



# QuickFACTS<sup>®</sup>

"It's Spring again.  
I can hear the  
birds sing again."

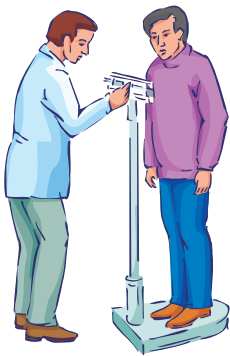


Kenneth Gamble / Leon Huff

## INFORMATION ABOUT AGING, LONGEVITY, 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 workplace, retirement, caregiving, and longevity issues that impact our business and our customers. Ideas and comments for the editor are welcome by e-mail at [fradding@metlife.com](mailto:fradding@metlife.com) or by phone, 203-454-5302.

### Wellness at Work

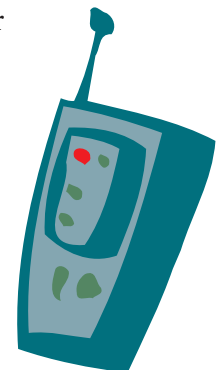


Many employers who are interested in instituting wellness programs may hesitate due to the myriad of regulations covering such initiatives. When implementing a program such as a health risk assessment, employers will want to be aware of all legal requirements regarding privacy and nondiscrimination, and avoid the appearance of being Big-Brother-like. One key to avoiding privacy complaints is to use a third-party provider to collect the data, ensuring that the employer receives only aggregate information. Prior to rolling out the HRA, it is crucial for employers to educate managers and employees so that employees understand that individuals receive their own test results, while the employer only receives the aggregate.

Stephanie Overman  
"Prescribing Wellness"  
*HR Magazine*  
March 2010

### A Growing Market

The annual Consumer Electronics Show has been taking note of the changing demographics. For the second year in a row, it has included an exhibition, the Silvers Summit, devoted to the needs of older adults and their caregivers. On display at the Silvers Summit were a number of products that make use of the Web's communication capabilities, enabling families to receive updates from caregivers, use tools such as a calendar to coordinate medical appointments, and others such as the next generation of fall detection devices. As the aging population grows, consumers can expect to see a surging silverttech industry.



Paula Span  
"Old Age, New Gizmos"  
*New York Times*  
January 6, 2010  
[Click for link to article](#)



## Web Watch

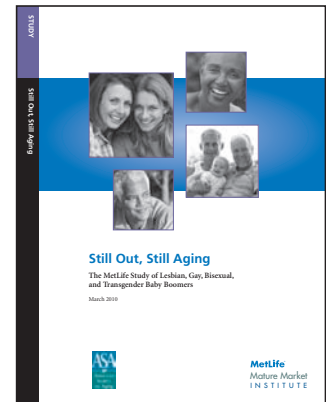
The Center for Retirement Research at Boston College has created a colorful and easy-to-understand guide, the *Social Security Claiming Guide*, that answers questions and clarifies issues crucial to making the very important decision about when to start taking Social Security. The guide is accompanied by a short brochure that gives an overview of the dilemmas facing individuals and couples. The site, [http://crr.bc.edu/social\\_security\\_guide](http://crr.bc.edu/social_security_guide), also contains links to the various publications referenced in the guide.

## Lesbian, Gay, Bisexual, and Transgender Baby Boomers

LGBT Baby Boomers have withstood many years of discrimination and say their approach to retirement and aging has been shaped by these experiences. *Still Out, Still Aging: The MetLife Study of Lesbian, Gay, Bisexual, and Transgender Baby Boomers*, conducted with the American Society on Aging (ASA) and its constituent group, the LGBT Aging Issues Network (LAIN), shows LGBT Boomers will approach retirement differently than the general population and most will delay retirement until they are 70. Largely single and living alone, they will rely more on close friends than family for support as they age.

