



NC DEPARTMENT OF HEALTH AND HUMAN SERVICES Division of Aging

All Ages, All Stages NC NC's Multisector Plan for Aging Affording Aging Webinar

David Richardson & Suzanne LaFollette-Black Workgroup Leads

Goals

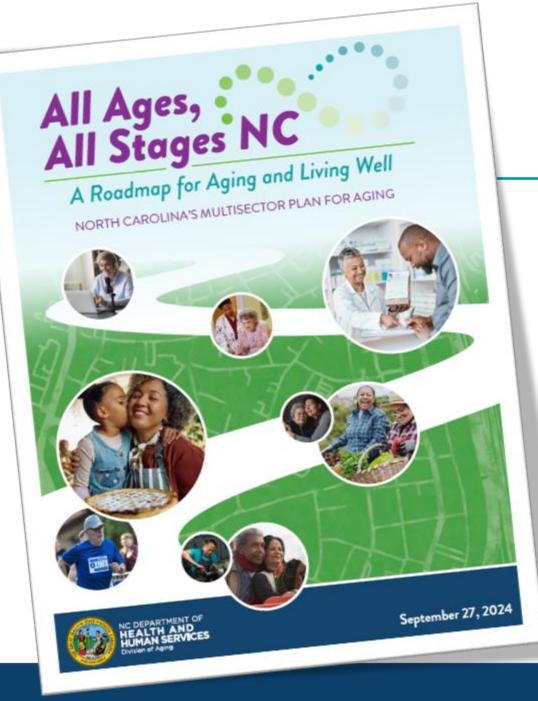
- Understand what All Ages, All Stages NC is
- Discover the structure and focus of the implementation subgroups guiding key recommendations.
- Gain insight from Bob Blancato's national perspective on addressing ageism, promoting age-inclusive workplaces, and advancing policies that support financial security and opportunity for older adults.
- Identify ways you and your organization can get involved in All Ages, All Stages NC and help shape its progress across North Carolina



Find our plan at https://www.ncdhhs.gov/imstillhere

What is All Ages, All Stages NC?

- It is our Multisector Plan on Aging!
- To do this we took a cross-sector, state-led strategic planning process that will help us transform our infrastructure and coordinate services for our rapidly aging population, and people with disabilities.
- Our plan elevates common goals, reduces duplication, and streamlines efforts!





Process of Developing NC's Plan





Multi-state Collaborative & Age My Way NC

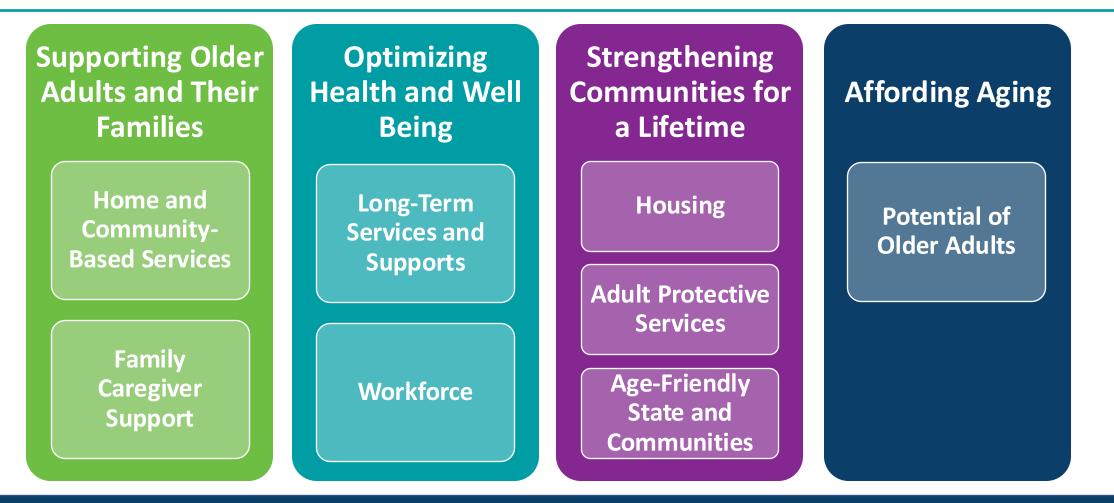
Executive Order 280



Plan Unveiling



Current Priorities





TOPIC AREA 4: Affording Aging

Affording Aging

North Carolinians will have the means to effectively plan for their later stages of life, including ensuring sufficient and sustainable financial provisions, fostering avenues for personal growth and for the betterment of their communities.

