

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

Tao Wei



Sample Phased Retirement Policies:

The Cornell Study of Employer Phased Retirement Policies Robert M. Hutchens, 2003 *Breaking the Silver Ceiling* United States. Congress. Senate. Special Committee on Aging, 2005 **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 **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 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 *Faculty Retirement in the Arts and Sciences* Albert Rees, Sharon P. 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 explore attitudes toward retirement Originally published in 1991 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton University Press These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly

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German labor market in fact better than is commonly assumed

Reinventing the Retirement Paradigm Robert L. Clark, Olivia S. Mitchell, 2005-08-11 This book explores how rising pension and healthcare costs along with workforce aging are affecting pension and retirement planning around the world Many middle aged workers now realize that they will have to work longer than intended as they begin to recognize that their retirement resources will be inadequate to finance retirement consumption Volatile capital markets rising medical care costs and low saving rates make retirement behavior and policy a moving target Olivia Mitchell executive director of The Pension Research Council at Wharton and Robert L Clark Professor of Business Management and Economics at North Carolina State University explore these themes with colleagues touching on a diverse set of issues ranging from employment trends to pension accounting and investment to retirement system overhaul They illustrate how employers are actively reformulating the meaning of work and retirement seeking to encourage more people to work longer than ever before in the face of projected labor shortages At the same time public and private trust in traditional pension offerings is rapidly eroding as companies alter amend and terminate their conventional plans in the face of poor investment performance and new methods of pension accounting Experts from the UK the US Japan Sweden and Canada offer international perspectives on the evolving institutions of retirement practice This book provides readers a range of insights and strategies not available in other volumes and it represents an invaluable addition to the PRC OUP series It will be particularly valuable for managers working toward more efficient pension plans to scholars and policymakers seeking to maximize pension design and effectiveness and to actuaries and tax specialists concerned with pension regulation The Pension Research Council at the Wharton School of the University of Pennsylvania was founded 50 years ago to encourage research and teaching on pensions and retirement security Council projects address the long term issues that underlie contemporary concerns and seek to broaden public understanding of these complex arrangements through research into their social economic legal actuarial and financial foundations of privately and publicly provided benefits

To Amend the Older Americans Act of 1965, 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

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 to 25 per cent over the last two decades

Retirement and the Individual: Early retirement and related subjects United States. Congress. Senate. Special Committee on Aging. Subcommittee on Retirement and the Individual, 1967 *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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