*Still Out, Still Aging: The MetLife Study of Lesbian, Gay, Bisexual, and Transgender Baby Boomers*  
MetLife Mature Market Institute, American Society on Aging, and its constituent group,  
LAIN (the LGBT Aging Issues Network)  
March 2010

**Click for link to study**



## Older Workers Wanted

**HELP  
WANTED**

According to a new report, *After the Recovery: Help Needed*, released by the MetLife Foundation and Civic Ventures, a worker shortage is expected by 2018. The report, based on data from the Bureau of Labor Statistics and the U.S. Census Bureau, finds that after the economy improves, the number of jobs that will be created could exceed the number of available workers by up to 4 million. As much as 47% of these new jobs will be in the social sector, defined as industries such as health care, social assistance, nonprofit community, and government, areas that will leverage the experience and credentials of older workers.

Barry Bluestone, et al

*After the Recovery: Help Needed—The Coming Labor Shortage and How People in Encore Careers Can Help Solve It*

Civic Ventures

March 2010

**Click for link to report**

## Alzheimer's Disease on the Rise

The Alzheimer's Association's latest report, *2010 Alzheimer's Disease Facts and Figures*, illustrates how the disease is the nation's largest single looming threat to public health. Currently there are 5.3 million Americans with the disease, and someone is diagnosed with the disease every 70 seconds. It is estimated that by around 2050, that rate will increase to once every 33 seconds. While death rates for heart disease, breast and prostate cancer, stroke, and HIV/AIDS have all declined during the period 2000–2006, deaths from Alzheimer's disease have risen by 46.1%, and this year there will be a half a million more people afflicted by the disease.



News Release

"New report says African-Americans and Hispanics more likely to have Alzheimer's disease and dementia than whites"

March 9, 2010

Alz.org

[Click for link to news release](#)

## Planning for a Long Life in Retirement



In a recent LIMRA report on retirement, it was found that of the nearly 47 million American pre-retirees between the ages of 50–64 who are 5–10 years away from retirement, 65% expect to live only 20 years or less in retirement. By the time people are 3–5 years into retirement, 66% believe that they will live 20 or more years. The report points out that as people enter retirement, their expectations of their potential longevity become more realistic, and that younger people are less inclined to plan for longevity risk.

*The Retirement Income Reference Book*

LIMRA

LIMRA.com

## Older and Wiser

In a research study from the University of Michigan, cited in the Proceedings of the National Academy of Sciences, it was found that older people have an advantage over younger people when it comes to dealing with conflict. Older people were seen as having greater social wisdom and are better able to recognize differences in values, and are better able to acknowledge uncertainties as well as differing points of view. The study compared the responses from various age groups that were asked to compare outcomes of hypothetical conflicts. The researchers were not surprised that education, IQ, and economic status were significantly related to increased wisdom, and they anticipated that age would also be related, but they were surprised how strongly the results reinforced the notion that wisdom increases with age. Employers will want to take note of the critical importance of keeping older workers in the workplace.

Randolph E. Schmid

"Social wisdom increases with age, study shows"

MSNBC.com

April 6, 2010

[Click for link to article](#)



## Mars and Venus: Not So Different



EBRI's 20th annual Retirement Confidence Survey included an examination of how men and women compare when it comes to planning and saving for retirement. The survey found that both men and women are equally likely to save for retirement, contribute to a workplace retirement savings plan, and have an individual IRA. The sexes also share a median expected retirement age of 65, even while they both expect to work for pay in retirement (74% of men and 66% of women). The survey found that one area in which they differ is their level of confidence about several of the various financial aspects of retirement: Men are more likely to say they are very confident, especially when it comes to feeling that they have done a good job of saving and preparing for a comfortable life in retirement, as well as saving for long-term care in retirement.

2010 RCS Fact Sheet #5  
*Gender Comparisons Among Workers*  
 EmployeeBenefitResearchInstitute.com  
**Click for link to Fact Sheet**

## Grandma in the House

According to a recent Pew Research Center report, 57% of adults over the age of 65 lived in multi-generational households in 1900. That number had been declining over the past several decades due to factors such as the advent of Medicare and Social Security, enabling healthy older adults to live independently. By 1990, only 17% of older adults lived in multi-generational households. However, since the great recession, that trend has been reversing. Currently, it is estimated that 20% of older adults over age 65 live in multi-generational households, and 58% of them are not heads of household.

Paul Taylor, Project Director, et al  
*The Return of the Multi-Generational Family Household: A Social and Demographic Trends Report*  
 Pew Research Center  
 PewSocialTrends.org  
 March 18, 2010  
**Click for link to report**



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