



Employing the Region's Assets: Baby Boomers Meeting New England's Skilled Workforce Needs

The New England Public Policy Center's 4th Annual Conference
Wednesday, December 3, 2008
8:00 a.m. to 1:00 p.m.
Morris Auditorium
Federal Reserve Bank of Boston

Resources on Aging Workers

Federal benefits

Academic research

Gruber, Jonathan, and David A. Wise. 2005. "**Social Security Programs around the World: Fiscal Implications.**" Working Paper No. 11290. Cambridge, MA: National Bureau of Economic Research.

Lahey, Joanna. 2006. "**Age, Women, and Hiring: An Experimental Study.**" Work Opportunities for Older American Series, Working Paper 2006-23. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Munnell, Alicia H., and Steven A. Sass. 2007. "**The Labor Supply of Older Americans.**" Work Opportunities for Older American Series, Working Paper 2006-12. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Schmidt, Lucie, and Purvi Sevak. 2006. "**Taxes, Wages, and the Labor Supply of Older Americans.**" Working Paper 2006-139. Ann Arbor: University of Michigan, Retirement Research Center.

Sheiner, Louise, Daniel Sichel, and Lawrence Slifman. 2006. "**A Primer of the Macroeconomic Implication of Population Aging.**" Washington, DC: Federal Reserve Board, Division of Economic Research & Data, and Division of Monetary Policy.

Shoven, James P. 2007. "**New Age Thinking: Alternative Ways of Measuring Age, Their Relationship to Labor Force Participation, Government Policies and GDP.**" Working Paper No. 13476. Cambridge, MA: National Bureau of Economic Research .

Turner, John A. 2006. "**Work At Older Ages: Is Raising the Early Retirement an Option for Social Security Reform?**" Work Opportunities for Older Americans Series, Working Paper 2007-13. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Williamson, John B., and Masa Hugo. 2007. "**Why Do Japanese Workers Remain in the Labor Force So Long?**" Working Paper 2007-11. Chestnut Hill, MA: Boston College, Center for Retirement Research.

General audience research

Bovbjerg, Barbara D. 2005. "**Labor Can Help Employers and Employees Plan Better for the Future.**" Washington, DC: Government Accountability Office.

Bovbjerg, Barbara D. 2005. "**Redefining retirement: options for older Americans: Statement of Barbara D. Bovbjerg,**" Statement to the U.S. Senate Special Committee on Aging. Washington, DC: Government Accountability Office.

Butrica, Barbara A., Karen E. Smith, C. Eugene Steuerle. 2006. "**Working for a Good Retirement.**" Washington, DC: The Urban Institute.

Farrel, Diana, Eric Beinhocker, et al. 2008. "**Talkin' 'Bout My Generation: The Economic Impact of Aging Baby Boomers.**" San Francisco: McKinsey & Co., McKinsey Global Institute.

Greenspan, Alan. 2004. "The Economic Implications of Population Aging." Opening Remarks at the Annual Symposium of Central Bank Leaders, sponsored by the Federal Reserve Bank of Kansas. Jackson Hole, WY: Federal Reserve, Population and Developmental Review.

Munnell, Alicia H, Steven Sass, and Mauricio Soto. 2006. "**Employer Attitudes Towards Older Workers: Survey Results.**" Chestnut Hill, MA: Boston College, Center for Retirement Research.

Munnell, Alicia H., Kevin E. Cahill, et al. 2004. "**The Graying of Massachusetts: Aging, the New Rules of Retirement, and the Changing Workforce.**" Boston: MassINC.

Munnell, Alicia H., Marric Buessing, et al. 2006. "**Will We Have to Work Forever?**" Chestnut Hill, MA: Boston College, Center for Retirement Research.

Munnell, Alicia H., Steven A. Sass, et al. 2006. "**Do Older Workers Face Greater Risk of Displacement?**" Chestnut Hill, MA: Center for Retirement Research at Boston College.

Rix, Sara E. 2004. "**Aging and Work: A View from the United States.**" Washington, DC: AARP.

Rix, Sara E. 2008. "**Update on the Aged 55+ Worker, 2007.**" Washington, DC: AARP Public Policy Institute.

Toder, Eric J., Richard W. Johnson, et al. 2008. "**Capitalizing on the Economic Value of Older Adults' Work: An urban Institute Roundtable.**" Washington, DC: The Urban Institute.