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Potential o

Older Adult





How We Define Affording Aging

- Ability to age with financial security
- Access to affordable long-term services and supports (LTSS)
- Protection against forced early workforce exit due to ageism or lack of flexibility
- Opportunity to work longer, if desired or needed
- Reducing reliance on Social Security as a sole income source
- Supporting unpaid caregivers with financial protections and resources
- Improved navigation of financial and care systems
- Addressing intergenerational economic strain
- Promoting economic equity across the lifespan
- Building sustainable and innovative funding models for aging supports



The Role of Collective Impact

- Establishing a unified vision that aging affordability is a shared community and state responsibility
- Centering the voices and leadership of older adults, caregivers, and diverse regional communities in decision-making
- Designing collaborative, sustainable solutions that address both financial and social dimensions of aging
- Coordinating across sectors to align resources, policies, and programs for greater effectiveness and reach
- Building a culture of continuous learning and accountability through data sharing and transparent progress tracking

Overview of Workforce and Trends AARP Employer Pledge and CAFÉ (Certified Age-Friendly Business) Programs/Resources

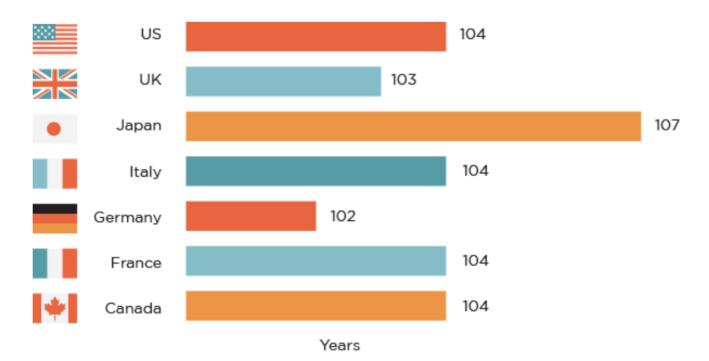
David Richardson & Suzanne LaFollette-Black

Get Ready for the 100-Year Life



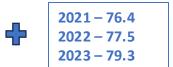


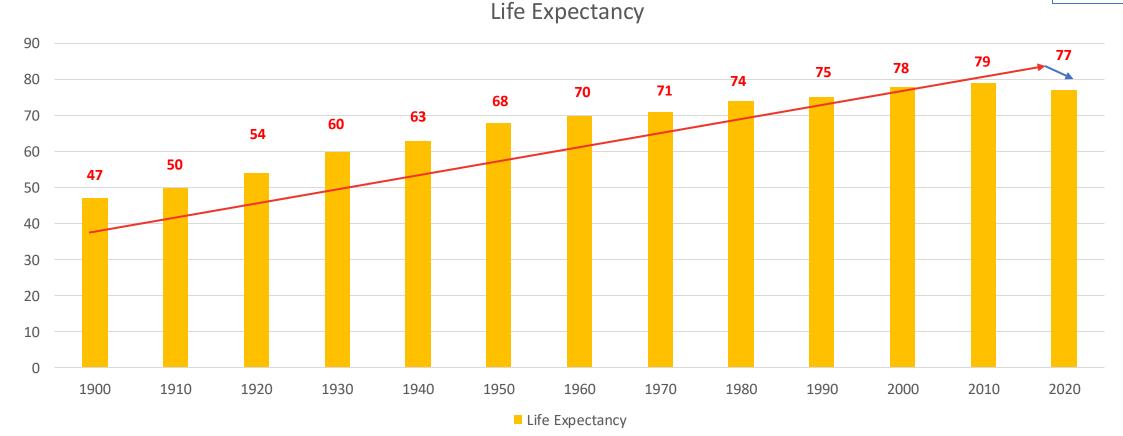
Oldest age at which 50% of babies born in 2007 are predicted to still be alive.



Source: Human Mortality Database, University of California, Berkeley (USA) and Max Planck Institute for Demographic Research (Germany). Available at www.mortality.org

Average Life Expectancy Gains: 1900-2020





Sources: National Vital Statistics Reports, Vol. 50, No.6. Life Expectancy at Birth, by Race and Sex, Selected Years 1929-98.; National Vital Statistics Reports, Vol. 49, No.12.Deaths, Preliminary Data for 2000.;U.S. Census Bureau. P23-190 Current Population Reports: Special Studies. 65+ in the United States.

