

CONTINUANCE

Knowledge and Understanding Passing from Generation to Generation

Winter/Spring 2012

Vol. 26 Nos. 1 & 2

The Light from Illinois

In This Issue:

World Economic Forum Report

Generations Serving Generations

Illinois Pathways



The Light from Illinois

Three factors will have a significant impact on the Illinois economy and predict prosperity for the future. The first is the educational level of the working population, which is often viewed through the lens of graduation rates. The second is the cost of health care, which is a profound lifespan issue. Last is the growth of the aging population.

The *Economist* calls the ageing of the world “a slow-burning fuse,” one that is predicted to bring minimal growth and low productivity. The World Economic Forum (WEF) also sees a challenge to the world with major problems ahead and yet finds solutions through the tremendous resources of our elders. A blueprint for the future is found in a new WEF document called *Global Population Ageing: Peril or Promise?*

Continuance Magazine extends a hearty thank you to Chairman Klaus Schwab, World Economic Forum and Director-General Margaret Chan, World Health Organization, for the opportunity to print excerpts of the report that highlights the social capital of older generations—what this magazine calls the Light from Illinois.

That Light comes from Generations Serving Generations, a project built on the strong intergenerational traditions in Illinois and the commitment of policymakers from aging and education. Generations Serving Generations was developed in cooperation with the National Governors Association Center for Best Practices and is making progress toward a five-year plan for mobilizing the leadership and talents of older generations.

The economic challenges for education, health and aging are daunting but it is possible that the most serious challenge—the aging of the world—could be the best solution. - Editor



Jane Angelis, Editor
Continuance Magazine

The elderly. They are the future.

David Brooks
New York Times

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The Light from Illinois: Generations Serving Generations

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Guest Commentary

Klaus Schwab
Founder and Executive Chairman
World Economic Forum

In a world in which much change is unpredictable and immediate, global ageing – the unprecedented increase in global population over the age of 60 – is a highly foreseeable long-term trend. It is also, of all global issues, one of the most amenable to risk management in terms of identification, measurement and mitigation of possible consequences. Yet, ageing is widely seen as one of the most significant risks to global prosperity in the decades ahead because of its potentially profound economic, social and political implications.

Global ageing, in developed and developing countries alike, will dramatically alter the way that societies and economies work. The issues include how individuals find fulfilment, at what age they retire, and their quality of life once they do retire; how governments devise social contracts to provide financial security; how the older and younger generations interact as they divide up the economic pie; how businesses staff their jobs to compensate in many countries for shrinking workforces; and how health systems respond to the altered needs of those living longer.

If policy-makers and leaders fail to plan adequately for the changes ahead, they will be inundated by the effects of global ageing, such as a dearth of workers, strained pension systems, and overburdened health care systems. But the good news is that if we act now, in a creative and proactive manner, we will have the greatest chance of realizing the potential benefits of the ageing trend – such as utilizing the immense social capital of older people – while avoiding its perils.

Global Population Ageing: Peril or Promise is part of the Council's long-term work on the issue and will provide the background for its activities over the next few years. I am extremely proud of the work undertaken by this Council on this complex issue and look forward to following an informed debate on possible innovative solutions – such as new medical and business models and age-friendly cities – as the Council delves deeper into this new demographic reality.

Excerpt from “Global Population Ageing: Peril or Promise?”



“if we act now, in a creative and proactive manner, we will have the greatest chance of realizing the potential benefits of the ageing trend – such as utilizing the immense social capital of older people – while avoiding its perils.”

Guest Commentary

Dr Margaret Chan
Director-General
World Health Organization



Population ageing will present both challenges and opportunities. If we do not adapt, it is likely to strain pension and social security systems, increase demand for acute and primary health care, require a larger and better trained health workforce and increase the need for long term care, particularly in dealing with dementia. But the opportunities are just as large. Older people are a wonderful resource for their families and communities, and in the formal or informal workforce. They are a repository of knowledge. They can help us avoid making the same mistakes again. Indeed, if we can ensure older people live healthier as well as longer lives, if we can make sure that we are stretching life in the middle and not just at the end, these extra years can be as productive as any others. The societies that adapt to this changing demographic can reap a sizeable “longevity dividend”, and will have a competitive advantage over those that do not.

*We need to “reinvent” ageing.
Above all, we need to be
innovative and not simply try
to reinvent the past.*

But this will not come easily. We first need to change the way we think and the way we do business. We need to discard our stereotypes of what it is to be old. We need to consider the interaction of ageing with other global trends such as technological change, globalization and urbanization. We need to “reinvent” ageing. Above all, we need to be innovative and not simply try to reinvent the past.

People are already questioning our traditional view of older age. A recent survey in the United States showed that it was only a small minority who wanted to retire at the traditional age. Around 80% wanted to continue to participate – but not in the same way. They wanted to work part time or start a new career, or launch a small business. They wanted flexibility. This is exciting, because if older people can remain active participants in society, they can continue to contribute to our socioeconomic development. Engagement also prevents isolation and loneliness, and ensures their financial security.

Also see Global Health and Aging: October 2011
http://www.nia.nih.gov/sites/default/files/nia-who_report_booklet_oct-2011_a4__1-12-12_5.pdf

Statistics on Aging

In *Facts and Fiction about an Aging America*, the MacArthur Foundation reports that the growth of older generations “is one of the greatest cultural and scientific advances in our history.” At the turn of the 20th Century, those 65+ were only 4.1% of the total population. Over the years, as young people lived longer and death rates decreased, the 4% in 1900 increased to 12.4% in 2000. In Illinois there are 2 million people over 60 and that number is projected to increase by 87% when in 2030, 1 in 5 will be 60 and older.

The population pyramid to the right illustrates the dramatic changes. In 1900, the population was youthful and the average lifespan was 47. The population started to shift upward, that is, become older in 1950 and by 2000 the average lifespan had increased to 76. The boomers cohort is changing the shape of the original pyramid to a box or equal age representation at all ages. By 2050, there will be as many individuals 65+ as children 0-18, for the first time in the history of the world.

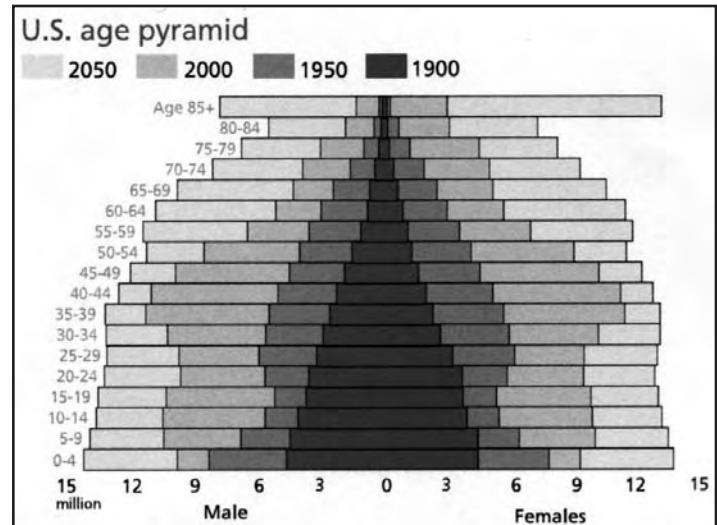
In 2011, the Census Bureau released a report on the oldest old, those 90+, which is the fastest-growing segment of the senior population. The number of people living to age 90 and beyond has tripled in the past three decades and the number of centenarians has doubled since 1980. About 4 in 5 are women. U.S. babies born this year have a 50/50 chance of living to one hundred.

Education

One of the best predictors of educational attainment is age. Over 50 percent of Boomers (those 45-64) have a Bachelors Degree or higher and 88% are high school graduates. Of those 65+, 78.9% are high school graduates, 21% hold a Bachelors degree or above.

Health

The Census Bureau reports that 39.1 percent of those 65 and older report their health as excellent or very good. *Growing Smarter, Living Healthier* suggests that



Source: <http://www.ctmt.com/pdfs%5CemergingDirections%5Cdemographicsasdestiny.pdf>

The age pyramid above shows the relationship between ages and gender beginning with 1900 (the middle section in black) and then the expansion in 1950 & 2000 and last, gives projections to 2050. Note the dramatic changes as the pyramid shape transforms to a block.

aging successfully comes from staying active, staying connected, and staying engaged. The economic benefits of healthy aging are captured in *The State of Aging and Health in America 2007* by the Center for Disease Control and Merck. They found that the “cost of caring for aging U.S. residents will add 25% to the nation’s overall health care costs UNLESS those residents actively work to stay healthy and preventive services are provided to help them.” Since only 26% of those 65 and older report regular exercise, there is room for improvement.

