

The Graying of North Carolina

Challenges and Opportunities

Michael Olender
State Director
AARP North Carolina

AARP[®]
North Carolina

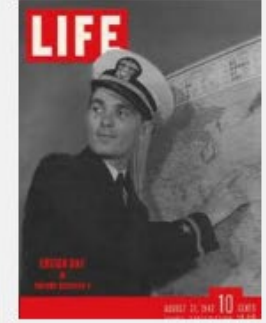
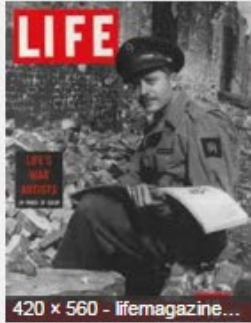


January 1961: At the first-ever White House Conference on Aging, AARP founder Dr. Ethel Percy Andrus shows President Dwight D. Eisenhower a model of the “Freedom House,” a home designed and built by AARP using “universal design” features so older adults can “age-in-place.”



THE UNITED STATES ENTERS WORLD WAR II IN DECEMBER 1941

The war in Europe ends in May 1945 | The war in Japan ends in August 1945





**And then the
Baby Boomers
arrive!
76 million
American
children are
born between
1946 and 1964.**



MEDICARE  **HEALTH INSURANCE**
1-800-MEDICARE (1-800-633-4227)

NAME OF BENEFICIARY
JOHN DOE

MEDICARE CLAIM NUMBER
000-00-0000-A

IS ENTITLED TO
HOSPITAL (PART A) SEX **MALE**

MEDICAL (PART B) EFFECTIVE DATE **01-01-2007**

SIGN HERE →

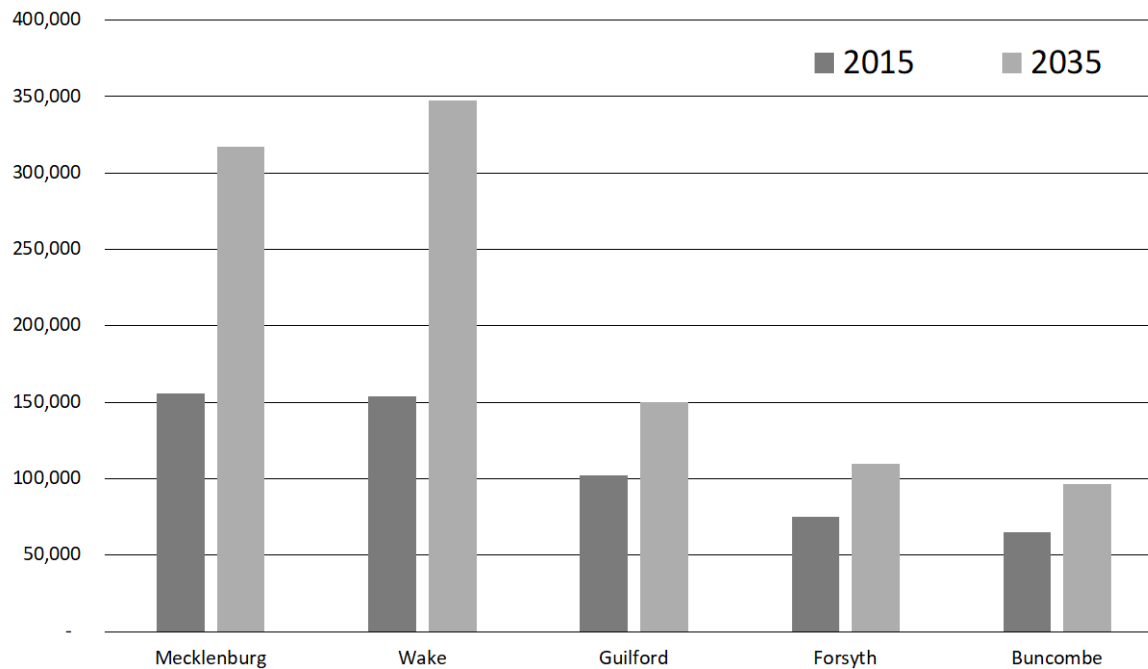
SAMPLE

Those babies now range in age from 59 to 77 years old.