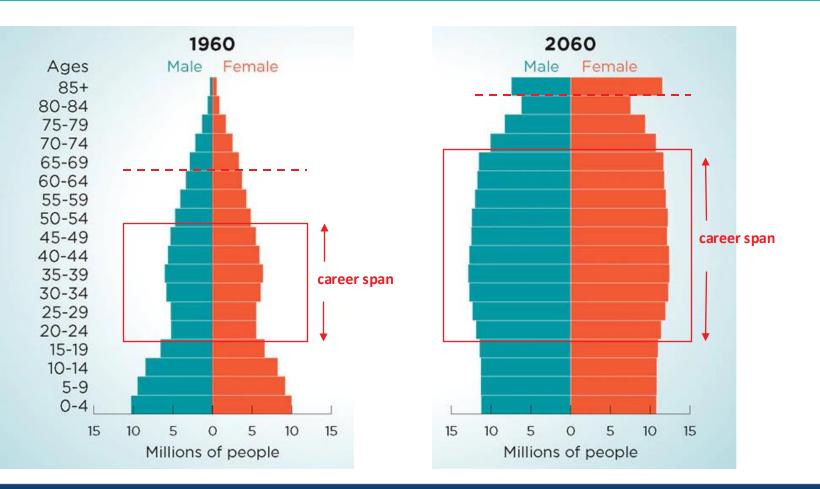


Longer Lives = Longer Careers

From Pyramid to Pillar: A Century of Change

Population of the United States

Average life expectancy



The Workforce is Both Aging and Shrinking

An age-diverse workforce is a talent management necessity

- We are on the cusp of a significant demographic shift affecting the U.S. labor market. Over the coming decades, more people will exit the workforce than will enter it.
- In the near future, the Bureau of Labor Statistics forecasts that workers 65+ will be the fastest-growing portion of the labor market, with other age groups either holding steady or declining.

"Declining populations or labor force participation rates among younger workers may lead to talent shortages. Retaining older workers can help employers address this challenge."

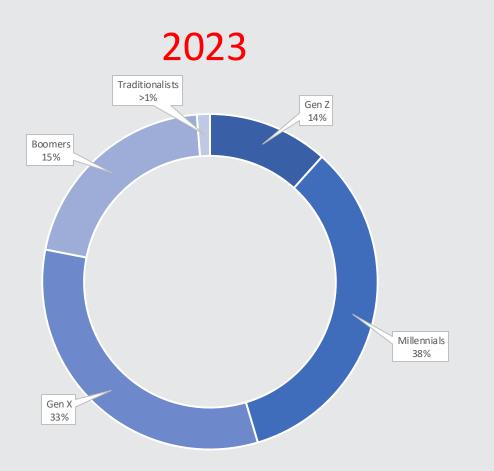


Sources: AARP Blog: How Population Age Shifts Will Affect the US Labor Market, 2024 https://blog.aarp.org/thinking-policy/how-population-age-shifts-will-affect-us-labor-market

Workforce Demographics



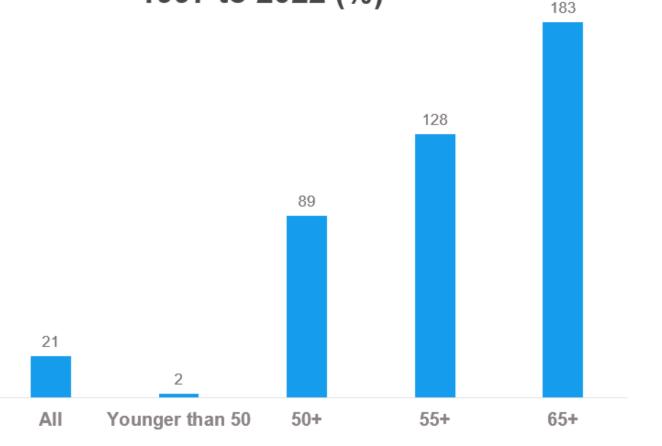
- There are **five generations** in the workforce
- Over half the workforce is 40+
- In 6 years, Millennials will start to turn 50
- By 2032, for the first time in U.S. history, adults 65+ will outnumber children 18 and under



The labor force grew 21% over the past 25 years

- The number of workers ages 50 and older increased 89%
- They accounted for 93% of total labor force growth between 1997 and 2022
- The number of workers younger than 50 increased only 2%

Growth in the Labor Force by Age, 1997 to 2022 (%)



Source: Author's estimates from the Current Population Survey. **Note:** Estimates refer to the last three months of the year.

