Good News For Employers: Over-65 Crowd Staying On Job

(NAPSA)—Believe it or not, by 2030, one in five Americans will be age 65 or older. That means a good deal of the population—mainly the baby boomers—will be retired and enjoying golf, embarking on travel adventures, spending time with the family or finally taking that long-awaited cooking class. Or will they? Recent studies show that many Americans are staying on the job longer and pushing off retirement until they feel more comfortable with what's in the bank.

In fact, a recent survey by the American Association of Retired Persons (AARP) revealed that 7 in 10 Americans plan on working past the age of 65. This is great news for employers because they won't have to worry about losing senior talent—those who have been on the job the longest. Also, employers looking to hire new employees will be able to pick from a more diverse and qualified talent pool.

However, two-thirds of the over-65 population will experience a disability, according to data from the U.S. Census Bureau. Perhaps the most common disabilities are those related to eyesight, hearing and hand movement. Accessible technologies can help people with disabilities, whether slight or severe, to continue performing on the job, send e-mail or search the Web, without a glitch.

"The maturing workforce is an important and talent-rich demographic that is unfortunately often overlooked by businesses," said Andrew J. Imparato, President and CEO of the American Association of People with Disabilities (AAPD). "With the help of accessible technology, workers can continue their career paths without worrying about age-related disabilities becoming a barrier for success."

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To help support the maturing workforce and employees with disabilities, businesses are adopting innovative new technologies that can read aloud the content on a computer screen or magnify computer text so it's easier for employees to read. For users with hand tremors, IBM has developed an adaptor for a computer mouse that is designed to help people with hand tremors better control their computers.

Another innovative technology, WebAdapt2Me, was developed by IBM with the input of seniors. It allows computer users with fading vision to enlarge the size of the text of Web pages; reduce the clutter in the background; or opt to have the computer read the text aloud. It also makes the browser, mouse and keyboard easier to use.

Accessible technology is an important factor in driving employee productivity and equality within the workplace—a disability shouldn't be a roadblock in one's career. Through proactive legislative efforts and new accessible technologies, businesses can improve workplace life and empower the maturing workforce.

To learn more about these accessible technologies, visit www. IBM.com/able.

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