

LIVING, LEARNING & EARNING LONGER

A COLLABORATION FROM

AARP
OECD
WORLD ECONOMIC FORUM

Living, Learning, and Earning Longer (LLEL) Collaborative April 2022 Meeting Summary

On April 20, 2022 the Living, Learning and Earning Longer Collaborative (LLEL) hosted its second collaborative meeting of the year.

Meeting Summary:

The meeting began with opening remarks from AARP Senior Vice President of Global Thought Leadership, Jean Accius. He highlighted [*Good for Now, Gone for Good? How to Play the New Talent Game and Attract Workers*](#), a report released by McKinsey & Co. that suggests employers should closely examine the well-being, health, and sense of purpose of their workers to maintain and maximize talent. This conversation is helping inform AARP's broader work as it relates to a new area of focus: the business case for healthy longevity. Jean ended his remarks with a reminder that workers and employers both benefit from a multigenerational workforce.

Amanda Stucke, Senior Manager & Americas Regional Lead, Economist Impact, shared insights from a US-focused study that was done in partnership with Cigna on the link between employee health and the workplace. Three key findings of the research were:

1. There is an agreement that worker well-being is fundamental to business success, but there is a disconnect in how wellness and productivity are defined;
2. COVID-19 has exposed burnout as a growing threat to business and thus led to new opportunities for agility in supporting worker well-being;
3. Employers that have a nuanced view of employee needs are best positioned to achieve success and contribute to wider economic vitality.

Following Amanda's presentation, there was an open discussion among collaborative members about the intersection between employee health and worker retention. Below are the top five takeaways from that conversation:

1. By making health and well-being a priority within their company's culture, employers can catalyze economic growth and organizational resilience against future challenges.
2. Employers and employees should be included in efforts to create a workplace culture that prioritizes health and well-being. Although well-being can be difficult to capture in concrete terms, employees can help employers define which benefits are needed most.

3. From the perspective of employees, a healthy workforce is defined by a good work-life balance, access to quality healthcare, and safe working conditions.
4. Burnout is a growing threat to workplace productivity, worker retention, and the attraction of new talent.
5. Caregiving responsibilities fall onto the shoulders of workers of all ages and all levels of seniority. Providing support for working family caregivers is a critical component of any effort to boost employee health and well-being. It is important for employers to consider how that support impacts talent retention and worker productivity.