Workforce and Retirement

The *2008 State Perspectives* from the Center on Retirement Research at Boston College reported that the median age of the workforce was 41 years. Those employed in Illinois include: 62.1% of those between 55-64; 23.3% of those 65-74, and 5.8% of those 75 and older. Places of employment are:

Self employed: 55-64: 17.3%; 65-74: 10.2%

Private Sector: 55-64: 8.3%; 65-74: 1.5%

Local Government: 55-64: 13% 65-74: 2.3%

State Government: 55-64: 22.5%; 65-74: 10.9%

Federal Government 55-64: 16% : 65-74: 0

Older generations will spend 20,30 and some, even 40 years in retirement. The estimated average retirement age before the Great Recession was 62 for men and 61.2 for women. In 2011, the average retirement age had increased to 64 for men and 62 for women. Many say that they aren't interested in retiring. For some, paid work is a financial necessity but many just want to work.

Financial

The Center on Retirement Research reported that in 2008, the annual income for households with a member age 65 and older ranged from \$7,466 for those in the lowest of five income groups to \$109,543 for the highest. Those in the lowest and middle groups received most of their income from Social Security retirement benefits, while those in the highest group on average received most of their income from earnings, asset income, and pensions. On the other end of the scale, the poverty rate for those 65 and older is 9.5%. "An older American in good health living alone would need about \$16,300 annually to make ends meet if he or she owned a home free and clear," according to the National Academy on an Aging Society.

Housing

According to the article, *Make Room for Grandma*, almost 70% of U.S. adults age 65 and older live with a spouse or a child. In Illinois fewer than 5% of those 65+ live in nursing homes, but more than 90% of those 50 and older want to remain in their

own homes even when they need assistance. The annual cost of a nursing home is \$70,000 and is predicted to double by 2030. Just over 50% of those 75+ live alone. The National Aging in Place Council describes the village living concept, which allows members of such villages to live in their homes while receiving assistance that supports independent lifestyles and helps with home maintenance.

Transportation

In 2009, there were 33 million licensed drivers ages 65 and older, notes the U.S. Department of Transportation. Driving helps older adults stay mobile and independent. But the risk of being injured or killed in a motor vehicle crash increases with age. An average of 500 older adults are injured every day in crashes. However, those who don't have transportation, which is more than 50% of non-drivers age 65 and older, stay home on any given day partially because they lack transportation options.

Use of Technology

The Pew Foundation reports that the greatest growth in technology is older adults. "Social networking use among internet users ages 50 and older nearly doubled—from 22% in April 2009 to 42% in May 2010." Aaron Smith, a senior research specialist with Pew said, "The real trick is getting them over the initial hump of using computers. Once they're involved, they are as active or more active than other users."

Volunteering for Education

Needs of Education: The good news is that the graduation rate for high school students has increased from 71 percent in 1997 to 78 percent in 2009. However, the graduation rate for African American students is 62 percent. In Illinois, 253 students drop out every school day, says the Alliance for Excellent Education. Roughly 10% of Illinois schools are considered drop out factories. Over 30 percent of the students can't read at grade level and are below grade in math and science. More than 60% of students in community colleges and 30% of university students need remediation in at least one course. The Illinois educational system has declined according to a recent report by the Center for Higher Education and Public Policy. Illinois doesn't stand alone. American education has lost ground. The U.S. has changed its world rank from first to 18th in the number of graduates with degrees in higher education; 25th in math and 14th in science.

Labor statistics show that fewer than 9% of those 65+ volunteer in the schools. The barriers are background checks, time to organize a volunteer program, and finding good volunteers. Over 27 percent of those 65 and older are volunteering in Illinois and over 20 percent of those 75+ volunteer. Clearly there is great potential for more older volunteers in education settings.

Crain's and the Challenges of Aging

In a Crain's Special Report, "The Graying of Chicago," John Pletz describes many of the challenges that will face business, communities, and policymakers. Pletz delves into the daunting economic problems expected from the aging population, outlines the problems for economic growth and provides solutions gathered from Chicagoland experts.

"More than 2 million Chicago-area baby boomers begin turning 65 this year, unleashing a demographic wave that will last nearly two decades and transform nearly every part of the local economy. 'Just the sheer numbers mean huge changes in the way we have to think about housing, transportation, the workforce — everything,' says Randy Blankenhorn, executive director of the Chicago Metropolitan Agency for Planning."

Housing

- Many retiring boomers will sell homes, increasing pressure on housing prices already depressed by the foreclosure crisis.

Health Care

- They will need more medical care and rely on government insurance programs to pay for it, cutting into hospital profits and adding to the state's Medicaid bill.

Spending

- Their incomes will drop by about half, and their discretionary spending will shrink by about one-third. They'll spend more on prescription drugs but less on cars, appliances and restaurant meals.

Taxes

- They'll pay less in taxes, worsening the revenue crunch governments at all levels face, while they consume more government services.

Workforce

- Their retirements will cascade through the workplace, leaving employers short of skilled workers.

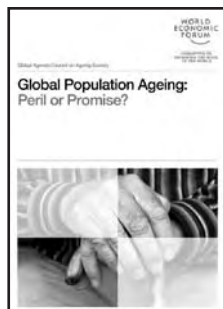
"Twenty years from now, the first boomer turning 65 now will turn 85," Brookings' Mr. William Frey says. "That's what we need to be really concerned about."

Source: <http://www.chicagobusiness.com/article/20110205/IS-SUE01/302059982/craains-special-report-the-graying-of-chicago>

The most telling concern comes from William Frey, Brookings Institution: "Twenty years from now, the first boomer turning 65 now will turn 85; That's what we need to be really concerned about."

Global Population Ageing: Peril or Promise?

Excerpts from a book published by the World Economic Forum's
Global Agenda Council on Ageing Society



The Meaning of Old Age

Laura Carstensen and Linda P. Fried

Excerpts from Global Population Ageing: Peril or Promise? Chapter 1

As we stand at the beginning of the 21st century, there is a tension between advocates for the elderly and others with concerns about the inability to provide seemingly limitless support.

We argue for a three-pronged approach:

- First, it is essential that we think programmatically about investments throughout life in health, education and social integration that pay off at all ages. Just as early investments in health and early education paid off with huge reductions in premature death and early morbidity a century ago, we must now conceive of lifelong investments that will produce healthy and engaged populations at all ages, especially among all future cohorts of older persons.
- Second, we must improve the care and autonomy of disabled older adults; in part for their own quality of life and in part because only at its extremes does disability render people completely dependent. To the extent that those who have functional disabilities still have access to opportunities to contribute, we believe that there is reason to predict that contributions will continue.
- Finally, but arguably most importantly, we must build infrastructures that tap the real talents and potential contributions that healthy older people can make to societies. We must get rid of mixed messages about working and replace them with calls for all able citizens to contribute to the welfare of societies.

We must build infrastructures that tap the real talents and potential contributions that healthy older people can make to societies.

Population ageing will transform the global community. The question is whether such changes will improve societies or extract net tolls. Either is possible. If we continue to view the life course as our ancestors did and simply tack added years on at the end, we face sure calamity. If instead we begin to modify the life course and build infrastructures that support long life, societies can begin to utilize the strengths of older people and support the real vulnerabilities advanced age brings.

Future generations will continue to write and rewrite the meaning and purpose of advanced stages of life. Societies that find ways to collectively advance new meanings of life that utilize all of their citizens will prosper far more than ones in which social structures constrain contributions. To the extent that societies actively build cultural infrastructures that take advantage of new possibilities, they will realize many opportunities and benefits. To fail to do so would represent a tragic squandering of this gift of life.

Social Capital, Lifelong Learning & Social Innovation

Simon Biggs, Laura Carstensen and Paul Hogan

Excerpts from Global Population Ageing: Peril or Promise? Chapter 7

Given the right environment, including access to updated skills through lifelong learning and to age-friendly environments, older adults can contribute to innovations that will be necessary as societies learn to adapt.

Society needs to first address two major challenges if it is to fully capitalize on the social capital, learning and innovation provoked by ageing populations: first, how to tap into a source of accrued social investment that is currently largely unused; and second, how to recognize that the process of adaptation – a hallmark of the ageing process – is itself a significant source of innovation and of business opportunity.

An adaptive approach to lifelong learning means that we now need models that place revolving doors in universities, offering sabbaticals to workers throughout life for retraining or for pursuing new skills for the same job. Part of this adaptation will need to concentrate on aptitudes that may be enhanced with maturity, such as big-picture thinking, attitudes to risk taking, cultural know-how, negotiation and social skills, and awareness of the effects of change over time and of cultural continuity.

There are at least three issues involved here. First, the training needs of older adults tend to be overlooked, in the mistaken belief that their ability to learn has been significantly reduced. Second, by recognizing the accumulated knowledge, experience and continued ability to learn of those who are in mature adulthood, accumulated social capital can be used more effectively. Third, learning needs to be tailored to the life priorities and thought processes of older adults and to working in intergenerational contexts.



