

## Fitness and It's Future Impact on the Workplace

According to the U.S. Social Security Administration, as of July 1, 2005, there were 78.2 million “Boomers” in the U.S. that were born between 1946 and 1964. Also, the Social Security Administration states that an average of 7,918 people will turn 60 years old every day between now and 2024. Advances in medicine and the new understanding of the role exercise plays in length and quality of life will mean that our country will see an increasing number of active people living longer than ever before.



All of these fit “Boomers” are going to have another major impact. According to the Employment Policy Foundation (EPF), a labor shortage is expected to transform the workplace over the next 25 to 30 years as many of the “Boomers” enter retirement. This will widen the gap between baby boomers and recent college graduates entering the workforce. Employers are going to have to compete for skilled workers, a battle that will leave many positions vacant. One obvious solution is to attract the experienced and skilled “Boomer” that might otherwise retire. Older workers in large numbers will respond to businesses that offer more options and provide support to enhance personal and workplace balance. **The healthy, active older workers with skills and experience will truly be an asset to companies in the coming decades.**

Below are some tips to consider if you decide to structure a more attractive environment for older workers:

- Offer phased retirement as an alternative to standard retirement policies.
- Explore innovative ways to avoid career stagnation for long-tenured workers.
- Consider flexible scheduling that provides options for working full or part time.
- Have trainings and workshops to eliminate age related bias in the workplace.
- Use “cafeteria” style benefit packages to offer more flexibility to older workers.

First Sun organizational consultants are available to assist with this and other subjects that could affect your workplace. Just give us a call, toll free at **800-968-8143** or in Greater Columbia at **803-376-2668**.

For more information on this topic as well as other risk management situations, please see our website at: [www.firstsuneap.com](http://www.firstsuneap.com).