

Changing the World Again . . . Baby Boomers Reinvent Retirement

Rebecca Parks

Abstract: There has never been a time in the history of the US workforce where understanding generational differences was more important. We live in a time when employees who are at or who have surpassed retirement age are forced to continue to work in some capacity in order to live comfortably, and those who are still starry eyed and young enough to be the grandchildren of the older employees are just entering the world of work. The study of generational differences has been of prime interest to researchers for a long time, but in recent years more attention has been paid to how these differences intertwine and play out now that there are four generations in the workforce. Karl Mannheim introduced the notion of generations as a construct in sociological theory in the 1920s. The purpose of this paper is to describe the characteristics or attributes of the past four generations relative to occupational expectations, demands, and stresses in our now multigenerational workforce. Forces existent within today's workforce are of interest to the vocational expert in the determination of a proper job fit that will allow optimal workforce effectiveness and efficiency. The Baby Boomer generation is pivotal in understanding the complex dynamics of a multigenerational workforce.

Work Life Expectancy of Older Individuals: Implications for Vocational Professionals

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Abstract: The older population is one of the fastest growing age cohorts in the United States. Older individuals, in general, are likely to remain in the workforce beyond the traditional retirement age. Vocational professionals frequently evaluate work life expectancy of individuals with regard to vocational retraining, case management, and loss of earning capacity by utilizing standard work life expectancy tables. Traditional work life expectancy tables do not take into account the heterogeneous makeup of the group of older individuals or any individual qualities or factors. The Baby Boomers have changed historical and economic tides across their lifetime due to their sheer numbers. The authors argue that radical changes in work life expectancy have occurred and will continue to occur as the Baby Boomers change the concepts of work life expectancy and retirement. The growing older population and their desire and need to work creates sufficient opportunity for rehabilitation counselors to provide services to people who are older.

Aging Adults with Intellectual and Developmental Disabilities: Issues and Implications for Future Directions

Laura M. Smith

Abstract: The aging of the Baby Boomer generation and increased life expectancy signal a new era of social and economic challenges in the history of the United States. Older Americans will make up a large percentage of the total U.S. population, live longer, and spend more years in retirement, or in second careers. These trends are also expected for aging adults with intellectual disabilities. As society seeks to understand the important issues facing this population and to find ways to assist it, the gathering of pertinent biological, psychological, behavioral, and social data for purposes of research and service in the field will become imperative. The branch of medicine known as geriatrics and the study of aging processes, or gerontology, along with rehabilitation are poised to provide the research needed to enhance an understanding of this population and its particular issues in order to promote quality of life and provide quality services. For this population, societal commitment to equality of rights, including autonomy, person-centered approaches to provision of health, community and residential and end-of-life services, and innovative, collaborative agency/community partnerships will improve quality of life and should

reduce the antiquated societal practice of resorting to routine institutional care.

Who is the Client in Forensics?

Mary Barros-Bailey, Jeffrey Carlisle, Michael Graham, Ann T. Neulicht, Robert Taylor and Ann Wallace

Abstract: Who the client is in a forensic rehabilitation evaluation has been the source of confusion and much debate among expert witnesses for many years. In an attempt to clarify the issue, several leaders within the rehabilitation forensic practice setting met in Las Vegas, Nevada on November 4, 2007 to review the various definitions of client among the codes of ethics to which forensic certificants or professional members adhere. The goal of the work group was to identify and define the intent of the relationship among the parties in a legal matter and to offer definitions to clarify those relationships utilizing terminology that might be universally accepted by certification and membership bodies to which many rehabilitation expert witnesses belong. This white paper addresses the history of the issue, the conflict caused by competing definitions, and offers a definition that has been accepted and ratified by the American Board of Vocational Experts, the Commission on Rehabilitation Counselor Certification, and the International Association of Rehabilitation Professionals.