Given access to updated skills through lifelong learning and through age-friendly design, older adults can contribute to new forms of adaptive innovation. In fact, a combination of lifelong learning and social adaptation can drive innovation. It leads to a virtuous circle, releasing further social capital in a way that is imminently suited to a world needing new ways to interconnect.



Longevity Dividend: Health as an Investment

S. Jay Olshansky, John Beard and Axel Borsch Supan

Excerpts from Global Population Ageing: Peril or Promise? Chapter 11

Investing in health is equivalent to any other type of investment in human capital – it has the potential to generate substantive health and economic dividends. However, for policy-makers to tap into the vast wealth of current and future generations of older persons, they are first going to have to dispel the myth that older people are only a drain on society. We suggest here that the best way to unlock the huge social and economic resources of an ageing population is to invest in health throughout life, and then to ensure social adaptation that fosters the ongoing contribution of these resources. A full life course perspective is required that understands and appreciates how investments in health at all ages produce health and economic benefits today and for generations to come.

Older Generations An Underutilized Resource

The extension of healthy life is a great economic advantage to individuals and populations because the most important economic resource is the human capacity to produce goods and services – some within the family and society without pay, such as help and volunteer work, and most via markets and for pay. Extending the years of healthy life creates additional capacity, part of which can be used to finance higher healthcare and pension costs.

Two types of investments in health are warranted, and we contend that both should be pursued simultaneously. One involves a life course perspective where investment in improved health among older people is achieved by encouraging improvements in behavioural risk factors at all ages and by the early detection and treatment of chronic disease. This investment will ensure that healthy ageing becomes possible for current older generations, as well as for younger generations that will benefit immediately while they are young and then later in life as they grow older.

The second investment is to attack the seeds of biological ageing itself as a way to postpone all of the infirmities of old age simultaneously. The latter approach requires modern medicine to understand and appreciate the weapon that research on ageing represents for its ability to postpone the diseases that accompany old age. Because prolonged, chronic illness is a powerful driver of medical costs, enormous cost savings would also be achieved if mortality and morbidity could be compressed within a shorter duration of time at the end of life.

Leadership: The Elders

S. Jay Olshansky

Excerpts from Population Ageing: Peril or Promise? Chapter 8



A balanced and honest assessment of human ageing first requires recognition that there will inevitably be physical and cognitive declines for everyone as they grow older. However, the degree to which this occurs is highly variable. For many, the declines are debilitating, and the costs of diagnosis and treatment are high. In addition, society is already exacting a heavy financial and social toll for the privilege of living a long life. However, for others, the changes in their bodies and minds that occur with time are little more than nuisances easily compensated for by modern medicine and simple technological advances such as hearing aids, reading glasses and common surgical procedures, such as removal of cataracts.

Serious health issues will no doubt rise in prevalence as the population ages, but it is important to recognize the other side of the ageing coin. A notable percentage of the older population today is physically and mentally healthy, vibrant, sexually active, wanting to work and fully engaged in every aspect of society. In some instances, they are not much different than when they were younger. The prevalence of this healthy and active segment of older populations is going to rise rapidly in this century.

Origin of The Elders

In traditional societies, elder members of clans were viewed as repositories of wisdom and the source of major conflict resolution. In the same spirit, a version of global elders for all of humanity emerged in 2007 following a conversation between entrepreneur Richard Branson and musician Peter Gabriel. The idea was that in an increasingly interdependent world characterized by what might best be thought of as a global village, a small group of independent-minded elders could help to resolve global issues, ease suffering and promote the shared interests of all of humanity.

Branson and Gabriel approached Nelson Mandela, who agreed to support the idea, and with the help of Graça Machel and Desmond Tutu, brought The Elders together. Current members of The Elders, in addition to those already mentioned, include Martti Ahtisaari, Kofi Annan, Ela Bhatt, Lakhdar Brahimi, Gro Harlem Brundtland, Fernando H. Cardoso, Jimmy Carter and Mary Robinson.

What distinguishes this group of accomplished people is not so much their age, but their lifetime achievements demonstrating a

history of independent thought, international trust, proven integrity and a reputation for inclusive progressive leadership. According to Mandela, "The Elders can speak freely and boldly, working both publicly and behind the scenes. They will reach out to those who most need their help. They will support courage where there is fear, foster agreement where there is conflict, and inspire hope where there is despair"

There are many more examples of senior "masters" from a broad range of professions, including nursing, banking, writing, teaching, the sciences, construction and plumbing. The fact is that age is not a barrier to active and even enhanced engagement for many. It is not necessary to have been a well-known politician early in one's career to be included among The Elders of our world.

Leadership is just one of many attributes common in older people that represent a suite of desirable characteristics. Taken together, these characteristics imply that ageing should not be portrayed as decline, loss and decay, but rather as a period of constant adaptation and transitional phases in life that can lead to rewards every bit as valuable and desirable as physical health.



Commentary: John K. Holton

Director, Illinois Department on Aging

My early childhood recollections take me to the post WWII era when America seemingly consisted of two groups—"colored" and white. In my "colored" upbringing, the cultural norms of African Americans emphasized a revered respect and regard for elders. An elder wasn't a definitive age per se, but rather an adult who had lived and experienced life honorably. Elders were not only in my family as uncles, aunts, grandmothers, but could be family friends and neighbors.

The upshot of all this was that an elder could hold any younger person responsible for doing well in school, getting a part-time job, behaving appropriately in church, or "just doing something" positive given the opportunities uncoiling before the generation of baby boomers. Thus, my parents had a cultural network of adults/elders who embraced accountability, a conceptual construct of leadership. My fellow students, most often other African Americans until my adolescent years, were subject to the same expectations heightened by the notion of race representation as the civil rights movement flowed into conversations across communities, institutions, homes, classrooms, and playgrounds. We were to seize the opportunities of an "opening" society, represent the "colored" /Negro race as deserving recipients of constitutional rights and responsibilities, and excel at everything ("twice as good") in front of us.

Lastly, despite an emphasis on individual preparedness and the pursuit of excellence, I learned that my success would mean little if my community did not succeed. That is, I was to be an example, not the exception. Arguably, leadership is derived from personal influences that I've attempted to describe as accountability, pursuing excellence, and goal setting; what can also be underscored was the societal pressure extant alongside my cultural cocoon that sanctioned leadership often unfairly. Daunting though it may have been, the elders in my life were living proof that I could make it no matter what obstacles were placed in my life's path. They were revered and respected not because they had survived to live an older age but because they pioneered a better life. They bequeathed a mantra, "If I can, you can too!" Their lives detailed beneficent lessons of service to others that spring only from courage and leadership. To my elders I am indebted for being who and where I am.

Technology and Design

Gerald C. Davison and Aaron Hagedorn

Excerpts from Global Population Ageing: Peril or Promise? Chapter 8

Gerontechnology is the study of the interaction between technology and the unique challenges and needs of older people faced with limited physical or cognitive abilities. This emergent interdisciplinary field has developed in recent years from a confluence of three factors: a dramatic increase in life expectancy, with many more older people in relatively good health and often demanding more from life than earlier cohorts; the availability of sometimes ingenious new technologies that can support longer and higher-quality lives; and an appreciation of the importance of how changing the physical environment can profoundly influence how well people live.

Under the aegis of gerontechnology are such innovations as smart homes, social robots, assistive technology, telemedicine, m-health (mobile phone based monitoring), telehealth and a range of software applications that enhance safety or quality of life for older people faced with some limitations. The devices can be wearable, portable, implantable or stationary. Sometimes the technology is software that can operate on a range of computers or smartphones; sometimes it involves sensing devices including motion detectors, actuators or accelerometers.

Gerontechnology is dramatically changing our understanding of balance and fall prevention. In recent years, accelerometer technology has become common in smart phones and gaming devices, opening up new opportunities for balance testing and fall monitoring, as well as improvements in our understanding of age-related changes in gait.

Social media have changed the face of the Internet. One of the most rapidly growing user bases for services such as Facebook are baby boomers and their older parents. Older people in the United Kingdom who are connected to the Internet use it a great deal. The fastest growing age group on Facebook are older adults. Communication with other generations that have migrated elsewhere can be facilitated by cheap connectivity and videoconferencing, and phones have been designed with features that allow listeners to slow down the speed at which they hear a caller.





Population Ageing: Macro Challenges and Policy Responses

David Bloom, Axel Borsch Supan, Patrick McGee and Atsishi Seike
Excerpts from Global Population Ageing: Peril or Promise? Chapter 6

Public policy-makers and the business community are just beginning to acknowledge the coming acceleration of population ageing. Thus far, there has been little need for rapid policy changes because population ageing has been slow and large baby-boom generations have been fuelling business activity and economic growth. But the need for policy adaptations will become more important in the face of baby boomers retiring, labour force growth slowing, and the costs of pension and healthcare systems rising, especially in Europe, North America and Japan. Businesses will soon have little choice but to be more attentive to the needs and capacities of older employees. Or to put it on a more positive note, their ability to adapt could become a source of competitive advantage.

