The Center on Aging
at The UNIVERSITY of VERMONT

Jeanne Hutchins, MA
Executive Director
### How many Older Workers are there?

**Employment to Population Ratio**

<table>
<thead>
<tr>
<th>State</th>
<th>65+</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Maine</td>
<td>18.8%</td>
<td>(39,000)</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>21%</td>
<td>(39,000)</td>
</tr>
<tr>
<td>Vermont</td>
<td>22.2%</td>
<td>(21,000)</td>
</tr>
<tr>
<td>Year</td>
<td>Age Group</td>
<td>Participation Rate</td>
</tr>
<tr>
<td>------</td>
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</tr>
<tr>
<td>1978</td>
<td>Age 55-64</td>
<td>58.9%</td>
</tr>
<tr>
<td></td>
<td>Age 16-19</td>
<td>58.1%</td>
</tr>
<tr>
<td>2013</td>
<td>Age 55-64</td>
<td>77.1%</td>
</tr>
<tr>
<td></td>
<td>Age 16-19</td>
<td>43.4%</td>
</tr>
</tbody>
</table>
Why do 65+ want to work

• Income
• Retirement income
• Health Care
• Give back to community
• Stay active
2012 - Governor’s Commission on Successful Aging

- Livable Communities
- Health Care
- Mature Workforce
Recommendations for Mature Workforce

Annual Employer Recognition Program

...that rewards and recognizes employers who embrace and implement mature worker best practices and policies.

These employers will serve as role models/advisors for others
Maine

Silver Collar Employer Award

State Workforce Investment Board

Older Workers Committee
Work in progress
Department of Labor
Agency of Commerce and Community Development

• Method of Evaluation
• Criteria for award
• Vetting
• Review

Recruit – Train - Retain
Physical Environment

- Lighting
- Handrails
- Fall Risk Awareness
  - Slip resistant floors
  - Color contrast on stairs, floor change
Social/Medical

• Van pools
• Ride Share programs
• Employer sponsored health insurance including part time workers
• Continued Pension Benefits
• On site Health Promotion
  – Flu shots
  – Smoking cessation
  – Blood pressure screenings
Work Time Options

• Flexible work schedules
• Part time hours
• Phased retirement
• Job sharing
• Telecommuting
• Short term projects – Special assignments
• Seasonal work
Training

• Attention to mature worker learning styles
• Fit job to person
• Growth opportunities through training/education
Stay tuned....