Development of Soft Skills Takes Time

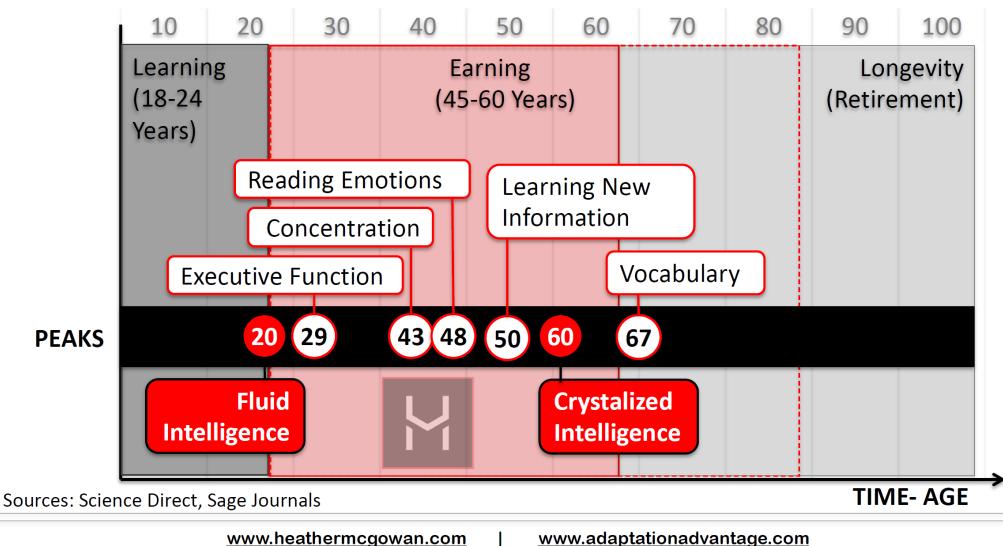
While more job tasks are being automated, soft skills remain critical

- The depth of experience and skill sets in an age-diverse workforce – whether technical, professional, or durable human skills – creates major opportunities for employers who can unleash those synergies.
- The best decisions result when people from different life and career stages work together to define problems and create solutions.



Multiple Generations = Multiple Types of Intelligence

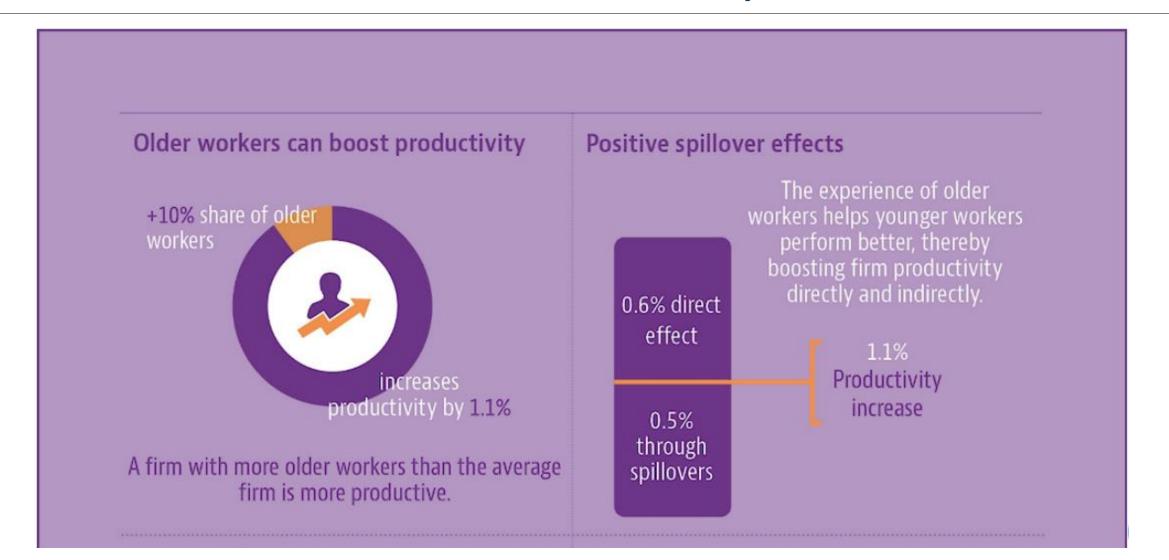






Benefits of Age Diversity

Older Workers Boost Productivity



Source: OECD Research, 2022

Strategic value of a multigenerational workforce

A proven way to improve team performance

- Research has shown that mixed-age teams perform better than homogenous-aged teams:
- In companies that utilized mixed-age work teams, the relative productivity of both older *and* younger workers was higher than in companies that did not use mixed-age teams.
- When the task "entails dealing with strategic and complex decision-making with vaguely defined problems in a dynamic setting...increased age diversity can lead to enhanced group discussions, better analysis and superior problem-solving."