Workforce Size and Quality

When it comes to economic prosperity, the size and quality of the workforce are critical. Yet as people pass through their 50s and beyond, their likelihood of participating in the labour force tends to decrease.

Older workers are sometimes seen as a burden, so younger candidates are often preferred in recruitment decisions. But in an economy where knowledge rules, the experience of older workers grows in value and they can serve as role models for younger workers. Employer surveys commonly reveal that workers over 60 are seen as more experienced, knowledgeable, reliable and loyal than younger employees. Practice should match that perception, which has occurred to some extent in smaller firms.

Population ageing poses many challenges for the operation and financial integrity of healthcare and pension systems, and the wellbeing of the elderly. It has also sparked concern about the pace of future economic growth. The bottom line is that the challenges raised by an ageing population are formidable, but not insurmountable. Collectively, we can affect the outcome. The key will be adaptation on all levels: individual, organizational, and societal.

Contents of Global Population Ageing

Thanks again to the World Economic Forum and the authors for their words of wisdom, excellent research, and ability to spark momentum toward the promise for an aging population. Our excerpts provide a very small sampling of these extraordinary essays. Please see the original document for citations and references.

http://www3.weforum.org/docs/WEF_GAC_GlobalPopulationAgeing_Report_2012.pdf



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Chapter 9: Organizational Adaptation and Human Resource Needs for an Ageing Population: Atsushi Seike, Simon Biggs and Leisa Sargent

Chapter 10: Ageing Workforces and Competitiveness: A European Perspective
Giles Archibald and Raymond Brood

III. Pursuing Healthy Ageing: What Healthy Ageing Involves

Chapter 11: The Longevity Dividend: Health as an Investment
S. Jay Olshansky, John R. Beard and Axel Borsch-Supan

Chapter 12: Design and Operation of Health Systems in Wealthy Industrial Countries: Linda P. Fried, Paul Hogan and Jack Rowe

Chapter 13: Design and Operation of Health Systems in Developing Countries
David E. Bloom, Ajay Mahal and Larry Rosenberg

Chapter 14: Ageing Africa: Opportunities for Development: Isabella Aboderin

Chapter 15: Modern Medical Education: Meeting the Demands of an Ageing Population: Daniel Ryan and John Wilden

Chapter 16: The Challenge of Non-Communicable Diseases and Geriatric Conditions: Ronald Williams and Randall Krakauer

IV. Redesigning Our Environment: What a Better World Might Look Like

Chapter 17: Social Protection of Older People
David E. Bloom, Emmanuel Jimenez and Larry Rosenberg

Chapter 18: Human Rights in Older Age: Alexandre Kalache and Richard Blewitt

Chapter 19: Ageing and Urbanization: John Beard, Alex Kalache, Mario Delgado and Terry Hill

Chapter 20: International Migration and Population Ageing: Hania Zlotnik

Chapter 21: Financial Education and Older Adults: Andre' Laboul

Chapter 22: Technology and Design: Gerald C. Davison and Aaron Hagedorn

Appendix – Statistics

Biographies of Authors

To the extent that societies actively build cultural infrastructures that take advantage of new possibilities, they will realize many opportunities and benefits. To fail to do so would represent tragic squandering of this gift of life.

The Light from Illinois

Generations Serving Generations

In 2008, new momentum was developed toward planning for aging in Illinois through the National Governors Association Policy Academy on the Civic Engagement of Older Adults aka Generations Serving Generations. Illinois was one of 14 states selected to participate in the project that was designed to improve the health and lives of older Americans and increase their involvement in service, learning, and work. The following pages provide more information on Generations Serving Generations.

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About Generations Serving Generations

Generations Serving Generations was built on the strong intergenerational traditions that have been fostered by the Illinois Board of Higher Education, The State Board of Education, the Community College Board the Department on Aging, and Southern Illinois University Carbondale.. The original goals of Generations Serving Generations were to 1) Build an infrastructure of involvement for those 50+ in work, learning and service, 2) Communicate the importance of civic engagement to retirees, educators, employers, and the public, and 3) Develop policy and public support for civic engagement.

The Maturing of Illinois, a partnership of the Illinois Department on Aging and the Area Agencies on Aging, brought attention to the need for age-friendly communities. Area Agencies on Aging convened multigenerational discussions about aging throughout Illinois.

Over the last four years, Generations Serving Generations has championed the civic engagement of older adults as a way to boost leadership in communities and tap the great resource of older Illinoisans. During a Summit in September 2011, a Five-Year Plan was proposed that would mobilize the leadership and talents of older Illinoisans through an infrastructure of involvement. The leadership team is preparing a five-year plan that has great promise to address the challenges of an aging society.

The first step is to gather information from older Illinoisans about their perceptions and ideas regarding their legacy and involvement in the community. The leadership team will begin conducting the survey in April and continue during May, which is older American's month.

Leadership Team Generations Serving Generations

Illinois NGA Policy Academy on the Civic Engagement of Older Adults



Leadership Team Top: L to R: Co-Chairs: Michael Gelder, Senior Advisor to Governor Pat Quinn and John Holton, director, Illinois Department on Aging; Project Director: Jane Angelis, director, Intergenerational Initiative, Southern Illinois University School of Law; Peggy Luce, vice president, Chicagoland Chamber of Commerce; John Hosteny, Illinois director, Corporation for National and Community Service; and Ted Gibbs, executive director, Serve Illinois Commission

Second Row: Robert Mees, representing, Illinois Community College Council of Presidents and president, John A. Logan College; Michael O'Donnell, executive director, East Central Illinois Area Agency on Aging and liaison, Illinois Association of AAA; Bernarda Wong, president, Chinese American Service League; Joyce Gallagher, director, Chicago Area Agency on Aging; Louis Kosiba, executive director, Illinois Municipal Retirement Fund; Melinda LaBarre, board member, Illinois State Board of Education

Third Row: Pat Bearden, director, American Family History Institute; Mona Castillo, board member, Center for Creative Aging; Allen Goben, President, Heartland Community College and National Board American Association of Community Colleges; Tony Pierce, Pastor, Heaven's View Christian Fellowship, Peoria; Eileen Mackevich, director, Abraham Lincoln Library; and Deb Strauss, P-20 Council and National Board PTA;

Fourth Row: Advisors: John Sirek, director, Citizenship, McCormick Foundation; Marilyn Hennessy, trustee, Retirement Research Foundation; David Fields, board member, Illinois State Board of Education; Edward Maloney, chair, Senate Higher Education Committee; Bob Gallo, state director, AARP; and Charles Johnson, Retiree.

Policymakers Look to the Future

Rather than compete for resources, leaders from aging and education are talking about how they can join forces in addressing common goals.

Global ageing, in developed and developing countries alike, will dramatically alter the way that societies and economies work. The issues include how individuals find fulfilment, at what age they retire, and their quality of life once they do retire; how governments devise social contracts to provide financial security; how the older and younger generations interact as they divide up the economic pie; how businesses staff their jobs to compensate in many countries for shrinking workforces; and how health systems respond to the altered needs of those living longer.

Klaus Schwab, the World Economic Forum.

A dialogue on aging, particularly the resource of older generations, has started with state officials in Illinois. Among the leaders in education and aging who are participating include State Superintendent Christopher A. Koch; George Reid, executive director, Illinois Board of Higher Education; Geoff Obrzut, president and CEO of the Community College Board; John Holton, director, Illinois Department on Aging, and Michael Gelder, Senior Advisor to the Governor. However they aren't walking this path alone. Illinoisans from the four corners of the state are collaborating to merge the priorities of aging and education in anticipation of the aging of Illinois.

These leaders have found common ground in their great respect for the talents and example of older generations. John Holton was appointed Director of Aging by Governor Quinn in November and is outspoken about his regard for elders. He said that one lesson he doesn't forget, "My elders taught me that my success would mean little if my community did not succeed." Superintendent Christopher Koch tells how he was inspired by the perseverance of his mother. "She raised 6 children and then went back to school and completed two degrees." George Reid attributes his success to the strict discipline of his mother. "She tried to keep me in church and choir, so I would stay out of trouble." Michael Gelder tells about celebrating his father's 90th birthday and their connection when they looked through a box of mementos that was 30-years old. Geoff Obrzut remembers the many contributions of elders when he was a trustee at Triton College. "Members of the RSVP (Retired and Senior Volunteer Program) read with young children, organized career fairs, and were always available with their caring spirit.

