

8 best practices for phased retirement



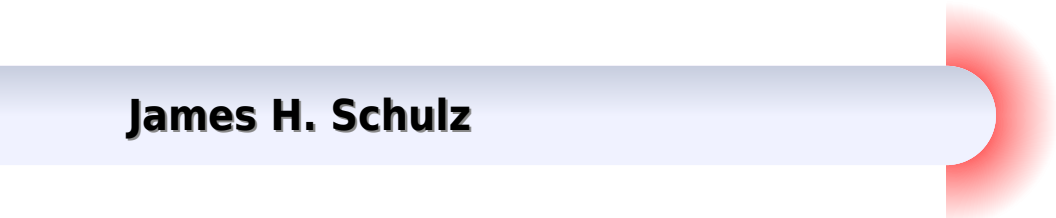
- 1 Use talent assessments to help with succession planning
- 2 Identify skills gaps with talent assessments
- 3 Determine your objectives
- 4 Consider procedural and legal issues
- 5 Offer flexible work to facilitate phased retirement
- 6 Educate leadership
- 7 Help employees make the shift by offering financial advice
- 8 Use employee pulse surveys to see how your people feel



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Sample Phased Retirement Policies

James H. Schulz



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The Cornell Study of Employer Phased Retirement Policies Robert M. Hutchens, 2003 Extending Work Life Robert Clark, Melinda Sandler Morrill, 2017-02-28 Aging men and women are increasingly remaining in the labor force. Most often the reason for this is that they need to work additional years in order to be able to support an increasing number of years in retirement. This leaves employers scrambling for ways to adapt to a growing number of retirement aged workers. Clark and Morrill provide a thorough assessment of the costs and benefits of accommodating later retirement ages and they describe options employers may use to create some new form of employment contract with aging workers. The most prominent issues employers with aging workers face are declining productivity, rising labor and benefits costs, and a suboptimal age distribution of their workforces. According to the authors, employers could respond to these issues by finding new ways to accommodate older workers, with for instance phased retirement and return to work policies. But the success of such policies also depends on tax policies and whether government provided retirement benefits could be redesigned to play a role in a newly defined employment relationship. Breaking the Silver Ceiling United States. Congress. Senate. Special Committee on Aging, 2005 **Phased Retirement** Constance Swank, Gail S. Rosenberg, National Council for Alternative Work Patterns (U.S.), 1982 Case studies of enterprise level flexible retirement schemes in Belgium, France, Germany, Federal Republic of Sweden, and UK describes plans involving reduced hours of work, Job Sharing, increased paid leave, etc. notes income effects of old age benefits and wage cuts, covers costs, employees' attitudes, and management attitudes. ILO mentioned Bibliography, questionnaire, statistical tables **Private Pensions and Public Policies** William G. Gale, John B. Shoven, Mark J. Warshawsky, 2004-04-21 The private pension system together with Social Security has provided millions of Americans with income security in retirement. But over the past thirty years, pension coverage has stagnated, leaving behind some vulnerable groups. Defined contribution plans have exposed workers to greater investment risk, while cash balance and other hybrid plans may have adverse effects on older workers caught in the transition. Pension regulations, infamous for their complexity, can be bewildering to policy analysts and policymakers. *Private Pensions and Public Policies* sheds timely and much needed light on specific issues within the broader context and framework of pension reform. Contributors focus on topics that must be addressed in any reform effort, including the effects of the shift in emphasis toward defined contribution plans after the 1974 Employee Retirement Income and Security Act and hybrid plans from the 1990s; regulatory issues such as nondiscrimination rules and contribution limits; how to increase the information available to participants and improve financial education; how participants in defined contribution plans make choices on questions such as asset allocation, back loaded versus front loaded saving, and annuities versus lump sum distributions; and the interaction of the private pension system with Social Security. Contributors include Robert L. Clark, North Carolina State University; Sylvester J. Schieber, Watson Wyatt Worldwide; Richard A. Ippolito, George Mason University School of Law; Alan L. Gustman, Dartmouth College; Thomas L.

