on full costs of older workers' occupational injuries and illnesses

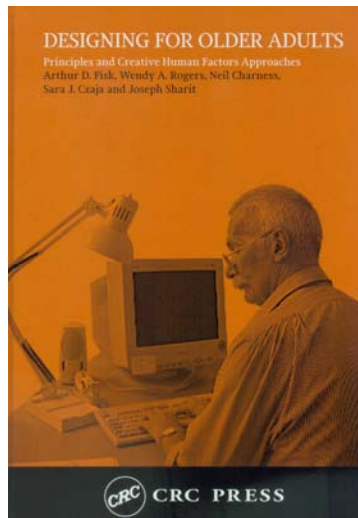


CREATE II Program Project (Sara Czaja, PI)

- Designing for Older Adults
- Preparing lower SES older adults for technology-based jobs
- Telework



CREATE wrote the book on Designing for Older Adults



Preparing Lower SES Older Adults for Technology-based Jobs

Perceived Barriers to Employment

- Age
- Skills (not enough qualifications)
- Transportation
- Lack of technology skills
- Lack of computer skills
- Education level
- Health problems



The Future of Telework

- Fewer younger workers available to support an increasing number of retired workers
- Changes in social security and pension policies
- Cost of retaining older workers
- Anticipation of increased caregiving burdens
- Increased burden of commuting to work
- Unique “mentoring” opportunities
- Productive lifestyles can improve well being.



Benefits of Telework		
<i>For Businesses</i>	<i>For Employees</i>	<i>For the Environment</i>
Reduces costs due to less office space and parking space requirements	A reduction or elimination of the work commute	Conservation of fuel
Increases productivity for many employees	Fewer distractions and improved concentration working at home	Relief of traffic congestion
Increases the labor pool to better include people with disabilities	More relaxed at the start of the day than after a stressful commute and, more generally, greater job satisfaction	Improved air quality
Less sick leave and absenteeism	Allows people with certain disabilities to obtain employment	
Improves recruitment and retention	Can better balance work and family or personal life	

NIA and Aging in the Workplace