This group of five leaders has untold esteem for the elders of Illinois and has made a commitment to talk, develop policy, and stimulate creative action. It isn't idle talk either. Two Summits have been held. Each followed with new momentum for working together. The highlight of the September 2010 Summit was seeing the expanded interest and commitments. Shortly after the Summit, 20 community college presidents convened similar meetings that renewed local connections between aging and education.



State Superintendent Christopher Koch and Director of Aging John Holton discuss their priorities and their mutual interests.



Left: Michael Gelder, Senior Policy Advisor, Governor Pat Quinn; Right: Geoff Obrzut, President and CEO, Illinois Community College Board



Dr. John Holton, Director, Illinois Department on Aging and Dr. George Reid, Executive Director, Illinois Board of Higher Education meet to develop strategies across generations.

The joint keynote during the 2011 Summit on Aging, Education and Service was an example of how organizations can work together to accomplish mutual goals. Peggy Luce, vice president of the Chicagoland Chamber opened the meeting with an inspiring message about hope for the future and confidence in the people. She talked about a basic skill so important to all generations -- reading. Michael Gelder, Acting Director of the Illinois Department on Aging, gave an intergenerational view for the future. "Education is a high priority in Illinois. In the 21st Century, there is a great need for math, science, reading, and job skills." He continued, "Older adults have the knowledge and experience that could help in the classroom with literacy and reading, unfortunately fewer than 9% of those 65 and older volunteer in schools. Whenever we prevent students from dropping out of school and help them to finish college, it is beneficial for all generations." George Reid talked about the Public Agenda, a priority for Illinois to improve the educational system. He said, "We have to build one society that serves all generations."

Looking back on the Summits, State Superintendent Christopher A. Koch describes them as a "bridge across generations to support student achievement and lifelong health habits." Health isn't always front and center in an intergenerational discussion but should be, says Margaret Chan, Director-General of the World Health Organization, "Health is central to economic growth." Geoff Obrzut talked about the importance of careers and the wisdom and experiences of elders. He said, "Everyone has a story to tell and discussions about jobs can provide meaning for students who are don't see a future in education."

Another example of working together in Illinois is the P-20 Council. The Council, a multigenerational group, points with pride to the outstanding accomplishments in school reform over the past few years. For example, a new Report Card will inform parents and grandparents about how local schools are performing. Another accomplishment is Illinois Pathways, a program to highlight learning in (STEM) Science, Technology, Engineering and Math. If you visit a P-20 Council meeting, it doesn't take long to notice that more than half the members are elders.

The Light from Illinois comes from Generations Serving Generations via three sources: the leadership of older generations, the commitment of policymakers, and the mindset of economic development.. Older generations can lead innovative efforts for creating new fields and products, connect generations in producing doable solutions to education and health, and act as cheerleaders to help students realize their potential. These activities are a beginning response to the call from Chairman Klaus Schwab and the World Economic Forum. - Editor

Summit Connects Aging, Education & Service

The most common definition of a silo is a large storage tower for grain. Silos are also used to symbolize the isolation between organizations. These social silos result in diminished communication and the loss of opportunities to take on problems as a united force.

On September 26, 2011, aging, education and service leaders convened a Summit to help connect their organizations thus reducing the silos. Peggy Luce, Vice President, Chicagoland Chamber, opened the Summit by asking participants to consider the benefits of greater communication and connections between generations. One of the goals for the Summit was to join generations in the preparation of a five-year plan for mobilizing older generations to help address community needs for all ages. Luce said, "There will be many facets to the five-year plan. This morning we will focus on how ordinary people in communities and neighborhoods throughout Illinois can contribute to reading and literacy."

Understanding the Priorities of Aging, Education and Service

The joint keynote that connected aging, education and service leaders was an example of how organizations can share priorities and find how they intersect. Michael Gelder, Acting Director, Illinois Department on Aging said that some older adults experience isolation due to mobility and lack of connections to other generations. "Older adults have knowledge and experience that could help in the classroom with literacy and reading," said Gelder.

Dr. George Reid, executive director, Illinois Board of Higher Education described the Public Agenda, an effort to improve the achievement of students, make education more affordable, and ultimately to help grow the economy. He said, "Time is the enemy. Unless we act, this will be the first generation to be less educated than the previous generation. The goal is 60/25, that is, by 2025, 60% of adults



L to R: Michael Gelder, currently Senior Advisor to Governor Pat Quinn (Acting Director, Illinois Department on Aging during the September 2011 Summit); David Fields, Member, Illinois State Board of Education and George Reid, Executive Director, Illinois Board of Higher Education

will have high quality degrees and credentials. The current rate is 41%."

Dr. David Fields, member of the Illinois State Board of Education described an image that impressed him. Even though these are challenging economic times, when you see little kids with backpacks, you realize the potential of each youngster. "Education needs all the help it can get, from parents, grandparents and the community," said Fields.

Jason Leahy, executive director of the Illinois Principals Association, led a panel on reading and literacy. He said, "The aging population in Illinois presents limitless opportunities to impact the nation's youth in a significant way." Susie Morrison, Deputy Superintendent of the State Board of Education described the Common Core Standards. She said that requirements for jobs have changed and a high school diploma isn't enough. The goal for the state standards is to provide benchmarks for academic progress that students should accomplish at the conclusion of each grade level.

The topic of literacy and reading was well described by Cindy Wilson, president and Pat Braun, vice president, Illinois Reading Council; Jennifer Foster, director, Adult Education, IL Community



Asim Mishra joins members of the NGA Illinois Policy Academy after his presentation. L to R: Summit Chair: Peggy Luce, Vice President, Chicagoland Chamber; Jane Angelis, Project Director, Generations Serving Generations; SIU School of Law; Asim Mishra, Deputy Chief of Staff, Corporation for National and Community Service; Joyce Galligher, Director, Chicago Area Agency on Aging, Family Support Services; Ted Gibbs, executive director, Serve Illinois Commission, and Bob Mees, President, John A. Logan College

College Board; and Cyndy Colletti, director, Illinois State Library Literacy Office. Ted Gibbs, executive director, Serve Illinois Commission said that service can help address the achievement gap in our schools. "We need to harness the great social capital of older Illinoisans."

Corporation for National Service Speaker Underlines Solutions

John Hosteny, Illinois Director, Corporation for National and Community Service, introduced Asim Mishra, Deputy Chief of Staff for the Corporation for National Service, who urged participants to find solutions through service. He talked about his experiences with Public Allies in Chicago and challenged the group with the idea that service is the solution. "Service is part of the strategy for solving problems in communities throughout Illinois."

Every meeting needs humor and a spirit of celebration. Jim Forstall, a retired administrator with the Illinois Board of Higher Education, joined George Reid in cutting an anniversary cake to celebrate the 50th year of the Illinois Board of Higher Education and the 25th year of the Intergenerational Initiative. The Intergenerational Initiative was first funded through a Higher Education Cooperation Act (HECA) grant in 1986 and has continued to foster intergenerational leadership. The Illinois Board of Higher Education was created by Senate Bill 766 of the Seventy-Second General Assembly and was approved on August 22, 1961. If you are a history buff, go to the Statehouse and take the elevator to the 6th floor. In Room 600, you will find the location for the first office of the Illinois Board of Higher Education that was occupied by the first director, Richard G. Browne.

Summit Recommendations for the Five-Year Plan

Reading and Literacy: Publicize opportunities for older adults to get involved with early readers and as volunteers in literacy programs.

Education: Foster connections between all levels of education as well as across generations. Promote an understanding of the priorities of education, aging and service and discover how their missions intersect.

Healthy Lifestyles: Emphasize the importance of a life-span perspective on healthy aging and develop partnerships across generations. Publicize evidence-based programs that can empower children, youth, mid-life adults and older adults to take charge of their health

Intergenerational Ventures: Promote communication between generations through programs, such as oral history, discussion of careers, reading, and sharing ideas about music, favorite leisure-time activities and technology.

Faith-based Organizations: Build bridges with faith-based organizations as a way to unite generations in contributing to community needs.

Older Learners: Market and promote older learner programs for enrichment, civic engagement, second careers, retraining and degree-completion for those 50+.

Media: Publicize importance of service and encourage all generations to tell their stories, to speak up and speak out about the importance of service.



Reading and Literacy

The Annie E. Casey Foundation reports that students who don't read at grade level by Fourth Grade may have lost their chance for success.

Discussion Leaders: Jason Leahy, Executive Director, Illinois Principals Association and Susie Morrison, Deputy Superintendent, Illinois State Board of Education; Panel Members Cindy Wilson, President and Pat Braun, Vice President, Illinois Reading Council; Jennifer Foster, Director, Adult Education, IL Community College Board; and Cyndy Colletti, Director, Illinois State Library Literacy Office

Education

The goal for the P-20 (Preschool through College) Council is to increase the proportion of adults in Illinois with high-quality degrees and credentials to 60% by the year 2025. Discussion Leaders: Bob Mees, President, John A. Logan College, Jacqueline Moreno, Illinois Student Assistance Commission and Julia Schroeder, Emerita, John A. Logan College





Healthy Lifestyles

Research shows that up to 25% of all expenditures for health could be eliminated with the prevention of chronic diseases. Discussion Leaders: Michael O'Donnell, Director, East Central Illinois Area Agency on Aging (ECIAAA), Rose Gates, Advisory (ECIAAA), Danville and Kathryn Johnson, PATH (Providing Access to Help).

