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BACKGROUND

Challenges of an Aging Workforce

- *In common with other European countries, Swedish population is ageing*
- *The society are on the whole unprepared for the phase of retirement transition*
- *Very little research has focused on retirement transitions, volunteering and psychological or physical health*
- *Government mandates: Three-year experimental project with health coaches aimed at people aged 55-70 years to promote healthy aging*

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METHODS

Search strategy

- *Relevant databases have been searched*
- *Key words used in combination*

Selection criteria

- *522 publications, 2000-2010*
- *71 were further examined*
- *English language only*

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RESULTS

Work ability in an aging workforce

- *Several studies have documented that experience, skills and maturity of older workers can compensate for age-related physical and cognitive declines*
- *Older workers experience lower overall rates of non-fatal work-related injury and illness compared with younger workers, but greater case severity*
- *(Silverstein, 2008; Naumanen, 2006; Salthouse, 2006; Laync and Pollack, 2004; Carness et al., 2001; Ilmarinen, 2001; Steverink et al., 2001)*

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RESULTS

Aging workforce and health outcomes

- *Improving the work environment, modifying the work task and professional skills, as well as appreciation of workmate and supervisors toward older colleagues, is essential for maintaining the work ability of older workers*
- *Such intervention might also lead to greater workplace safety and productivity* (Silverstein, 2008; Lapiere et al., 2007; Naumanen, 2006; Moyers and Coleman, 2004; Secker et al., 2004; Ilmarinen, 2001; Krause, 2001; Tuomi et al., 2001)

RESULTS

Retirement transitions, voluntary workers and health outcomes

- *There is evidence to suggest that continued work involvement/volunteerism provides opportunities for social interaction and may be associated with enhanced health* (Morrow-Howell et al., 2009; Neal-Boylan et al., 2009; Kaskie et al., 2008; Windsor et al., 2008; Secker et al., 2004; Sceman & Crimmins, 2001)
- *However, most of the evidence comes from cross-sectional studies, and are not entire concordant*

UPCOMING PROJECTS

Health coach for aging workers

- *Three-year longitudinal experimental project with health coaches directed to workers who are in the position of retirement transitions or continued work involvement*
- *The project aims to explore whether skill training and ongoing support can reduce the physical and/or mental stress that may arise in connection with retirement*
- *Also investigate whether there is a negative dose-response relationship between the degree of work after retirement and health and wellbeing*

THANK YOU VERY MUCH!

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