



Living, Learning & Earning Longer Collaborative Meeting Summary

On March 24, 2021, the Living, Learning & Earning Longer (LLEL) Collaborative hosted its first meeting of the year. The following is a quick recap of the discussion.

Areas for Collaboration

In his opening remarks, Jean C. Accius, PhD, Senior Vice President of Global Thought Leadership for AARP, laid out areas for LLEL members to collaborate through communication, deeper engagement, and growth this year and beyond.

- 1. Translating Insights into Action:** Determining which strategies learned from recent reports can be implemented in workplaces to create a more age-inclusive workforce.
- 2. Accelerating Change:** Persuading businesses who support a multigenerational workforce to include age in their diversity, equity and inclusion (DEI) policy.
- 3. Leveraging Opportunities:** Working with both the public and private sector to develop the right ecosystem where both employers and employees can all prosper.

LLEL Collaborative Update

Jeff Gullo, Senior Advisor for International at AARP, reported that 53 companies have joined the LLEL Collaborative, representing nearly two million employees and over a trillion dollars in revenue. He also shared [a video](#) providing an overview of the Growing With Age Digital Learning Platform. To visit the platform, go to aarp.org/growingwithage.

JUST Capital Survey of Employers and Workers

Liz Kneebone, Senior Manager of External Engagement with JUST Capital, a data-driven platform for measuring and driving change in Corporate America, discussed key takeaways from a survey of employers and workers have responded to the pandemic, including:

- A supermajority of respondents (70% or higher) agreed that businesses should prioritize safety, implement flexible work policies, expand sick leave, and avoid layoffs if possible.
- Workers appreciate the flexibility provided by remote work policies and 82% of Americans agree that companies should provide it at least some of the time.
- The number of adult caregivers in the U.S. grew by 10 million in the last five years and the challenges caregivers face were only worsened by the pandemic. Yet only 9% of Russell 1000 companies reported having a backup dependent care policy.
- Corporate America can collectively save \$3 billion a year by implementing a quality dependent care policy, and an average of \$11,000 per employee working from home.

Group Discussion

The attendees were asked how the pandemic has affected their organization's long-term thinking as it relates to remote work/flexibility. All generally said it prompted them to re-evaluate it and make changes and that they are continuing to look for ways to improve.

Please join us for our next webinar on **May 19, 2021**. For any questions or concerns please email: Jeff Gullo at jgullo@aarp.org.