Intergenerational Ventures

There are many humorous moments when generations share their perceptions on social customs, like dating, the use of technology, or view of authority. Discussion Leaders: Joyce Gallagher, Executive Director, Chicago Area Agency on Aging, Family Support Services; Russ Marineau, HURRAH Program, Naperville District 203 and Donna Treadwell, Springfield District 186



Faith-Based Organizations

When older generations are asked where they volunteer, the most frequent response is faith-based organizations. Discussion Leaders: Fred Nettles, Director, Partner for Hope, IL Dept. of Human Services; Pastor Tony Pierce, Heaven's View Christian Fellowship, Peoria and Kathy Engelken, IL Campus Compact.

Older Learners

A common thought for older generations is "use it or lose it," particularly relating to the brain, memory and learning. Discussion Leaders: Carol Davis, Vice President Spoon River College, Doug Brauer, Richland Community College and Anita Revelle, Senior Professionals, Illinois State University



Media

Experts tell us that service has many benefits and that volunteer is another credential to put after your name. Discussion Leaders: Merri Dee, Merri Dee Communications and president, Illinois AARP; John Hosteny, Corporation for National and Community Service, Marlo Guetersloh, Pantagraph; and David Porter, Illinois Press Association.

Celebrating the Leadership of Charles Johnson



During the Day of Celebration in the Senate Chamber, Director Charles Johnson introduces John Sirek, McCormick Foundation and Linda Hoffman, National Governors Association.

Charles D. Johnson was honored during the Governor's Conference on Aging December 2011 with the Leader of Excellence Award. "Johnson has served the Aging Network for more than 30 years" said Mary Killough, Deputy Director, Illinois Dept. on Aging "and indeed he inspired me and others at the Department."

Generations Serving Generations

Charles D. Johnson understood the potential for intergenerational connections, so in 2008, he submitted a proposal to the National Governors Association (NGA) Center for Best Practices to promote the civic engagement of older adults. When Illinois was selected, he convened a 12-member Leadership Team called the Illinois Policy Academy on the Civic Engagement of Older Adults.

In the spirit of civic engagement, four generations gathered in the historic Illinois Senate Chamber

for a Day of Celebration and Conversation on the Civic Engagement of Older Adults. In sharp contrast to the proceedings only 3 months earlier that resulted in the impeachment of Governor Rod Blagojevich, participants assembled to discuss the changing image of retirement and how Illinoisans envision a state where the talents of the older generations aren't left on the sidelines. Senate President John Cullerton and Republican Leader Christine Radogno sponsored the Day in the Senate.

Johnson's involvement with the Aging is an Asset Series set the bar for connecting policymakers in aging and education. In 2005, Aging is an Asset for Higher Education connected Elmer Washington from IBHE, Senator Ed Maloney, chair of the Higher Education Committee and SIUC Chancellor John Dunn. The second Aging is An Asset meeting paired Johnson, Maloney,

Charles D. Johnson

Charles D. Johnson served the Aging Network as a leader of excellence for more than 30 years. He was the executive director of the Northeastern Illinois Area Agency on Aging from 1974 until 2003, when he was appointed director of the Illinois Department on Aging. Director Johnson was the first African-American and longest serving director in the history of the Department.

Johnson was a vigorous advocate for older adults and their caregivers and worked to increase wages for direct care staff. He also saw that the asset level was increased to allow more older adults access to services. He recognized the need for agency growth, which resulted in much-needed new physical space for the Department.

His knowledge, passion, integrity and dedication to serving the Aging Network and older adults throughout Illinois have resulted in improved quality of life for older Illinoisans and their caregivers.

Johnson was the first recipient of the Leader of Excellence Award. As a symbol of his legacy to the people of Illinois, "The Charles D. Johnson Leader of Excellence Award will be given in the coming years," said Killough.



Dec. 2009: Nine of the 12 members of the Generations Serving Generations leadership team. Through Johnson's advocacy, Governor Pat Quinn presented Jane Angelis with his Leadership Award. (L to R Front): Charles Johnson, Director, Illinois Department on Aging; Marilyn Hennessy, Trustee, Retirement Research Foundation; Governor Pat Quinn; Jane Angelis, Director, Intergenerational Initiative, Center for Health Law and Policy, SIU School of Law; John Sirek, Director Citizenship, McCormick Foundation; Bernie Wong, director, Chinese American Service League, (Back) John Hosteny, Director, Illinois Corporation for National and Community Service; Bob Gallo, State Director, AARP; Mike O'Donnell, Liaison, Area Agencies on Aging; and Ted Gibbs, Director, Serve Illinois Commission, Office of the Governor.

Senator Kimberly Lightford and Randolph Tinder, president, Illinois Assoc. of School Administrators to discuss the involvement of older adults with P-20 education. The series continued with policymakers and Illinois citizens talking about the workforce, communities, civic engagement, health, and the media. The emphasis was to consider older generations as resources rather than problems.

Milestones for Generations Serving Generations

- **Illinois Selected by the National Governors Association**

In June 2008, the National Governors Association Center for Best Practices selected Illinois to participation in the Policy Academy on the Civic Engagement of Older Adults.

- **Intergenerational Gathering in the Senate**

On May 11, 2009, an intergenerational gathering was sponsored by Senate President John Cullerton and Republican Leader Christine Radogno.

- **Year of the Engaged Older Adult**

On December 10, 2009, Governor Pat Quinn launched the Year of the Engaged Older Adult. During that year, the group sponsored a Senate Forum on Intergenerational Leadership, a Senate Resolution on Civic Engagement, the First Summit that connected the leaders from aging and education at all levels, 20 regional meetings sponsored by Community College Presidents. Last, as called for by a Senate Resolution, a report was prepared called the Interdependence of Generations.

- **Senate Forum on Intergenerational Leadership**

On April 5, 2011, an intergenerational group convened in the Senate Chamber to discuss reading, an important skill that has an impact across all generations. The recommendations were part of the 2011 Summit.

MLK Day of Service Connects Students and Veterans through Skype

The Martin Luther King, Jr. Day of Service was a unique event shared by northern and southern Illinoisans. Joyce Gallagher, head of the Chicago Area Agency on Aging and Vicki DeWitt, director of the Area Five Learning Technology Center in Edwardsville and staff organized the day. The two Illinois locations, Chicago and Gillespie were connected through Skype, an Internet video system.

Director John Holton from the Illinois Department on Aging spoke to the two groups about the significance of MLK Day of Service. First, he brought greetings from Governor Pat Quinn. Then he shared information about the founding of MLK Day, "As you may know, the State of Illinois became the first state in the nation to make Dr. King's birthday an official state holiday, in 1973."

Denver Kunz a WWII veteran from Carlinville spoke to both audiences through the Skype arrangement and praised the WWII Classroom Project that gave him the opportunity to tell his story. He spoke about the importance of the interview as well as his experiences that will be preserved at the Library of Congress. Harold Bellamy, 78, a veteran from Chicago was stationed stateside on U.S. military bases, mostly in the South. He told an emotional story of his experiences with segregation and how he gradually dealt with the painful memories.

Vicki DeWitt said the three main goals of the Illinois WWII Classroom Project are to help students develop the expertise to interview WWII Vets, to provide connections which foster a deeper understanding of the Greatest Generation, and to save the stories and preserve them by submitting to the Library of Congress.

Holton said, "The project will also give the voices of an aging generation of veterans a permanent historical record. Unfortunately, we lose veterans every day, and we lose their stories."



Veterans from Chicago and Gillespie shared their experiences with students and one another. Note the big screen which connects students and veterans to Chicago through Skype. On the big screen from Gillespie: Students Allison Goldasch, Ally Burns, and Derek Heyen, Veteran: Denver Kunz; Teachers: Jerry Rosentreter and Jack Burns, and Staff: Julie Meiner and Vicki DeWitt. From Chicago L to R: Joyce Gallagher, director, Chicago Area Agency on Aging; Priscilla Stratten, United Negro College Fund; Jason Ferguson, Jesse Brown VA Center, Julian Velasques (with back to camera); and Holton. Not pictured, from After School Matters: students: Jada Rouselle, Elizabeth Ortiz and Staff: Tobias Emms.

Joyce Gallagher, director of the Chicago Area Agency on Aging, said the program is intended to develop a mutual understanding between generations, and fits in with King's message of community service.

