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