

# QuickFACTS

From the MetLife Mature Market Institute®  
www.MatureMarketInstitute.com



"Our aspirations are our possibilities."

Robert Browning

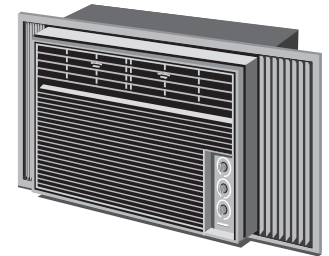
## INFORMATION ABOUT RETIREMENT, LONG-TERM CARE, AND THE MATURE MARKET

Welcome to *QuickFACTS*, a monthly fact sheet produced by MetLife's Mature Market Institute. Our focus is the emerging market of people 50+. We compile recent news and developments on retirement, aging, and long-term care issues that impact our business and our customers. Ideas and comments for the editor are welcome at [kobrien@metlife.com](mailto:kobrien@metlife.com) or by phone, 203-454-5386.

### An Ounce of Prevention

The U.S. Environmental Protection Agency (EPA) offers a series of fact sheets for older adults and their caregivers to help them protect their health and reduce exposure to environmental hazards. Topics include the impact of environmental hazards for those with heart and lung disease and the dangers of exposure to excessive heat. The fact sheets can be downloaded in multiple languages at <http://epa.gov/aging/resources/factsheets/index.htm#fs> and in large font at <http://epa.gov/aging/resources/factsheets/index.htm#lowvision>.

Printed copies may be ordered at <http://epa.gov/aging/resources/order.htm>. ■

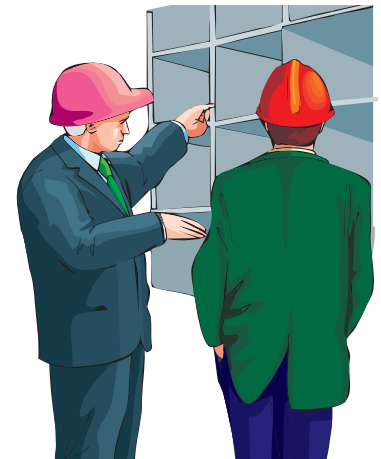


### Responses to an Aging Workforce

According to a survey of more than 480 U.S. employers, the most commonly identified strategies in place to retain retirement-eligible workers are alternative work schedules (48%), consulting assignments (42%), and flexible or alternative benefit programs (24%). To ensure successful transfers of knowledge, 32% indicate they currently encourage intergenerational work teams, while 31% have formal mentoring programs. ■

*The Real Talent Debate: Will Aging Baby Boomers Deplete the Workforce?*  
Buck Consultants, Corporate Voices for Working Families, and WorldatWork  
2007

[www.cvworkingfamilies.org/issues/publications.shtml](http://www.cvworkingfamilies.org/issues/publications.shtml)



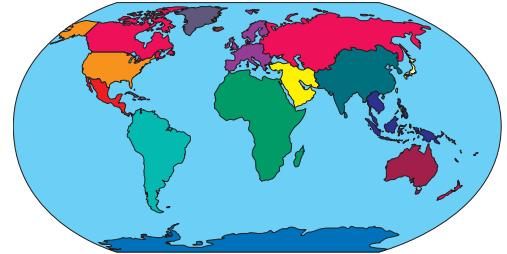
## Alzheimer's Disease: Worldwide Concern

According to research from Johns Hopkins Bloomberg School of Public Health, more than 26 million people worldwide suffered from Alzheimer's disease in 2006, with that number expected to grow to more than 106 million by 2050. By 2050, one in 85 individuals will have Alzheimer's disease and 43% of those with the disease will need a level of care equivalent to that provided in a nursing home. ■

### *Alzheimer's Disease to Quadruple Worldwide*

John Hopkins Bloomberg School of Public Health  
Public Health News Center  
June 10, 2007

[www.jhsph.edu/publichealthnews/press\\_releases/2007/brookmeyer\\_alzheimers\\_2050.html](http://www.jhsph.edu/publichealthnews/press_releases/2007/brookmeyer_alzheimers_2050.html)



## Greater Numbers of Women Age 55+ Working

Analyzing the *Current Population Survey* of the mid-1980s and the mid-2000s, the Center for Retirement Research at Boston College reports that there has been a dramatic increase in the number of women ages 55-64 in the workforce since 1990. While the participation rate of women ages 55-64 stayed slightly over 40% from the 1970s through the late 1980s, it rose steadily after that time, reaching 58% in 2006. The increase stems from the fact that more women are working as they enter these years, while fewer in this age range are retiring. ■