Andrea Hart and students from After School Matters used the event to plan with Radio Arte, 90.5 WRTE-FM, a Latino-owned, bilingual, youth-driven public radio station, to emphasize community empowerment through storytelling. Through the multimedia journalism and documentary course After School Matters will involve a variety of Chicago-based high school students.

The Veterans History Program
<http://wwii.ltc.k12.il.us/Portal/Default.aspx?alias=wwii.ltc.k12.il.us/portal/wwii>

After School Matters
www.afterschoolmatters.org

Thoughts on the Legacies of Older Generations

Bernie Wong
 President
 Chinese American Service League

Seniors have a lasting legacy at the Chinese American Service League (CASL). Their stories of immigration, starting over, hardship, sacrifices and determination all to build a better life for their children inspire us every day. When Shu-Ying Wu and her husband immigrated to the United States they each lived separately for seven years, each helping a different family member raise their children because neither child had enough room for both of them to live together. Adjusting to life was difficult at first, but with CASL's help they developed roots and found purpose in their new community. When CASL's Senior Housing building opened Shu-Ying and her husband could finally live as a family. They were so excited to be together again that they moved in before their furniture arrived! Shu-Ying says "CASL has helped not only me, but my whole family live more independently in the US and with more confidence."

Peggy Luce
 Vice President
 Chicagoland Chamber of Commerce

It seems long ago that I read Gail Sheehy's original *Passages* (1976) where she shared observations on the lives of men and women within different phases of their lives and how they enjoyed them to the fullest. *Passages* helped me to realize the value of listening to the personal stories of my elders who had navigated an ever changing environment at the same time as their vantage point was changing. Today's communication technology makes it so much easier for families and hometowns to share and preserve the emotion and insights from those personal stories.

Robert Mees
 President
 John A. Logan College

The launch of the Five-Year Plan to mobilize the leadership and talents of older generations is exciting news for the state of Illinois. It's amazing how much progress has been made by the Illinois NGA Policy Academy on Civic Engagement of Older Adults during the past four years.

Community Colleges have been an important part of the success of Generations Serving Generations. With programs and classes that serve the very young, the older adults and every generation in-between, community colleges have the opportunity to help identify the talents and strengths of individuals and match them with service opportunities that will benefit our society. Younger generations have been encouraging their parents, grandparents and other older adults to go back to school, live healthier life-styles, and to keep up with all the new technologies. Now in the next five years we will see those who took that advice and have retired, leading and participating in service-learning projects.



Children from CASL's Child Development Center present seniors with hand-made scrolls wishing them a Happy and Healthy Year of the Dragon.

Lifelong Learning & Service Coalition

The Lifelong Learning and Service Coalition is comprised of administrators from community colleges and universities that sponsor programs for those 50+. The group was founded in 1989 by the Illinois Community College Board and formalized in 1992 through funding from the Retirement Research Foundation, the Illinois Board of Higher Education, and the Illinois Department on Aging. Older learner programs throughout the state are engaging retirees and keeping them active.

The Quarterly Meeting of the coalition was held on February 29 and hosted by the Illinois Department on Aging in Springfield. Participants spoke about interesting and memorable courses and their advice to fellow members.

Janna Overstreet talked about an *Employee Benefit Expo* at the local hospital where the Lifelong Learning Academy of Eastern Illinois University was highlighted as one of the employee benefits. The hospital has recently added an annual membership to Eastern Illinois University's Academy of Lifetime Learning as an employee retirement gift as well as an employee benefit for current employees over the age of 50. The hospital added this benefit due to the overwhelming research that suggests lifelong learning is a benefit to one's overall

health. EIU and Sara Bush Lincoln Health System are on the forefront of designing a plan for healthy living to include a lifelong learning component.

Julie Delong from Prairie State Community College described a class called *Live Better with Laughter* that brings humor to the lives of their students. It is a very popular class. Members pointed to the research that shows children laugh 400 times a day whereas adults only laugh 14 times each day.

Anita Revelle gave details about a *Job and Intern Fair*. Members of Senior Professionals at Illinois State University manned a First Check Booth that helped students prepare. The students could try out or get help with their 30-second introduction for representatives of different careers and also talk with retirees about employers they should visit who might hire applicants with their majors. It's a win-win program. The students have more confidence in their job-seeking skills and the older adults enjoy helping the students prepare for careers.

Norma Rossi from Illinois Central College *Prime Plus* is reaching out with a series of programs called "Thinking Ahead," that deal with the toughest issues of aging. In a very positive climate, elders discuss Changing the Culture of



George Reid and Michael Gelder give awards to the Lifelong Learning and Service Coalition during the September 2011 Summit. One of the awards was for the "Retirees Leading," Spoon River College. L to R: Reid, Julie Seeley, Outreach Coordinator and Carol Davis, Vice President, Spoon River College and Gelder. Other award winners included SIU Edwardsville, for the "Through My Eyes" project; and John A. Logan College, for "Tutors for K-4." Eastern Illinois University won for best instructor, Alan Baharlou, and most impressive volunteer, Lillian Greathouse.

Nursing Homes, Empathy with Aging, Conversations with Loved Ones--Planning for Later Life, and Supporting Ourselves through Grief and Loss. "Early registrations are modest, but if these are well-received, we believe numbers will grow," said Rossi.

Carol Davis, Spoon River College, described a new community outreach project established by the graduates of the *Retirees Leading Academy*. The committee members research street intersections which may cause safety issues, share their findings with the Canton police chief, and then collaborate by seeking solutions or new city ordinances to alleviate problem areas.

Jan Simon from Parkland College

in Champaign talked about the importance of partnerships. Their *Living Well Breakfast Seminars* were sponsored by the Christie Foundation and held at one of the Christie Clinic locations. Topics are Diabetes, Heart Disease, Nutrition, Cancer. These events are hugely popular and have waiting lists.

A Healthy Living Expo includes health screenings, vendor booths, educational sessions and entertainment during a half day event. The event is a valuable partnership with the Area Agency on Aging says Cheryl Brunsmann, the Assistant Director of Community Education at SIU Edwardsville. Another partnership, *Through My Eyes*, is a speakers bureau of sorts. Professors request speakers on a particular topic and Brunsmann finds retirees who fit the request and then puts the two in contact.

Jon C. Neidy of the Osher Lifelong Learning Institute at Bradley University shared the details of one of their new Study Groups that utilizes the National Geographic's *Genographic Project* to explore members "deep ancestry." Anonymous participation in this project is helping to create the world's largest survey of DNA samples to map how humankind populated the planet and allows members to trace their genetic lines back tens of thousands of years. In addition, a recent popular *Learning Trip* with a long waiting list has been to the county coroner's office where they are presented information on the investigative process.

Lifelong Learning and Service Coalition Meeting

Report by Carol Davis, Chair

The Quarterly Meeting was held on February 29 and hosted by the Illinois Department on Aging.

The Executive Committee met from 9:00 a.m. – 10:00 a.m. to discuss the Coalition's continued purpose, direction, and action plans. The executive committee determined that the Coalition's most successful practices have been (1) sharing best practices; (2) serving as a resource; and (3) promoting lifelong learning programs and events. The Directory of Lifelong members serves as the vehicle for continuing these practices.

The formal meeting began at 10:00 a.m. with a brief update by Scott McFarland, Resources and Information Manager, with the Serve Illinois Commission. Scott detailed the work of the commission, as well as provided information about the June 18-20, 2012 national conference in Chicago. Two of the keynote presenters include Secretary of Education Arne Duncan and former first lady Barbara Bush. More information can be found at www.volunteeringandservice.org Scott presented the three main foci of the commission: volunteer recruitment, recognition, and management.

Dr. John Holton, Director of the Department on Aging, visited with the group about his vision for the Department. He said has been doing a lot of listening since November when he was appointed by Governor Quinn and indicated that he believes that his department must also focus on the new 65+ to help keep Boomers active and engaged. Dr. Holton also mentioned the Village movement that is now taking place in Boston and Lincoln Park in Chicago to help elders remain in their homes.

Other topics discussed included:

- The current directory that lists over 40 members. The Directory is available www.solit.siu.edu/GenServeGen/PDF/DRAFT%20Lifelong%20Directory.pdf
- A regional (multi-state) Lifelong Training Conference suggested by Janna Overstreet, EIU. The tentative date is the 3rd week in May, 2013.
- Mini-lifelong training sessions for geographically-close institutions
- Finally, the Coalition established a few measurable objectives. These included (1) increase the active institutional/organizational membership; (2) establish, maintain and update bi-annually a web-based resource directory of lifelong learning providers; (3) devise or assist in offering annual local and regional lifelong learning training conferences or workshops. The group will begin to address the objectives via phone and the Internet.

