



Living, Learning & Earning Longer Collaborative Meeting Summary External Memo

On November 17, 2021, the Living, Learning & Earning Longer (LLEL) Collaborative hosted its fifth and final meeting of the year. During this meeting, the World Economic Forum highlighted its Future of Work initiative, a representative from WorkRise presented on equitable workforce practices, and Jean Accius moderated a conversation on the ‘Great Resignation.’ Below is a quick recap of the session.

World Economic Forum Update

Aidan Manktelow, Future of Work Project Lead at the World Economic Forum, gave an overview of the trends that the Center for the New Economy and Society is focused on and how they relate to the Living, Learning, and Earning Longer Collaborative initiative.

The Center aims to foster a prosperous, resilient, and equitable economy that provides opportunities for all and keeps in mind the needs of a multigenerational workforce. Manktelow highlighted the Center’s engagement in efforts to develop collaborations that bring business, government, and other purpose-driven communities together.

Manktelow went on to break down figures from the Center’s jobs report released last October, citing how the changing dynamics of the economy will increase needs for reskilling opportunities for current workers. The next edition of the jobs report is planned to be released in June 2022.

Keynote Remarks

In his keynote remarks, Todd Greene, Institute Fellow and Executive Director at WorkRise Urban Institute, discussed equitable workforce practices. He highlighted the disparity between rising economic growth in the United States and stagnant wages.

Greene outlined the core research pillars that guide WorkRise’s exploration of factors affecting economic mobility. He explained their research model utilizes a series of working groups to engage diverse stakeholders. One of these working groups is conducting a landscape review of employer practices and economic mobility – the full results of which will be released in early 2022. The working group identified six key factors that influence economic mobility: Wages/Compensation, Scheduling, Paid Leave, Hiring Practices, Promotion Practices, and Work Systems.

Greene further broke down core metrics of job quality that go beyond wages and benefits – including dignity within the workforce and a working environment that is mindful of health and safety.

Group Discussion

Part 1: Attendees were asked to share reactions to Todd’s presentation as well as any research interests they have related to building a more equitable and resilient labor market.

Some of key comments shared include:

- Employers are increasingly focused on the wellbeing of their employees as we move into a new phase of the pandemic amid the spread of Omicron. Will that lead to changes in the resources and benefits they provide? If so, how?
- Companies recognize that maintaining a more equitable workforce with a strong work-life balance is critical to retaining employees.

Part 2: Jean C. Accius, PhD, Senior Vice President of Global Thought Leadership for AARP, next led a discussion about ‘The Great Resignation’ seen in the labor market, and he posed questions to the group about the implications of this trend on the workforce. Some of the key takeaways shared were:

- The effects of ‘The Great Resignation’ on the workforce are not fully yet known, but they could be substantial in the short-term and long-term.
- Employers need to shift their strategies holistically – from hiring and recruiting, to offering increased flexibility and more competitive benefits packages – in order to be more attractive to employees.

Closing Comments

Jeff Gullo, Senior Advisor for AARP International closed out the call by announcing that the LLEL initiative is excited for their upcoming work in 2022 and beyond. A series of draft tipsheets based on OECD research released in December 2020 will be circulated soon, and in early 2022, one-on-one interviews with Collaborative members will begin to help PPS & AARP gain a better sense of each organization’s advancements in the age, diversity and inclusion space.