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Warshawsky TIAA CREF Institute Annika Sunden Boston College Andrew A Samwick Dartmouth College David A Wise
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Smith, 2014-07-14 In 1986 the Age Discrimination in Employment Act ADEA was amended to abolish mandatory retirement
for tenured faculty members in colleges and universities effective January 1 1994 Will this uncapping of the retirement age
adversely affect the vitality of academic departments or the prospects of advancement for younger scholars In a definitive
study of faculty retirement in the arts and sciences Albert Rees and Sharon Smith seek to answer this question Basing their
conclusions on original data collected from thirty three colleges and universities they do much to resolve an issue that is a
frequent subject of discussion in the academic world and in the press Rees and Smith reveal that the ending of mandatory
retirement will have much smaller effects than those generally anticipated so small that there is no justification for efforts to
have Congress continue exempting faculty members from the ADEA past 1994 the date that the exemption is now due to
expire In addition to their data on retirement patterns the authors make use of surveys of senior faculty and retired faculty to
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Hearings Before the Select Subcommittee on Education..., 92-2, on H.R. 12017, 13925, 13451, and Related Bills... United
States. Congress. House Education and Labor, 1972 **Employment Policy in Transition** Regina T. Riphahn, Dennis J.

Snower, Klaus F. Zimmermann, 2012-12-06 A historically unique experiment is about to enter its second decade German
unification Early hopes for a rapid and smooth economic transformation soon turned out to be overly optimistic Despite
massive financial transfers the political promise of a blooming landscape remains a vision Actual developments have left deep

scars on the labor market and the effects will be felt for decades to come Was this outcome to be expected perhaps even inevitable What went wrong and what were the available options Or is the current state of Eastern German labor market in fact better than is commonly assumed

To Retire or Not? Robert L. Clark, P. Brett Hammond, 2017-06-13 Colleges and universities across the country face huge challenges as their faculties age their budgets stagnate and mandatory retirement becomes a thing of the past In *To Retire or Not* the nation's foremost authorities on retirement policy and practice provide a critical assessment of academic labor markets and retirement patterns explaining how to adjust pension and other incentive programs to ensure proper replenishment of intellectual and human capital Case studies vividly illustrate how to predict the need for special retirement programs how to structure voluntary early out benefit plans and how age based retirement incentives work in practice Recent legal decisions are assessed and critiqued A recent amendment to the U S Age Discrimination in Employment Act ended mandatory retirement for tenured faculty at colleges and universities across the country This law let individual faculty members enjoy an economic benefit enjoyed by almost all other American workers they could choose to continue working past age 70 or sell the benefit back to their universities in exchange for earlier retirement At the same time however educational administrators were faced with a faculty bulge created by the expansion of the professorate in the 1960s and early 70s and the so called surplus army of Ph D s of the 1980s Colleges and universities everywhere are now faced with the higher costs of retaining senior professors instead of hiring entry level replacements at lower salaries

Worker Well-Being Solomon W. Polachek, S. W. Polachek, 2000-12-20 How do technology public works projects mental health race gender mobility retirement benefits and macroeconomic policies affect worker well being This volume contains fourteen original chapters utilizing the latest econometric techniques to answer this question The findings include the following technology gains explain over half the decline in U S unemployment and over two thirds the reduction in U S inflation universal health coverage would reduce U S labor force participation by 3.3 per cent blacks respond to regional rather than national changes in schooling rates of return perhaps implying a more local labor market for blacks than whites employee motivation enhances labor force participation on the job training job satisfaction and earnings male and female promotion and quit rates are comparable once one controls for individual and job characteristics public works programs designed to increase a worker's skills do not always increase reemployment and U S pension wealth increased about 20 per cent 25 per cent over the last two decades

To Amend the Older Americans Act of 1965 United States. Congress. House. Committee on Education and Labor. Select Subcommittee on Education, 1972 [Social Security Bulletin](#), 1966 *Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills)*, 1991 *Legislative History of the Older Workers Benefit Protection Act (S. 1511 and Related Bills)* United States, 1991 [Policy Issues for the Elderly Poor](#), 1981

Strategies to Encourage Older Workers to Voluntarily Extend Their Worklives United States. Congress. House. Committee on Ways and Means. Subcommittee on Oversight, 1980

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