Walker, David M. 2007. "**The Challenges and Opportunities of Demographic Change in America.**" Washington, DC: Government Accountability Office.

Walker, David M. 2007. "**Some Best Practices and Strategies for Engaging and Retaining Older Workers.**" Testimony to the U.S. Senate Special Committee on Aging. Washington, DC: Government Accountability Office.

Williamson, John B., and Masa Higo. 2007. "**Older Workers: Lessons from Japan.**" Chestnut Hill, MA: Boston College, Center for Retirement Research.

News Articles

Lohr, Steve. 2008. "**For a Good Retirement, Find Work. Good Luck.**" New York Times, June 22.

Incentives to work

Academic research

Butrica, Barbara A., Richard W. Johnson, and Sheila R. Zedlewski. 2007. "**Volunteer Transitions among Older Americans.**" Discussion Paper 07-06. Washington, DC: The Urban Institute, The Retirement Project.

Cahill, Kevin E., Michael D. Giandrea, and Joseph F. Quinn. 2008. "**A Micro-Level Analysis of Recent Increase in Labor Force participation among Older Workers.**" Working Paper 2008-8. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Dohm, Arlene. July 2000. "**Gauging the Labor Force Effects of Retiring Baby-Boomers.**" Monthly Labor Review. Washington, DC: Bureau of Labor Statistics, pp. 17-25.

Gustman, Alan L., and Thomas L. Steinmeier. 2004. "**Minimum Hours Constraints, Job Requirements and Retirement.**" Working Paper No. 10976. Cambridge, MA: National Bureau of Economic Research.

Hamermesh, Daniel S. 2005. "**Why Not Retire? The Time and Timing Costs of Market Work.**" Working Paper 2005-104. Ann Arbor: University of Michigan, Retirement Research Center .

Johnson, Richard W., and Janette Kawachi. 2007. "**Job Changes at Older Ages: Effects on Wages, Benefits and Other Job Attributes.**" Working Paper 2006-4. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Johnson, Richard W., Gordon B.T. Mermin, and Matthew Resseger. 2007. "**Employment at Older Ages and the Changing Nature of Work.**" Washington, DC: AARP Public Policy Institute and The Urban Institute.

Mermin, Gordon B.T., Richard W. Johnson, and Dan Murphy. 2006. "**Why Do Boomers Plan to Work So Long?**" Working Paper 2006-19. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Michaud, Pierre-Carl, and Susann Rohwedded. 2008. "**Forecasting Labor Force Participation and Economic Resources of the Early Baby Boomers.**" Working Paper 2008-175. Ann Arbor: University of Michigan, Retirement Research Center.

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Sapozhnikov, Margarita, and Robert K. Triest. 2007. "**Population Aging, Labor Demand, and the Structure of Wages.**" Working Paper No, 07-8. Boston: Federal Reserve Bank of Boston .

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Triest, Robert K., Margarita Sapozhnikov, and Steven A. Sass. 2006. "**Population Aging and the Structure of Wages.**" Working Paper 2006-5. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Williamson, John B., and Masa Hugo. 2007. "**Why Do Japanese Workers Remain in the Labor Force So Long?**" Working Paper 2007-11. Chestnut Hill, MA: Boston College, Center for Retirement Research.

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Pensions Protection Act of 2006 (PL 109- 280)

Incentives for Older Workers Act (S. 2933)

Health Care and Training for Older Workers Act (S. 708).

General audience research

AARP. 2008. "**Golden opportunity: recruiting baby boomers into government.**" Washington, DC.

Bond, James, Ellen Galinsky, et al. 2005. "**Insights about Older Workers from the National Study of the Changing Workforce.**" Chestnut Hill, MA: Boston College, Center for Aging and Work/Workplace Flexibility.

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Bridges, Katherine. 2006. "**Preparing for an Aging Workforce: A Focus on Massachusetts Businesses.**" Washington, DC: AARP.

