Generational Differences AND the Workplace

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Variation Matters

- Heterogeneity within generations
- Differences among generations
- Geographic variations

What is "retirement"?

Receives retirement income AND

- The past: out of the workplace totally
- The Baby Boom front half
 - Out of the workplace totally
 - Year-round summer camp
 - Health and financial issues
 - Retire-ish: Year round part time combinations
 - Older workers
- The Baby Boom back half?

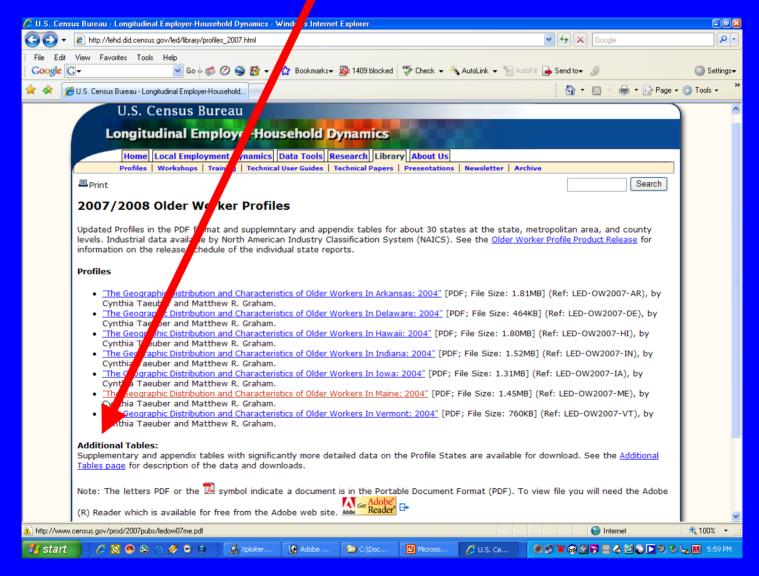
Older workers not in the LED universe

- Railroad workers
- Workers for some nonprofit organizations
- Self –employed and independent contractors
- Federal govt. employees

What the LED tells us about older workers

- In what industries are older workers most likely to be employed?
- Industries with a high percentage of older workers?
- Turnover?
- At what income levels?

Data for Comparisons – Younger Workers and Geographic Areas



Use Multiple Data Bases

- Too many factors for one data base
- •LED, ACS, administrative records
- •Other data bases on wealth, health, volunteerism, pensions, benefits

Research and Data Needs

- Data needs
 - Expand the universe
 - Include more characteristics (race/ethnicity, occupation, pensions, benefits)
- Research
 - What are characteristics of older workers and firms that employ them?
 - -Some states may be harbingers of the future; e.g., IA, FL; or CA, AZ
 - Generational comparisons

Policy Uses

- Firms need to plan for the eventual loss of experienced workers and the payout of pensions.
- State planners can monitor the impact of changes in the workforce and emerging trends.
- Government policy for retirement income, housing, health care, transportation.
- Effect of immigration policy on workforce needs and retirement policies.
- Effects of globalization jobs can move outside the U.S. to meet shortages