

Understanding the Aging Workforce: Defining a Research Agenda

Discussant Comments

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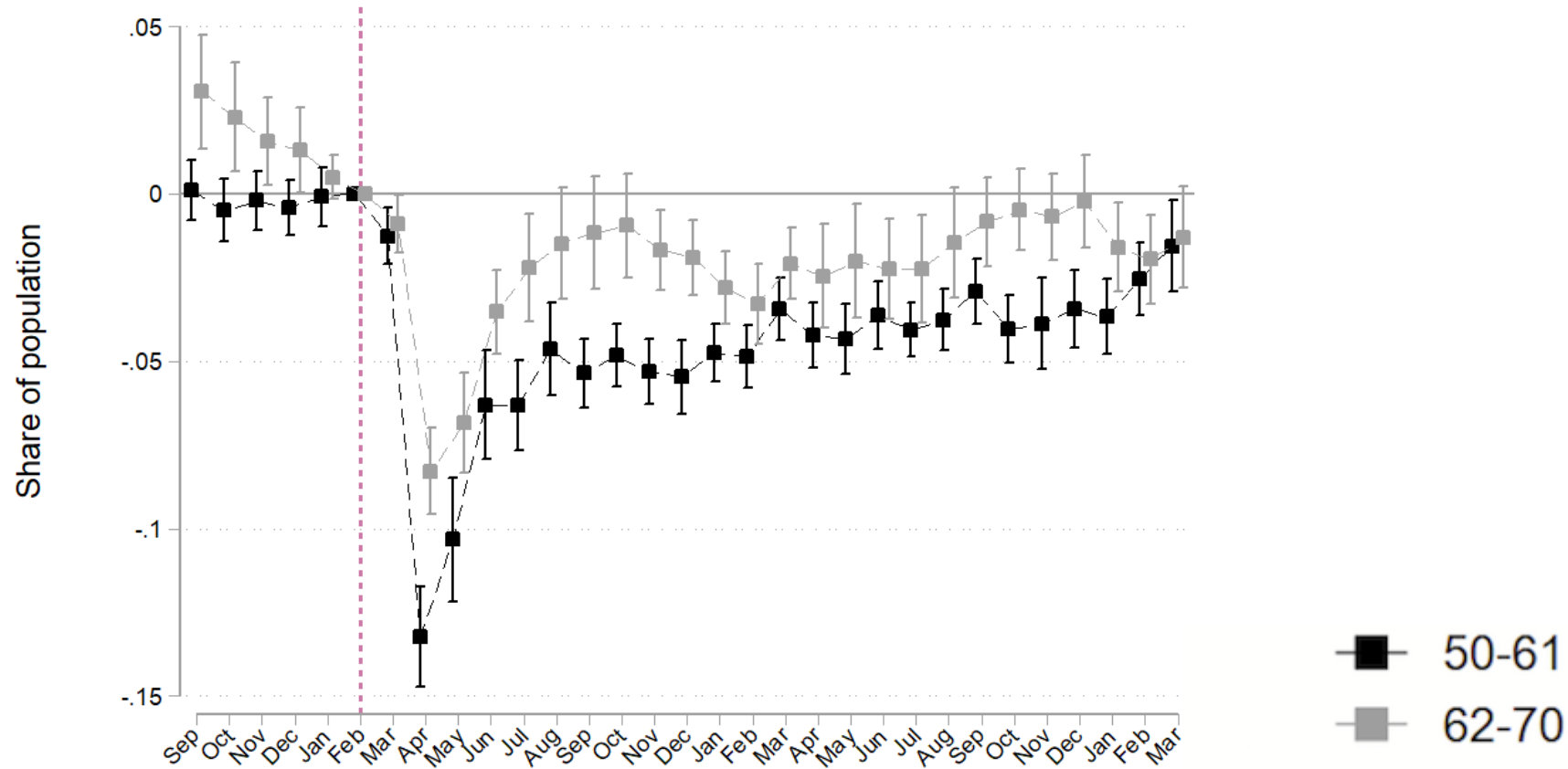