Courtes y Getty I mages

Sources: Human Resource Management Journal, vol. 23, Issue 3, (2013); Personnel Psychology, 67, (2014); Labour Economics, 22, (2013); Journal of Applied Psychology, 93, (2008). https://ideas.repec.org/p/iso/educat/0093.html http://repec.business.uzh.ch/RePEc/iso/leadinghouse/0093.lhwpaper.pdf

Fostering Positive Work Culture

Open Communication

Encouraging open communication fosters trust and transparency, making teams more collaborative and effective.

Recognition and Celebration

Acknowledging achievements boosts morale and motivation, creating a more positive and enthusiastic workplace.

Work-Life Balance

Supporting flexible schedules and well-being ensures employees feel valued, leading to higher engagement and satisfaction.



90°F

Sunny

AARP



Show you're committed to an age-diverse workforce.

Introducing the AARP Employer Pledge Program. Creating an age-diverse workplace can help your organization be more productive and innovative. Join companies nationwide in affirming experienced workers.

Sign the pledge >

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Learn More

Sign Pledge

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AARP EMPLOYER PLEDGE CRITERIA

- Believes in equal opportunity for all workers, regardless of age
- Recognizes the value of experienced workers
- Recruits across diverse age basis groups and considers all applicants on an equal basis
- Believes that workers who are 50+ should have a level playing field in their ability to compete for and obtain jobs

For more information:

employerPledge@aarp.org

- <u>aarp.org/employers</u>
- <u>https://www.aarp.org/lp/employer-pledge-program/</u>



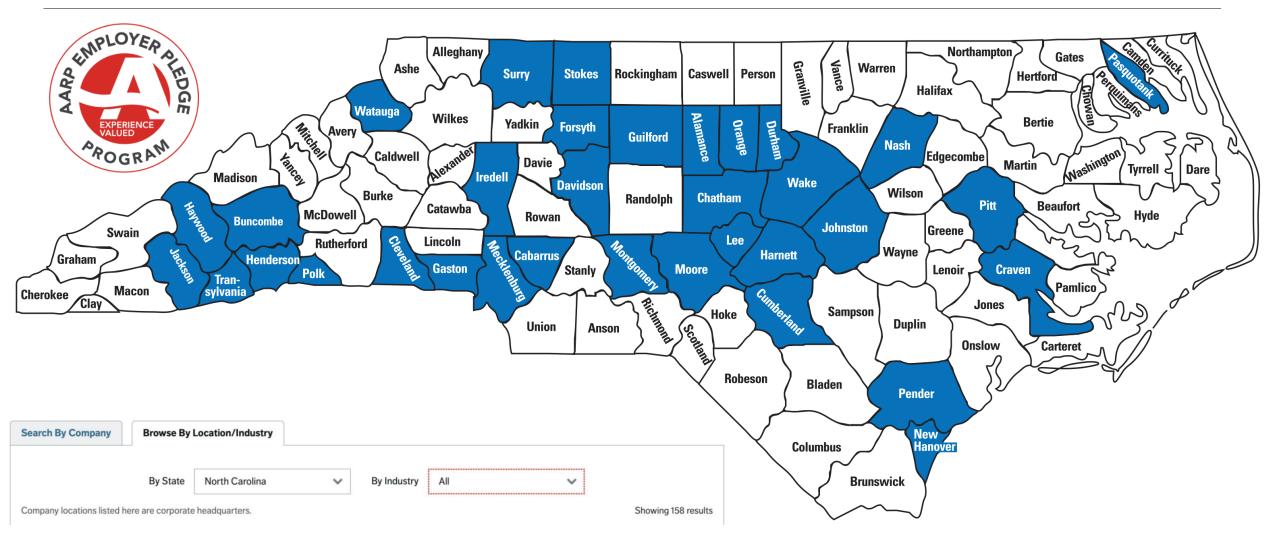


Over 115 Businesses have signed the AARP pledge in North Carolina

Employers range from large business, corporate business to non-profit, small businesses (see geographic map)

Opportunity to engage and build relationships with these businesses and expand our reach to other businesses

GEOGRAPHIC MAP OF PLEDGED NC AARP EMPLOYERS



25

https://www.aarp.org/work/employer-pledge-companies/

Certified Age-Friendly Employers Program (CAFÉ)

