Work-Life, Retirement, Disability, Aging, Cognitive Decline Working Group

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Contributors:
Old age is like everything else. To make a success of it, you've got to start young.

- Theodore Roosevelt
Percent of Age Group Functionally Limited

<table>
<thead>
<tr>
<th>AGE</th>
<th>Severe functional limitations</th>
<th>Non-severe functional limitations</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-24</td>
<td>5%</td>
<td>7.5%</td>
</tr>
<tr>
<td>25-34</td>
<td>7.5%</td>
<td>13%</td>
</tr>
<tr>
<td>35-44</td>
<td>13%</td>
<td>23%</td>
</tr>
<tr>
<td>45-54</td>
<td>23%</td>
<td>34%</td>
</tr>
<tr>
<td>55-64</td>
<td>34%</td>
<td>45%</td>
</tr>
<tr>
<td>65-69</td>
<td>45%</td>
<td>55%</td>
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<tr>
<td>70-74</td>
<td>55%</td>
<td></td>
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<tr>
<td>75+</td>
<td>73%</td>
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</tbody>
</table>
How do we move upstream with respect to disability?

20% of Population Generates 80% of the Cost

primary prevention

secondary prevention

tertiary prevention
Improve decision-making across the life-course to prevent mid-life and late-life disability

• Develop novel approaches to make long-term health costs of daily lifestyle choices more salient for individuals early in life and in midlife.

• Use a life course approach with age-specific predictions regarding the effect of current lifestyle choices on long-term wellness.

(Possible intersection with first 1000 days, mobile health groups)
Engage with policy makers to improve options for disabled workers as they age

- Develop innovative programs that will show disabled workers a path forward.
- Improve the evidence base available to policy makers so that they can intervene to expand the options for aging workers who are disabled.
- Advocate for aging individuals with disabilities work act - program similar to workers compensation that incentivizes companies to transition disabled workers to a new productive reality.
Flexible pathways to meaningful productivity among near-retirement workers

- Make flexible options near end of career (part time) the rule rather than the exception.

- Seek out companies & industry partners to allow a randomized trial of meaningful productivity program among near-retirement workers.
  - Aging workers allowed to use 8 hours/month of sick leave (2 afternoons) to explore activities that will be meaningful to them in retirement.
Improve resilience in the face of disability and aging

- Identify factors that are associated with resilience in the face of the increasing functional dependence and disability of aging.

- Design novel behavioral interventions that will improve physical well-being and cognitive function to increase resilience when things go awry.
  - Address the negative feedback cycle of functional impairment, pain, impaired mobility, sleep, and social withdrawal.