@lhnicholas

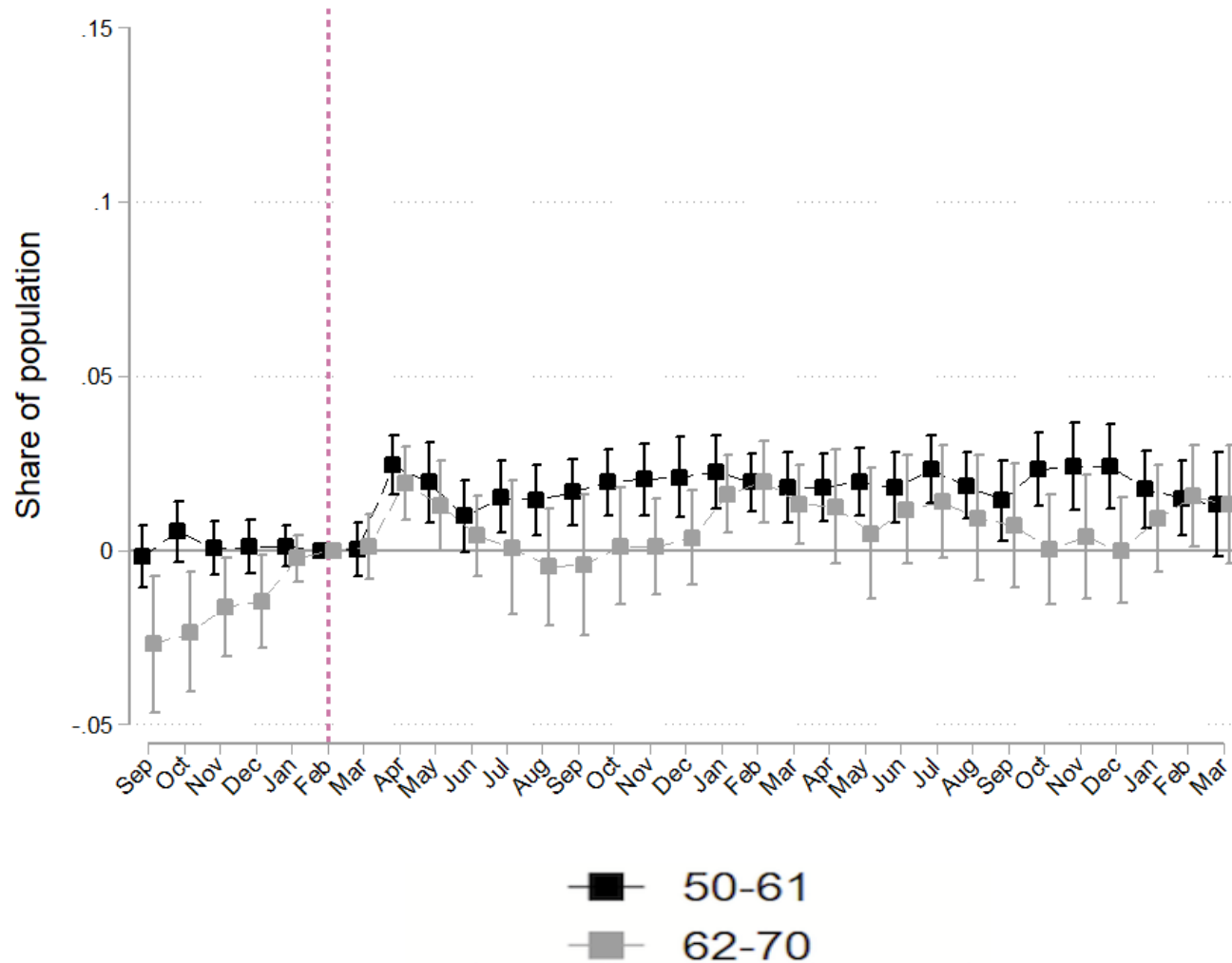
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Critical Time for Understanding Older Worker Labor Supply

Older Adults Employed in the Previous Month Relative to March 2020, Current Population Survey



Older Adults Not in the Labor Force Following the COVID-19 Pandemic



Building Data Infrastructure

- Using GS Goda, E Jackson, LH Nicholas, SS Stith, *Journal of Population Economics*, 2022 and work in progress as case study
- CPS and Social Security aggregate administrative data to understand trends in labor force population and benefit claiming
- Mechanisms we wanted to test
 - Concern with unsafe work environments/was remote work or other accommodation available?
 - How did own health influence decision?
 - How did caregiving/family demands influence decision?