- The Age-Friendly Institute's non-profit-generating Certified Age Friendly Employer (CAFE) program is the world's leading certification program that identifies organizations committed to being the best places to work for employees aged 50+. Since the Certified Age-Friendly Employer (CAFE) Program was created in 2006, hundreds of leading companies and organizations have earned the distinction of being recognized as a Certified Age Friendly Employer.
- For more information: Send an e-mail to: info@agefriendly.com
- <u>https://institute.agefriendly.com/initiatives/certified-age-friendly-employer-program/</u>

Older Workers Stabilize Turnover

35-45

Percentage of Workers Who Switched Employers Each Year, By Age, 2020-2022 4.5% any given month 2.6% 2.1% 1.9% 1.7% 1.7%

45-55

55-65

65 +

Older workers are two-thirds (62%) less likely than younger workers to switch employers in

Younger workers often leave in order to move up, or because they are in demand.

Clear articulation of benefits and organizational mission can help attract & retain top talent.

Source: Burning Glass Institute Analysis

25-35

15-25

Knowledge Transfer – Get It Before Its Gone!

Three Types of Knowledge

- Explicit a recipe for bread
- Implicit cracking the eggs, measuring the flour
- Tacit when to stop kneading



...a Fourth?

• Networks, Relationships

Age Discrimination – Stubbornly With Us

"Based on what you have seen or experienced, do you think workers face discrimination in the workplace today based on age?" % say 'yes' 64% Gen Pop

Major Reason Minor Reason 37% 29% 28% 23% 19% 17% 13% Employers don't Discrimination Discrimination I want to work l am Weak economy want to pay my based on being from home, but based on my overgualified desired salary unemployed it's not allowed age

Top Reasons Driving Low Confidence to Find Another Job in 3 Months

Q34: Based on what you have seen or experienced, do you think workers face discrimination in the workplace today based on <u>race or ethnicity</u>? (Gen Pop: n=2000) Q35: Based on what you have seen or experienced, do you think workers face discrimination in the workplace today based on <u>age</u>? (Gen Pop: n=2000)

Programs and Resources for Older Workers (40+)

NEED A JOB:

- aarp.org/IndeedCareerServices
- aarp.org/work
- aarp.org/workskills
- aarp.org/jobsearchtoolkit
- Virtualevents.aarp.org/workjobs
 -hub
- my.aarpfoundation.org/work/fin ding-work

- AgeFriendly.com/Jobs
- **PROGRAMS**:
- BTW50+
- Work for Yourself@50+
- Back at Work 50+
- SCSEP(Senior Community Service Employment Program)
- aarp.org/startabusiness
- aarp.org/purposeprize

Age is the only bias every single person experiences.

Policy and Advocacy for Age-Inclusive Financial Stability

Robert "Bob" Blancato

President of Matz, Blancato & Associates in Washington, DC

National AARP Board of Directors and AARP Foundation Board

of Directors



Objectives

- Examine how structural ageism shapes policies that impact financial security, lifelong learning, and civic participation
- Analyze the economic and organizational costs of excluding older workers from employment opportunities
- Highlight the value of an age-diverse workforce, including knowledge transfer, mentorship, and sustained productivity
- Explore strategies to engage employers in adopting age-inclusive practices and becoming more age-friendly
- Identify policy levers and incentives that can drive broader adoption of age-inclusive employment practices across sectors
- Inspire bold, cross-sector action to challenge ageism and ensure every North Carolinian can afford to age well.

Age-Inclusive Financial Stability: Why This Matters Now





Current National Policy Landscape

- Social Security & Medicare: foundational supports
- Older Americans Act: services and protections
- Gaps: limited employment, retirement security, caregiving



Defining Ageism

• Definition: Stereotyping or discriminating based on age

 Often overlooked compared to racism or sexism

 Structural ageism in employment, media, healthcare



Ageism in the Workplace

- Misconceptions about older workers
- Discrimination in hiring, promotion, and training
- Limited access to tech training and flexible schedules



What an Age-Inclusive Workplace Looks Like

- Age-diverse teams and leadership
- Mentorship programs
- Flexible work and phased retirement options
- Lifelong learning and upskilling
- Age-neutral hiring practices





Age Inclusion in the Workplace

- Outcomes: Higher retention, increased innovation
- Examples Supportive Employer Programs:
 - AARP Employer Pledge Program
 - Multigenerational Employee Resource Groups (ERGs)



Employment Policy Solutions

- Enforce anti-age discrimination laws
- Incentivize hiring and retaining older workers
- Invest in upskilling and job transition programs
- Enforce the Age Discrimination in Employment Act (ADEA)
- Fund upskilling for older workers
- Incentivize employers to hire 50+ workers



Preparing for Retirement – Gaps and Opportunities

- 50% of households at risk of not maintaining standard of living in retirement
- Significant challenges for part-time, gig, and low-wage workers
- Need for automatic enrollment and savings portability





Retirement Savings

- 401(k), IRA, and myRA options
- State-facilitated plans:

Examples: CalSavers, OregonSaves, etc.

