#68

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Q1

Define the problem: [Outline the challenge(s) your recommendation will address. Insert links to reports where appropriate.]

Respondent skipped this question

Q2

Pick your Master Plan for Aging goal(s): [Check the goal(s) your recommendation aims to fulfill. View MPA Framework document for reference]

Goal 1: Services & Supports. We will live where we choose as we age and have the help we and our families need to do so.

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Goal 3: Health & Well-being. We will live in communities and have access to services and care that optimize health and quality of life.

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Goal 4: Economic Security and Safety. We will have economic security and be safe from abuse, neglect, exploitation, and natural disasters and emergencies throughout our lives.

Q3

Choose your MPA Framework objective: [Check the objective(s) your recommendation will accomplish. View MPA Framework document for reference.]

Objective 3.1: Californians will live in communities with policies and programs that promote well-being throughout our lifespans.

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Objective 4.1: Californians will be economically secure throughout our life span with access to housing, food, and income as we age.

Q4

Outline your recommendation: [In one to two sentences, sketch out your idea for the Master Plan for Aging.]

Mature and aging adults will be supported in workforce opportunities and transitional plans as they decide to move towards retirement.

Q5

Identify and quantify your target population: [Describe which groups of Californians will be impacted by this recommendation, with numbers if available.]

Mature and aging adult workforce

Q6

Share your recommendations for an age-friendly California: [Insert detailed bullet points describing your Master Plan for Aging ideas.]

Baby boomers were the largest cohort entering the SS system
Historically, because of their vast numbers, boomers have overwhelmed every public large system (educational, jobs, schools, healthcare)
They are the largest contributor to the economy
They are the most highly educated population, and have benefited from the post war economy, and contributed more by spending
Mature and aging adults that remain in the workforce are better contributors to the economy, and remain healthier
There is a fallacy that older adults are less reliable due to health, when research has indicated that fertile individuals are less reliable due to tending to young children at home.
Mature adults are less likely to call in sick.
As mature and aging adults move towards retirement, companies can offer transitional schedules or shared jobs as individuals phase out of their job roles.
This benefits the company because they do not lose the knowledge and skills of mature individuals and allows for training of new staff.
Companies may also transition mature adults into retirement by allowing them to become consultants and offer them part-time work and still be subsidized by retirement benefits.
For individuals with the desire to remain in the workforce, there needs to be more support for aging workforce members.

Q7

Provide any supporting evidence for your recommendation: [Add links or summaries of research evidence that support your unique vision.]

As an aging workforce member myself, I feel very marginalized and that there is not opportunity for advancement. I have two graduate degrees that I dedicated my studies to the boomer cohort and workforce retention because I knew that I could see our health care and SS system would be overwhelmed. Our Federal Government has made no investment to workforce retention for mature adults and our workforce is deficit of skilled and educated workers.

Q8

Give examples of local, state or national initiatives that can be used as an example of best practices: [Provide any available links and sources.] Local: State: National: Other:

There are a couple large companies that have transitional / phased retirement programs

Q9

Provide a roadmap to implementation: [Insert any actions state agencies, legislators, counties, local government, or philanthropy can take to move this recommendation forward. Some of the entities listed below may or may not be applicable to each recommendation.] State Agencies/Departments: [action to be taken by Governor or specific state agencies] State Legislature: [legislation needed to implement recommendation] Local Government: Federal Government: Private Sector: Community-Based Organizations: Philanthropy: Other:

The longer people work, the longer they are contributing to the economy and to the SS system

Q10

Identify person-centered metrics: [What are the individual measures of inputs or outcomes that can be used to predict your recommended action's impact on people.]

Persons enrolled in program
Companies offering Phased / Transitional Retirement Programs

Q11   **Respondent skipped this question**

Measuring Success: [Describe specific metrics that could be used to empirically measure the effectiveness of your recommendation]

Q12   **Respondent skipped this question**

Measuring Success: [How would we know that the implementation of your recommendation is successful?]

Q13   **Respondent skipped this question**

Provide data sources: [What existing data can be used to measure success or progress?]: Existing data sources: [specify datasets, variables, and data owner/location] Suggestions for data collection to evaluate implementation of this goal when no data sources exist:

Q14   **Respondent skipped this question**

Identify potential costs and/or savings: [Provide any research, actuarial analysis or other evidence of the cost of, or potential savings from, implementing your recommendation.]

Q15   **High**

Prioritize your recommendation: [How would you prioritize your recommendation relative to other needs/priorities?]

Q16

Contact information: [Let's stay in touch!]

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