Learning from the Health and Retirement Study

- Survey and administrative data help with context on job demands, health of respondent and partner, etc
- Long-standing Medicare linkage shows utility of administrative content on metrics that are poorly suited to survey questions or crowded out by other measures
- Health and employment linkages show potential and challenges of using existing administrative linkages
 - CenHRS as potential source of employer health insurance offers, but key field often poorly populated

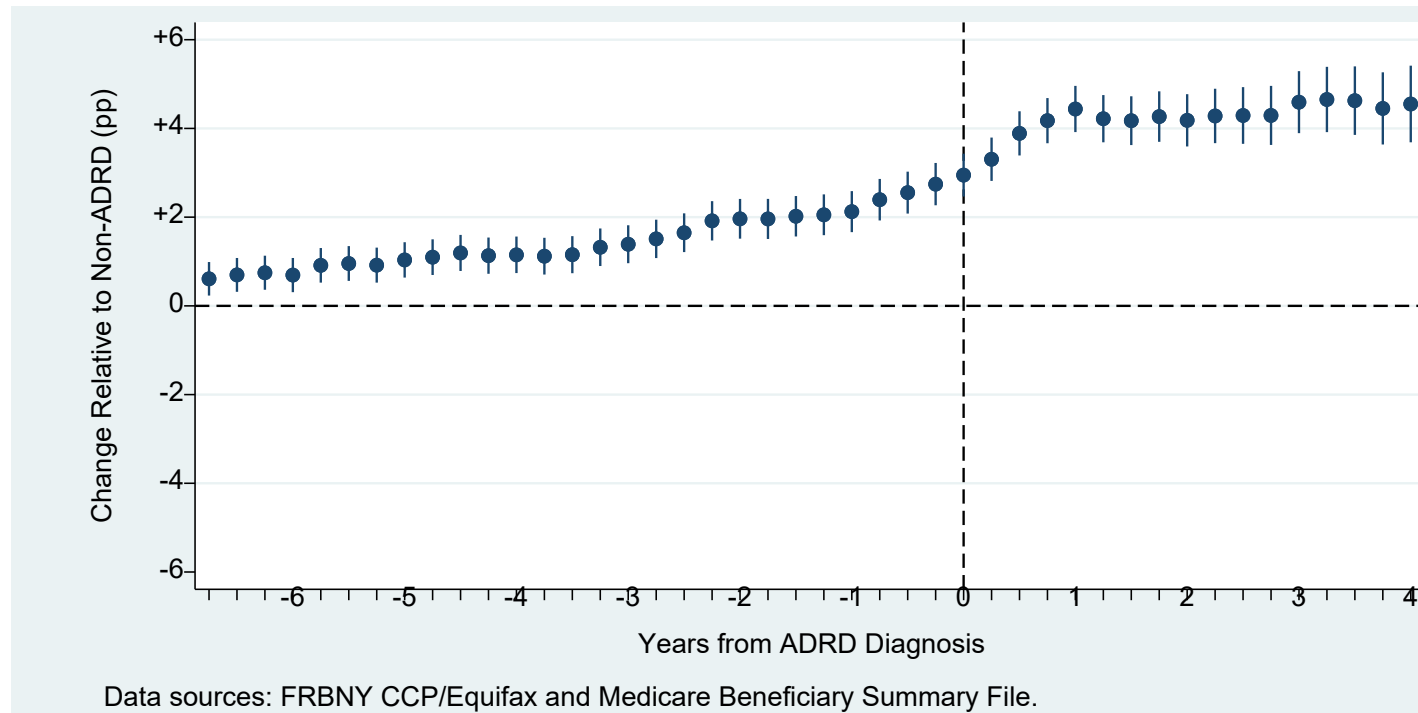
Data Investment Wish List

- Greater ability to put CPS respondents in context
 - Family
 - Health
 - Employer and employment choice set
 - Job and workplace characteristics
- Greater ability to follow workers longitudinally
 - Key emphasis on lifecourse perspective, ideally see older workers before they are 50+
- Summary files to improve ease of use, access to/correct interpretation of administrative linkages

Incorporating Health

- Health of worker and family intimately linked to labor supply
- Growing appreciation that administrative and commercial data can provide real-time information about health and other dimensions of well-being

Payment Delinquency and Alzheimer's Disease & Related Dementias Diagnosis



LH Nicholas, KM Langa, JPW Bynum, JW Hsu. 2021. *JAMA Internal Medicine*.

Potential Linkages for Existing Surveys

- All-payer healthcare claims data
- Consumer credit data
- Payroll data
- State and local policy data
- Government programs (unemployment, taxes, Medicare/Medicaid/health insurance exchange, Social Security)

Creating Public Goods

- Suggestions are expensive
 - Data purchase
 - Researcher time to negotiate/link/understand
 - Appropriate computing environment
- Huge benefit to doing once in reusable way
 - Funding for data resources in addition to specific research questions
 - Long timeline and uncertain payoff for specific research question can exclude pre-tenure researchers

Thank You!

