

LIVING, LEARNING & EARNING LONGER

A COLLABORATION FROM

AARP
OECD
WORLD ECONOMIC FORUM

Living, Learning, and Earning Longer (LLEL) Collaborative Meeting Summary June 2022: Job Quality and Worker Retention

AARP Senior Advisor Jeff Gullo opened the meeting by introducing Lona Choi-Allum, AARP senior research advisor and Erwin Tan, director (health) of the AARP Thought Leadership team. Lona shared insights from AARP research about the Great Resignation, reskilling, and upskilling among older workers, while Erwin discussed the business case for healthy longevity.

Following Lona and Erwin's remarks, Andrew Aitken, an economist at the OECD discussed trends in job quality related to job strain. For instance, lower income earners face higher levels of job strain than those earning higher wages. This disparity is more pronounced in countries with greater income inequality, such as the United States and Canada.

Andrew's remarks were followed by a fireside chat between AARP Senior Vice President of Global Thought Leadership Jean Accius, SHRM Foundation President Wendi Safstrom, and Vice President of Human Resources and Global Chief Diversity Officer at Boston Scientific Camille Chang Gilmore. Jean, Wendi and Camille discussed the links between mental wellbeing, job quality and worker retention.

After these presentations concluded, Collaborative members engaged in a guided discussion. Below are the main takeaways from that conversation:

1. Employees are seeking more than just higher salaries. Workers want their employers to care about their mental, physical and social wellbeing.
2. A great barrier to accessing mental health care is the stigma associated with discussing mental health in the workplace. Some employers feel they have a responsibility to reduce the stigma and to offer resources to employees.
3. Collaborative members are generally receptive to the practice of offering time off to support employees' mental wellbeing, such as through "Flex Fridays." Others provide additional paid time off for their employees or increased access to counseling services.
4. Employers are not necessarily factoring employee wellbeing into recruitment strategies, rather, they view wellbeing as something to address with workers, relating to retention.
5. Many workers struggle with finance-induced anxiety, adversely affecting performance and wellbeing. Some companies responded by offering financial management coaching.

The next LLEL Collaborative Call will be on August 17th 2022 at 11:00 AM EST. [Register here.](#)