- Expand access and education for all income levels
- Improve protections against fraud and scams



Social Security: A Foundation Under Pressure

- 67M+ Americans depend on Social Security
- Trust fund depletion projected in early 2030s
- Without Congressional intervention, potential impact will produce benefit reductions





Strengthening Social Security

- Options under discussion:
 - Raise payroll tax cap
 - Adjust retirement age (controversial)
 - Gradual benefit adjustments
- Importance of protecting low-income beneficiaries



Financial Security for Family Caregivers

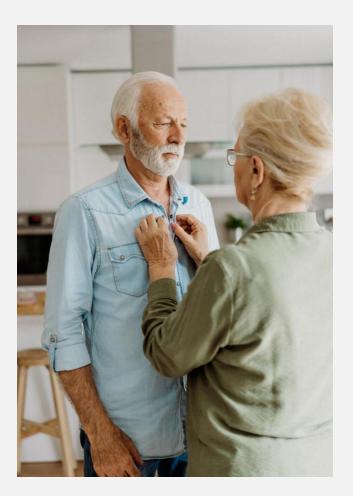
- 48 million+ Americans provide unpaid care
- Economic toll: lost wages, career disruption, health decline
- Policy solutions needed: tax credits (i.e. Credit for Caring Act), paid leave, respite care





Credit for Caring Act S.925/H.R. 2036

- Proposal: provide a federal tax credit for family caregivers
- Up to \$5,000 credit for eligible expenses
- Recognizes economic
 value of unpaid caregiving
- Bipartisan support but stalled in Congress





Conclusion & Call to Action

Older adult voices have power in shaping policy and are the deciding bloc in elections

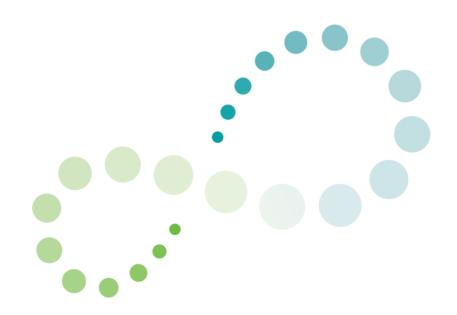
Advocacy actions can:

- Combat ageism, promote inclusion, and support financial stability
- Protect Social Security, pass caregiver tax credits, expand savings access





Subgroup Highlights: Implementation in Action



2 Subgroups and 5 Recommendations

Subgroup 1: Ageism and Engagement

- 1. Volunteer Engagement Workgroup: Strengthen and expand volunteer engagement opportunities
- 2. Workforce Workgroup: Expand appropriate employment opportunities for older workers
- 3. Education Workgroup: Launch ageism education and advocacy campaigns to promote positive attitudes towards aging

2. Subgroup 2: Financial Education and Planning

- 1. Increase financial education and literacy
- 2. Implement pre-retirement planning programs in the public and private sectors



Volunteerism - Age 65+ in North Carolina

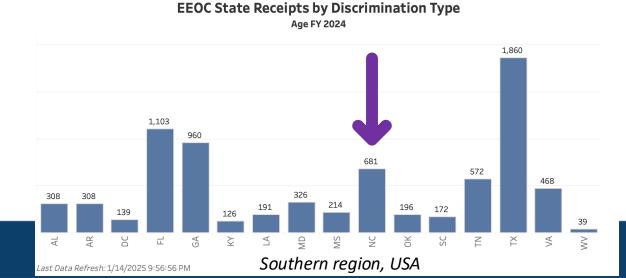
North CarolinaNorth CarolinaValueRank22.2%32/50



- Volunteer Participation: Approximately 24.1% of North Carolinians aged 65 and older engage in volunteer activities, aligning closely with the national rate of 24.8%.
- Perceptions of Ageism: A national survey revealed that 56% of older adults have experienced agerelated discrimination; state-specific data is currently unavailable.
- 681 EEOC age discrimination cases in NC (2024);
 4.2% of EEOC age-discrimination cases nationwide.



