

THE CENTER ON **AGING & WORK** STATE PERSPECTIVES AT BOSTON COLLEGE

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BC's Center on Aging & Work Launches New Institute, New Research

CHESTNUT HILL, MA (13-02-2008) – Boston College's Center on Aging & Work officially announces the launching of the State Perspectives Institute (<http://agingandwork.bc.edu/states>), a new locus for research on issues related to aging and work as experienced by individuals and organizations within the public sector across the country.

The Institute's mission is to gather information and collaborate with state leaders in an effort to leverage today's multi-generational workforce as a competitive advantage in the 21st century economy. Topics of particular significance to the Institute include the types of innovative policies and programs emerging in the public sector, and how state leaders partner with business decision-makers to develop workforce readiness.

These concerns coalesce in the pioneering "States as Employers of Choice" project, a collaborative venture conducted with the Twiga Foundation of Boise, Idaho and sponsored by the Alfred P. Sloan Foundation. The broadest intent of this practice-based project is to increase awareness of the aging public sector workforce as well as provide assessment of the readiness of states to be "employers-of-choice" for the public sector workforce. Through the development of practice tools, the project will convene working groups to provide states with technical assistance in promoting workplace flexibility practices for the public sector.

The launch of the State Perspectives Institute is also timed with the initial release of a series of profiles for all 50 states. Produced in partnership with Experience Wave – an entity dedicated to advancing federal and state policies that encourage mid-life and older adults to stay engaged in work – the profiles provide statistical synopses of each state's multigenerational workforce in terms of age distribution, labor force

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participation, industry sector employment, and workforce education and preparedness. The collaboration marks a significant effort by the Institute to include demographic trends among older workers' in this year's political conversations.

To date, the Center on Aging & Work has primarily focused on flexible work options in the Business Sector as a means of highlighting innovative employer responses to the aging workforce. However, the impact of key demographic, economic, social and political trends has highlighted the need for comparative research on quality of employment in Business, Public and Non-Profit Sectors. With this in mind, the Center has established the State Perspectives Institute as a means of broadening its consideration of employment experiences as well as of extending the dialogue on our multigenerational workforce into the public policy arena.

About the Center on Aging & Work

The Center on Aging & Work (<http://agingandwork.bc.edu/>) was founded in 2005 with a multi-million dollar grant from the Alfred P. Sloan Foundation to partner with workplace decision makers in research on employer and employee responses to the increasingly multigenerational workforce. These collaborations aim to inform employers with practice tools benefiting workplace design while attracting and maintaining high quality industry talent.