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- Callahan, Crystal. 2007. "**Maine's Aging Population: A Survey of Potential Economic Implications.**" Augusta: Maine State Planning Office.
- Casner-Lotto, Jill. 2007. "**Boomers Are Ready for Nonprofits, but Are Nonprofits Ready for Them?**" New York: The Conference Board, and Civic Ventures.
- Eschtruth, Andrew D., Steven A. Sass, and Aubry Jean-Pierre. 2007. "**Employers Lukewarm about Retaining Older Workers.**" Chestnut Hill, MA: Boston College, Center for Retirement Research
- Eyster, Lauren, Richard W. Johnson, and Eric Toder. 2008. "**Current Strategies to Employ and Retain Older Workers.**" Washington, DC: The Urban Institute.
- Farrel, Diana, Eric Beinhocker, et al. 2008. "**Talkin' 'Bout My Generation: The Economic Impact of Aging Baby Boomers.**" San Francisco: McKinsey & Co., McKinsey Global Institute.
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- Harrington, Paul E., Neeta P. Fogg, and Michael Reid. 2007. "Demographic Characteristics and Labor Force Attachment of Rhode Island's Population Ages 55 and Older." Boston: New England Council, and Northeastern University, Center for Labor Market Studies.
- Hugick, Larry, Dawn Crossland Sumners, et al. 2005. "**A Generation in Transition: A Survey of Baby Boomers.**" Boston: MassINC.
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- Lahey, Joanna. 2007. "**Does Health Insurance Affect the Employment of Older Workers?**" Chestnut Hill, MA: Boston College, Center for Aging and Work/Workplace Flexibility.

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- Nelson, Brittnie, and Katherine Bridges. 2006. "**Preparing for an Aging Workforce: A Focus on New Hampshire Employers.**" Washington, DC: AARP.
- Perrin, Towers. 2005. "**The Business Case for Workers Age 50+: Planning for Tomorrow's Talent Needs in Today's Competitive Environment.**" Washington, DC: AARP.
- Peterson, Suzanne J. and Barry K. Spiker. 2005. "Establishing the Positive Contributory Value of Older Workers: A Positive Psychology Perspective." *Organizational Dynamics* 34(2): 153-167.
- Pitt-Catasoupes, Marcie, Katherine Kane, et al. 2006. "**The Benchmark Study: Summary Report.**" Chestnut Hill, MA: Boston College, Center for Aging and Work/Workplace Flexibility.
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- Toder, Eric J., Richard W. Johnson, et al. 2008. "**Capitalizing on the Economic Value of Older Adults' Work: An urban Institute Roundtable.**" Washington, DC: The Urban Institute.
- Walker, David M. 2007. "**The Challenges and Opportunities of Demographic Change in America.**" Washington, DC: Government Accountability Office.
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- Young, Mary, Diane Pikatialis, and Anna Rappaport. 2007. "**Gray Skies, Silver Lining.**" New York: The Conference Board.

News Articles

- Buote, Brenda J. 2008. "Late Shift: Inspired by a Long-Time Passion or Worried about Financial Security, Many Baby Boomers Are Pursuing New Careers." *Boston Globe*, July 10.
- Center on Aging and Work/Workplace Flexibility. 2007. "**U.S. Business not prepared for aging workforce.**" Boston College, March 13.
- Pothier, Mark. 2008. "**65. And still going.**" *Boston Globe Sunday Magazine*, June 1.

Spiller, Karen. 2008. "**Report Says NH Employers Unprepared for Aging Workers.**" New Hampshire Business Review, October 27.

Weismann, Robert. 2007. "**Shortage of workers may stretch many employers.**" Boston Globe, March 13.

Skills

Academic research

Cahill, Kevin E., Michael D. Giandrea, and Joseph F. Quinn. 2008. "**A Micro-Level Analysis of Recent Increase in Labor Force participation among Older Workers.**" Working Paper 2008-8. Chestnut Hill, MA: Boston College, Center for Retirement Research.

Dohm, Arlene. July 2000. "**Gauging the Labor Force Effects of Retiring Baby-Boomers.**" Monthly Labor Review. Washington, DC: Bureau of Labor Statistics, pp. 17-25.

Gustman, Alan L., and Thomas L. Steinmeier. 2004. "**Minimum Hours Constraints, Job Requirements and Retirement.**" Working Paper No. 10976. Cambridge, MA: National Bureau of Economic Research.

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Johnson, Richard W., Gordon B.T. Mermin, and Matthew Resseger. 2007. "**Employment at Older Ages and the Changing Nature of Work.**" Washington, DC: AARP Public Policy Institute and The Urban Institute.