Leora Friedberg

*The Recent Trend Towards Later Retirement*

Work Opportunities for Older Americans, Series 9

March 2007

[www.bc.edu/centers/crr/issues/wob\\_9.pdf](http://www.bc.edu/centers/crr/issues/wob_9.pdf)



## Web Watch

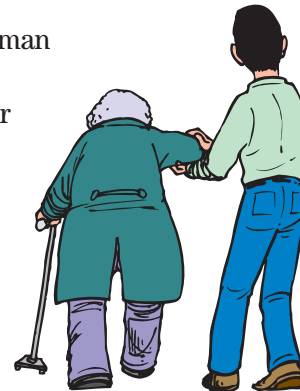
Healthfinder.gov is a website developed by the U.S. Department of Health & Human Services and other federal agencies. The site includes a searchable health topic library, over 50 interactive online checkups, and consumer guides related to a variety of topics including long-term care, prescription drugs, and Medicare. The site, [www.healthfinder.gov](http://www.healthfinder.gov), also provides links to selected information and websites for over 1,500 health-related organizations. ■



## Workplace Benefits for Eldercare

According to the Society for Human Resource Management's *2007 Benefits* survey of Human Resource professionals, 21% report that their companies offer eldercare leave that goes above the federal Family Medical Leave Act (FMLA) requirements. In addition, 14% offer it above and beyond state FMLA. The most frequently offered eldercare benefit is an eldercare referral service (22%). Additionally, 4% indicate they provide eldercare services for unexpected events, while 3% subsidize the cost of eldercare. ■

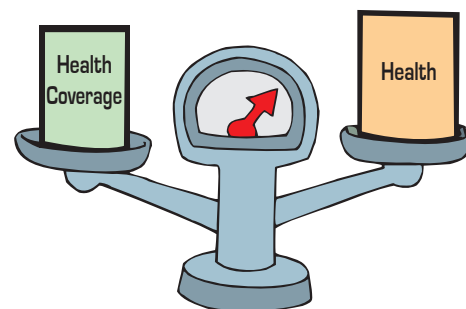
*2007 Benefits – A Survey Report by the Society for Human Resource Management*  
Society for Human Resource Management  
June 2007



## Health and Health Coverage Impact Retirement Dates

According to a GAO report, health status and retiree health insurance benefits are important factors in determining when to retire. The odds of retiring before age 62 are more than twice as high for men who report health limitations as for those who do not. Women who report poor to fair health are 1.5 times more likely to retire before age 62 than those in good to excellent health. Men who have retiree health insurance are twice as likely, and women almost twice as likely, to retire before age 62 than those without these plans. ■

*Retirement Decisions: Federal Policies Offer Mixed Signals about When to Retire*  
United States Government Accountability Office (GAO)  
Report to Congressional Committees  
July 2007  
[www.gao.gov/new.items/d07753.pdf](http://www.gao.gov/new.items/d07753.pdf)



## Reverse Mortgages: Numbers Rising

A partnership among government, aging services organizations, and the reverse mortgage industry, *Use Your Home to Stay at Home*, has been established to increase awareness about how reverse mortgages can help older Americans age in place. While the percentage of Americans age 62 and over who are obtaining reverse mortgages remains very small, the numbers are rising. With fewer than 6,000 issued annually prior to 2000, by 2007 the Federal Housing Administration (FHA) insured 9,349 reverse mortgages in one month alone. ■

Arlene Karidis  
*Using Your Home to Stay at Home*  
Innovations  
National Council on Aging  
Issue 2, Summer 2007



## International Ageing



Of all industrialized countries, Japan had the highest rate of participation of older individuals in the workforce in 2005, with 30.1% of individuals age 60 and over in the labor force. The United States ranked second with 25.6%. The gap between the two countries is highest for men, with 40.5% of Japanese men age 60 and over working, compared with 30.4% of American men. The percentage of working women in this age category was fairly similar at 21.2% for Japan and 21.7% for the United States. ■

John B. Williamson and Masa Higo  
*Older Workers: Lessons from Japan*  
Center for Retirement Research at Boston College  
Work Opportunities for Older Americans  
Series 11, June 2007  
[www.bc.edu/centers/crr/wob\\_11.shtml](http://www.bc.edu/centers/crr/wob_11.shtml)

## Adult Day Services: A Valuable Resource

Adult day centers are an important resource for both individuals with chronic illness and the families who care for them. Currently, more than 3,500 adult day centers provide care for 150,000 older Americans each day. Among those using adult day services, 50% have some cognitive impairment and 59% need assistance with two or more activities of daily living such as bathing, dressing, eating, toileting, and transferring. ■

*Adult Day Services: The Facts*  
National Adult Day Services Association  
[www.nadsa.org/adsfacts/default.asp](http://www.nadsa.org/adsfacts/default.asp)



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