Those attending included: Director of Aging, John Holton; Scott McFarland, Serve Illinois Commission; Norma Rossi, Illinois Central College; Michelle Riggio and Jon Neidy, Bradley Osher Institute; Julie DeLong, Prairie State College; Anita Revelle, Illinois State University; Doug Brauer, Richland Community College; Cheryl Brunsmann, Southern Illinois University Edwardsville; Janna Overstreet, Eastern Illinois University; Jan Simon, Parkland College; James Polk, Illinois Community College Trustees Assoc.; Jane Angelis, Generations Serving Generations, SIU School of Law; and Carol Davis, Spoon River College.

Building Small Businesses

Executive Service Corps

Jo Posselt, Vice President
Marketing & Development

A volunteer for the Executive Service Corps tells a story about getting involved. He had served as chief strategy officer and chairman of multiple business units for one of the nation's largest Fortune 500 companies. After nine months of retirement, traveling and relaxing with family and friends, he became restless for something more. A friend told him about a non-profit consulting organization, the Executive Service Corps (ESC) of Chicago. ESC is a volunteer corps of nearly 300 men and women who use their skills and knowledge from long and successful careers to help other non-profits thrive.

"I was ready to start re-engaging my brain and giving back to the community seemed like a good way to do just that," he said. Since 2007, he has worked with 12 different nonprofits, assisting in strategic planning, board development and marketing. "It's been an incredibly rewarding experience, doing all we can to help make a difference in people's lives."

The Executive Service Corps is a nonprofit organization comprised of hundreds of accomplished and caring business leaders who contribute their time and lifelong management experience to nonprofits seeking the most professional, powerful and cost effective ways to advance their mission. 312-870-5803
<http://www.esc-chicago.org/>

Small Business Supports Gumdrops

Rex Duncan, Chair
Champion Community Investments

Champion Community Investments, utilizing proceeds from its low-interest lending programs, recently made a contribution to support the work of Gum Drops.

Gum Drops is an all-volunteer not-for-profit program that arranges for the filling of weekend packs full of child-friendly food for children in 41 area schools in southern Illinois. In three months during 2011, they packed nearly 14,000 weekend food bags and distributed them. A member of the St. Louis Food Bank, as many as 70 volunteers have helped pack and distribute the bags. Funding for the Gum Drops Project was made available by the business partnerships developed through Champion Community Investment's work to make low-interest loans available to area businesses. The goals of the loan programs are economic development, entrepreneur assistance, and job creation.

"Good nutrition is essential to good learning. Gum Drops isn't just feeding children. They are preparing them to learn today for a brighter future."

Rex Duncan is director of the Entrepreneurship Center at SIU Carbondale.



Small Business Administration's Office of Faith-based & Neighborhood Partnerships



Jerry Flavin, Director
SBA Office of Faith-based & Neighborhood Partnerships

There has never been a better time to start a business. No matter what your age, expertise, or background, entrepreneurship can be a way to earn a living by doing what you're passionate about. Historically, small businesses create two out of three new jobs in the private sector. So it's no surprise that we are looking to small businesses to grow our economy in these tough times.

In many underserved communities, would-be entrepreneurs can't get the tools they need to start and grow businesses. The Small Business Administration Office of Faith-based and Neighborhood Partnerships collaborates with groups in these communities to provide access to capital, opportunities in government contracting and counseling that entrepreneurs need most. Small businesses are important drivers of job creation and economic growth, and we must ensure that all small businesses can grow and prosper.

Right now, many small businesses still struggle with access to capital. That's why SBA's loan programs are so important. We guaranty loans, made by banks, to small businesses that have a hard time getting the capital they need. SBA's network of resource partners offer counseling and training to

over a million small business owners a year.

Mentoring is an important part of developing and supporting small business owners. Entrepreneurs and small business owners can find mentors at their local SCORE chapter. SCORE is an SBA resource partner that pairs entrepreneurs with mentors and counselors who have "been there and done that" when it comes to running a business. We are always looking for new ways to encourage mentoring, because it is such a crucial step in the life of an entrepreneur.

SBA's Office of Faith-based and Neighborhood Partnerships works with faith and neighborhood organizations to encourage economic development and small business growth. These groups have a vested interest in creating new businesses in their communities. One of SBA's initiatives is to help more faith-based and neighborhood groups become SBA-certified microlenders and further serve their constituents by providing access to much needed capital.

On the website, you can enter a little information about your business and be presented with a list of resources nearby. www.sba.gov/direct.



Jason Tyszko, Deputy Chief of Staff
 Illinois Department of Commerce and Economic Opportunity

New Focus on Science & Math

Illinois Pathways, funded through Race to the Top, is a new and innovative State of Illinois-led STEM (Science, Technology, Engineering & Math) education initiative designed to support college and career readiness for all students. Through a partnership between the State of Illinois' education and economic development agencies, Illinois Pathways supports local programs that empower students to explore their academic and career interests. It is also creating new statewide, public-private partnerships known as Learning Exchanges that better coordinate investments, resources and planning for those programs.

Lifelong & Life-wide Learning

One component of the Illinois Pathways initiative is to support P-20 STEM Programs of Study. These pathway models are built not as K-12 pathways, but are meant to bridge both lifelong and life-wide learning, including adult populations. The idea is for "no wrong door" or for an "on-ramp" for any individual seeking to explore their academic and career interests starting in a place that fits their personalized education and career plan. We are of course starting by building out nine pathways consistent with STEM application areas and that are aligned with the State's economic development objectives.

Learning Exchanges Target Community Involvement

The second piece is the sector-based STEM Learning Exchanges. Once the Learning Exchanges are operational they provide a public-private infrastructure by which adults can participate and contribute across the nine functions. For example, older adults who are retired may be able to serve as mentors through the Learning Exchanges connecting to a network of P-20 institutions engaged in a particular cluster area. They can also provide feedback on the development of career guidance materials as well as curriculum development. The Learning Exchanges become a sort of "one-stop" shop or a common platform to connect to the universe of public-private partners in a cluster space.

Illinois Pathways was launched at State Farm Insurance Headquarters on February 9 by Governor Pat Quinn.

Pathways is a public-private partnership including education, economic development and the Illinois Business Roundtable, an association consisting of 63 chief executive officers of Illinois' leading businesses.

CONTINUANCE MAGAZINE

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Knowledge and Understanding Passing from Generation to Generation

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Founded as a four-page newsletter in 1987—funded by the Illinois Board of Higher Education. Expanded to a magazine in 1999 with funding from the Corporation for National and Community Service.

Goal: To promote intergenerational engagement and leadership

Additional Resources on the Economics of Aging

Advisory Panel on the Economic Potential of Senior Australians (2011) *Realising the economic potential of senior Australians: Enabling opportunity.*

http://www.treasury.gov.au/EPISA/content/publications/enabling_opp/downloads/epsa_enabling.pdf

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Business Week (2010) *Aging Boomers May Bring Fiscal Blessings*

http://www.businessweek.com/investor/content/mar2010/pi20100329_610980.htm

Economics of Aging Population (2011) China

http://news.xinhuanet.com/english2010/in-depth/2011-06/01/c_13905135.htm

Center for Longevity, UK (2010) *The Economic Value of Healthy Ageing and Working Longer*

Source: <http://www.globalaging.org/health/world/2010/EconomicValue.pdf>

Global Health and Aging (2011)

http://www.nia.nih.gov/sites/default/files/nia-who_report_booklet_oct-2011_a4_1-12-12_5.pdf

Crain's (2011) *Graying of Chicago*: Source: <http://www.chicagobusiness.com/article/20110205/IS-SUE01/302059982/crains-special-report-the-graying-of-chicago>

Public Policy and Aging Report (2011) *America's opportunity: The potential of an aging society.*

<http://www.geron.org/images/PPAR-Fall2011Final.pdf>



National Service Conference June 18-20 in Chicago

While it's sure easy and "top of mind" to think of Gangsters and Teamsters when referencing Chicago's History...what is more relevant and engaging is to remember and honor the strength and resiliency the City has shown through tragedy, destruction and depression. The City of Chicago encapsulates the theme "Turning Point" for the 2012 National Conference of Volunteering and Service.

The National Service Conference will 1) showcase Chicago, its people, culture, sense of community, rich service and grassroots organizing history; 2) highlight Chicagoans and Illinoisans including individuals and organizations who are doing extraordinary and innovative service work and 3) foster civic engagement, good citizenship, service & volunteerism as a national imperative.

Among speakers are Arne Duncan, Secretary of Education; Barbara Bush, former First Lady; Michelle Nunn, CEO of the Points of Light Foundation; Ebo Patel, founder, Youth Core; Paul Schmitz, director, Public Allies; General George Casey, former Chief of Staff, U.S. Army; Dikembe Mutombo, NBA Global Ambassador; Craig Newmark, Founder, craigslist and Jenne Meyers, Service Officer, Chicago.

Early Registration and Additional Information
<http://www.volunteeringandservice.org/get-involved/register.cfm>