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Turner, John A. 2006. "**Work At Older Ages: Is Raising the Early Retirement an Option for Social Security Reform?**" Work Opportunities for Older Americans Series, Working Paper 2007-13. Chestnut Hill, MA: Boston College, Center for Retirement Research.

General audience research

AARP. 2008. "**Golden opportunity: recruiting baby boomers into government.**" Washington, DC.

Bond, James, Ellen Galinsky, et al. 2005. "**Insights about Older Workers from the National Study of the Changing Workforce.**" Chestnut Hill, MA: Boston College, Center for Aging and Work/Workplace Flexibility.

Bovbjerg, Barbara D. 2005. "**Labor Can Help Employers and Employees Plan Better for the Future.**" Washington, DC: Government Accountability Office.

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Bovbjerg, Barbara D., and Robert N. Goldenkoff. 2008. "**Federal Agencies Face Challenges, but Have Opportunities to Hire and Retain Experienced Employees.**" Testimony to the U.S. Senate Special Committee on Aging. Washington, DC: Government Accountability Office.

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Choi-Allum, Lona. 2005. "**State Profiles of Workers 45+.**" Washington, DC: AARP.

Farrel, Diana, Eric Beinhocker, et al. 2008. "**Talkin' 'Bout My Generation: The Economic Impact of Aging Baby Boomers.**" San Francisco: McKinsey & Co., McKinsey Global Institute.

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Nelson, Brittnie, and Katherine Bridges. 2006. "**Preparing for an Aging Workforce: A Focus on New Hampshire Employers.**" Washington, DC: AARP.

Peterson, Suzanne J. and Barry K. Spiker. 2005. "Establishing the Positive Contributory Value of Older Workers: A Positive Psychology Perspective." *Organizational Dynamics* 34(2): 153-167.

Pitt-Catsouphes, Marcie, and Michael Smyer. 2007. "**The 21st Century Multi-Generational Workplace.**" Chestnut Hill, MA: Boston College, Center for Aging and Work/Workplace Flexibility.

Toder, Eric J., Richard W. Johnson, et al. 2008. "**Capitalizing on the Economic Value of Older Adults' Work: An Urban Institute Roundtable.**" Washington, DC: The Urban Institute.

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News Articles

Buote, Brenda J. 2008. "Late Shift: Inspired by a Long-Time Passion or Worried about Financial Security, Many Baby Boomers Are Pursuing New Careers." Boston Globe, July 10.

Pothier, Mark. 2008. "**65. And still going.**" Boston Globe Sunday Magazine, June 1.

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Government policies

Academic research

Gruber, Jonathan, and David A. Wise. 2005. "**Social Security Programs around the World: Fiscal Implications.**" Working Paper No. 11290. Cambridge, MA: National Bureau of Economic Research.

Schmidt, Lucie, and Purvi Sevak. 2006. "**Taxes, Wages, and the Labor Supply of Older Americans.**" Working Paper 2006-139. Ann Arbor: University of Michigan, Retirement Research Center.

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Federal Legislation

Pensions Protection Act of 2006 (PL 109-280)

Older Workers Opportunity Act 2005 (S. 1826)

Incentives for Older Workers Act (S. 2933)

Health Care and Training for Older Workers Act (S. 708).

Older Workers Opportunity Act 2007 (S. 709)

General audience research

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Bovbjerg, Barbara D. 2005. "**Labor Can Help Employers and Employees Plan Better for the Future.**" Washington, DC: Government Accountability Office.

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Yager, Jordy. 2007. "**Greg: Don't Let Boomers Go Bust**

Economic impact

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Gruber, Jonathan, and David A. Wise. 2005. "**Social Security Programs around the World: Fiscal Implications.**" Working Paper No. 11290. Cambridge, MA: National Bureau of Economic Research.

Hock, Heinrich, and David N. Weil. 2006. "**The Dynamics of Age Structure, Dependency, and Consumption**" Working Paper No. 12140. Cambridge, MA: National Bureau of Economic Research .

Kapteyn, Arie, James P. Smith, et al. 2007. "**Labor Market Status and Transitions during the Pre-Retirement Years: Learning from International Differences.**" Working Paper No. 13536. Cambridge, MA: National Bureau of Economic Research .

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