



The Federation of Behavioral, Psychological, and Cognitive Sciences
and
the Society for Industrial and Organizational Psychology
invite you to attend a Science Forum on:

Work and Aging:
**Psychological-Organizational Science Contributions to the
Management of an Aging and Age-Diverse Workforce**

Friday, March 14, 2008, 9:00am – 5:00pm
Union Station, 50 Massachusetts Ave., NE, Washington, DC 20002
Columbus Club Meeting Space
(entrance located on the northeast side of the Main Hall of Union Station, across from Thunder Grill)
Union Station Metro
RSVP at http://www.fbpcs.org/events/2008_SIOP/

The U.S. workforce is growing older and becoming increasingly age-diverse. According to the U.S. Department of Labor, the workforce segment slated for the greatest growth over the next decade is that of persons 55 years or older. According to DOL projections, as the baby boomer generation ages, over 20 percent of the total civilian labor force in 2014 will be comprised of persons 55 years of age or older. This projection, together with projections that indicate continued slowing and delayed rates of young person entry into the workforce, the improved health status of baby boomers relative to previous generations, and recent legislative trends that discourage early retirement, indicate that today's "graying" members of the workforce (currently aged 45-60) will play a central role in meeting future labor needs across a wide range of occupations.

The graying of the U.S. workforce and spot shortages of young talent pose numerous immediate and long-term challenges for effective human resource management in public, private, and military organizations. In science and technology fields, current worker competencies must often be retooled to incorporate new advances into existing skill sets. Organizational changes in the private sector, spurred by economic globalization and competition, are creating new, serial patterns of employment across the lifespan, and increasing the need for worker adaptability. New work design and incentive systems are needed to promote learning, skill development, behavior change, and to increase organizational capacity for the development of dynamic work role adjustment strategies to address increasing diversity in worker needs and competencies.

Scientists at this forum will address current research on maintaining competitive advantages in a global environment, managing talent, and promoting work engagement and organizational attachment. Federal agency representatives will discuss research opportunities for scientists and participate in discussions on the future role of industrial / organizational psychology in within their various agencies and the country's workforce as a whole.

Society for Industrial and Organizational Psychology participants

Ruth Kanfer, PhD (Georgia Institute of Technology): The World of Work in the 21st Century: Older Workers, New Work Roles, and Age-Diverse Workplaces

Jeanette N. Cleveland, PhD (Pennsylvania State University): Age Diversity and Human Resources Practices

Elissa Perry, PhD (Columbia University): Inter-Generational and Age Differences at Work

Janet Barnes-Farrell, PhD (University of Connecticut): Managing Work Role Transitions, Knowledge Transfer, and Retirement

Participants from federal agencies to be announced...

To RSVP for this event, or to learn more, please visit http://www.fbpcs.org/events/2008_SIOP/.