Source: AmeriCorps https://americorps.gov/sites/default/files/document/CEV2023Spotlight VirtualVolunteering 11012024 508 final.pdf; *Includes virtual and hybrid volunteering.



• 2023 North Carolina Aging Profile - Slide Deck; EEOC

Ageism and Engagement Subgroup Updates

- Subgroup Leaders
 - Dr. Tina Newsham, Dr. James Chappel
- Year 1 Subgroup Focus:
 - The Ageism and Engagement Subgroup is advancing three focus areas -Volunteer Engagement, Workforce, and Education- with each group developing targeted strategies:
 - Volunteer Engagement: Prioritize promoting volunteer opportunities that make aging more affordable (for the volunteer or the beneficiaries of the volunteer service), share success stories to raise awareness, and create simple tools to support organizations that host paid older volunteers (RSVP, VISTA) or draw on volunteers to provide cost-saving services for older people (home repair/modification for safely aging in place, VITA, SHIIP).
 - Workforce: Identify existing age-friendly employers, document flexible workplace best practices, and build partnerships to address age discrimination.
 - Education: Scan current pre-k-12 curricula statewide for aging-related content, engage -educators at all levels to integrate aging content across disciplines, and develop long-term strategies for workforce and policy support for aging-related education.



Financial Education Data Spotlight

- In a national assessment (National Financial Capability Study conducted by the FINRA Investor Education Foundation):
 - Only 35% of adults aged 60 and above could answer four out of five financial literacy questions correctly
 - 47% of U.S. adults aged 60+ report feeling confident about managing their finances,
- The 2021 AARP Survey found that only 41% of people aged 50-64 have a written retirement plan, and even fewer just 28% of people aged 65+ have a retirement plan in writing. (<u>AARP</u>).
- A 2020 study by the National Endowment for Financial Education (NEFE) found that only 38% of older adults (aged 55 and above) feel they have received enough financial education to make informed decisions about their finances. (<u>NEFE</u>).



Sources of Income, 65+*

• 2023 North Carolina Aging Profile - Slide Deck

Source: U. S. Census Bureau, American Community Survey 2023, 5-year estimates. Table S0103: Population 65 and over, https://data.census.gov/cedsci. * As % of population 65 and older

Financial Education and Planning Subgroup Updates

• Subgroup Leaders

- <u>Financial Education and Planning</u>: Dr. Shahriar Mostashari, Dr. Sandy Gregory, Dr. Jeff Hutchins
- Year 1 Subgroup Focus:
 - Gathering age-specific financial education resources across all adult life stages to build a statewide toolkit, while engaging partners to expand expertise and promote multigenerational financial wellbeing.

Public Q&A





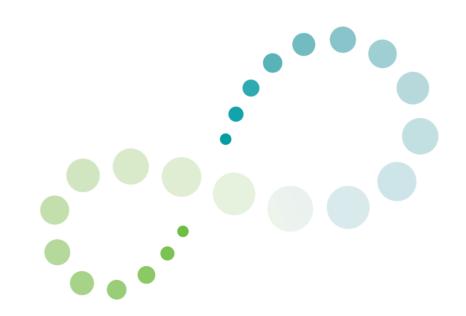


Discussion Prompts

- What resonated most with you from today's presentation?
- Based on the subgroup updates, are there opportunities you see to align your work or collaborate?
- Are there any gaps or missed perspectives in the subgroup focus areas that you want to raise?
- What would make it easier for you or your organization to stay engaged with the implementation phase?
- How can we better connect state-level planning with local needs and realities?



Closing Remarks





What Do We Want You to Take Away?

• Aging is a lifelong process.

We all have a stake in shaping the systems that will support us - our families, our neighbors, and our communities.

- Affording aging is not just a personal challenge -it is a public priority. From workforce participation to retirement savings, from caregiving to housing costs, we need coordinated solutions that make aging financially sustainable for all.
- The plan is ready. The vision is bold.

Implementation requires partnership. We need your expertise, your leadership, and your advocacy.

• This is not about starting from scratch.

It is about aligning what we already do, health care, long-term services and supports, community infrastructure, with a shared framework for impact.

How Can You Get Involved?



- Share the plan with your team
- Align policies and funding with the plan's action steps
- Share successes, lessons, stories, and data to inform statewide efforts to AAASNC@dhhs.nc.gov
- Join our workgroup and stay engaged

Thank you. We appreciate your interest and involvement in this work.



Find our plan at https://www.ncdhhs.gov/imstillhere