- **By 2030, 1 out of 5 adults in the U.S. will be 65 or older.**
- **In NC there currently are more adults 60+ than under 18.**

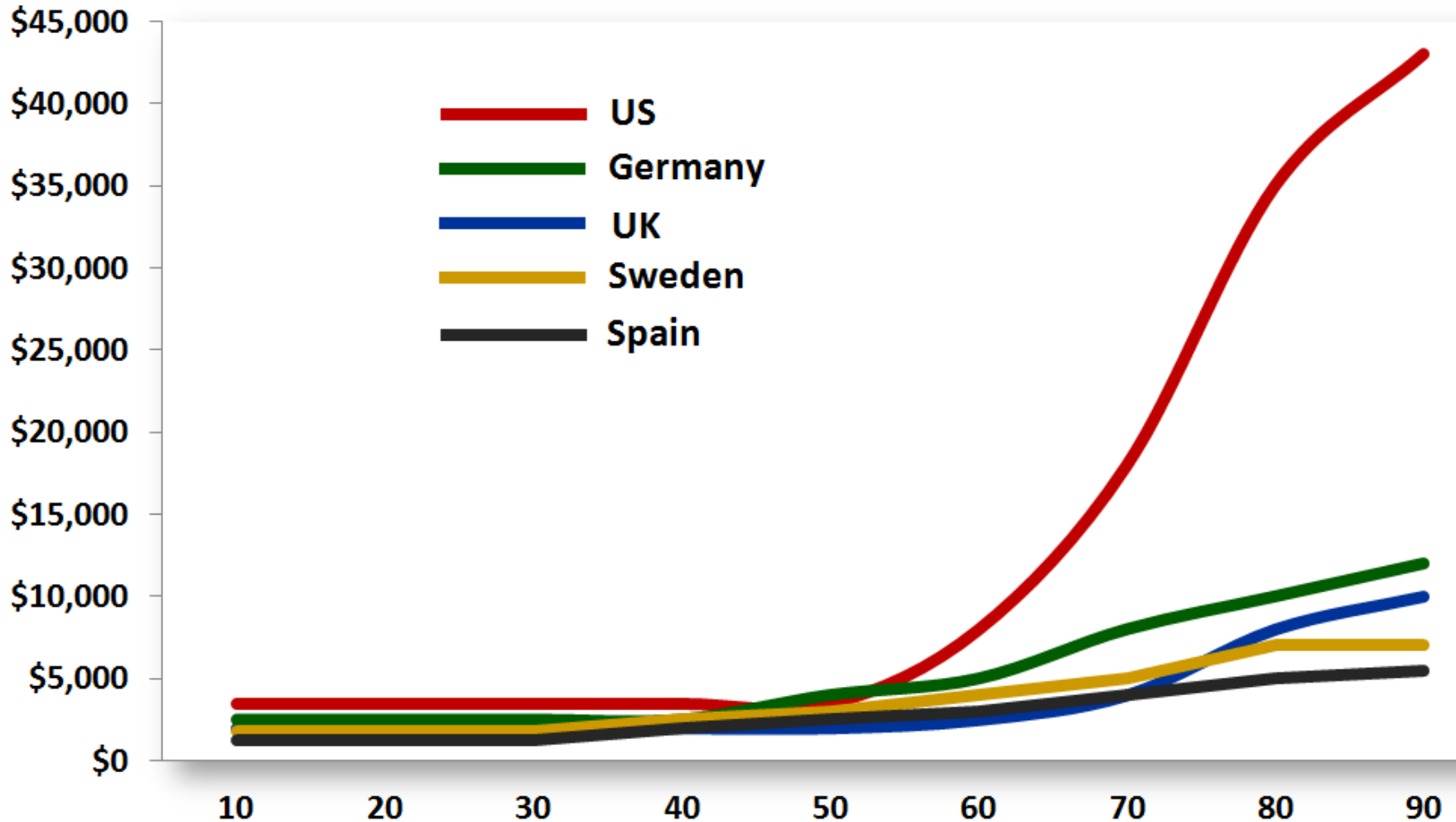
Top 5 North Carolina Counties with the Most People 60 and Over



Source: NC Office of State Budget and Management, 11/01/2016

The High Cost of Health Care in America increases with Age

Annual Per Capita Healthcare Costs by Age



AND we are living LONGER!

U.S. LIFE EXPECTANCY AT BIRTH

YEAR	AGE
1900	47.3
1930	59.7
1960	69.7
1997	76.5
2007	77.9
2010	78.3
2030	101.0

Retirement savings account balances, by age

Age	Median	Average
<25	\$1.8K	\$6.3K
25–34	\$14.1K	\$37.2K
35–44	\$36.1K	\$97K
45–54	\$61.5K	\$179.2K
55–64	\$89.7K	\$256.2K
65+	\$87.7K	\$280K

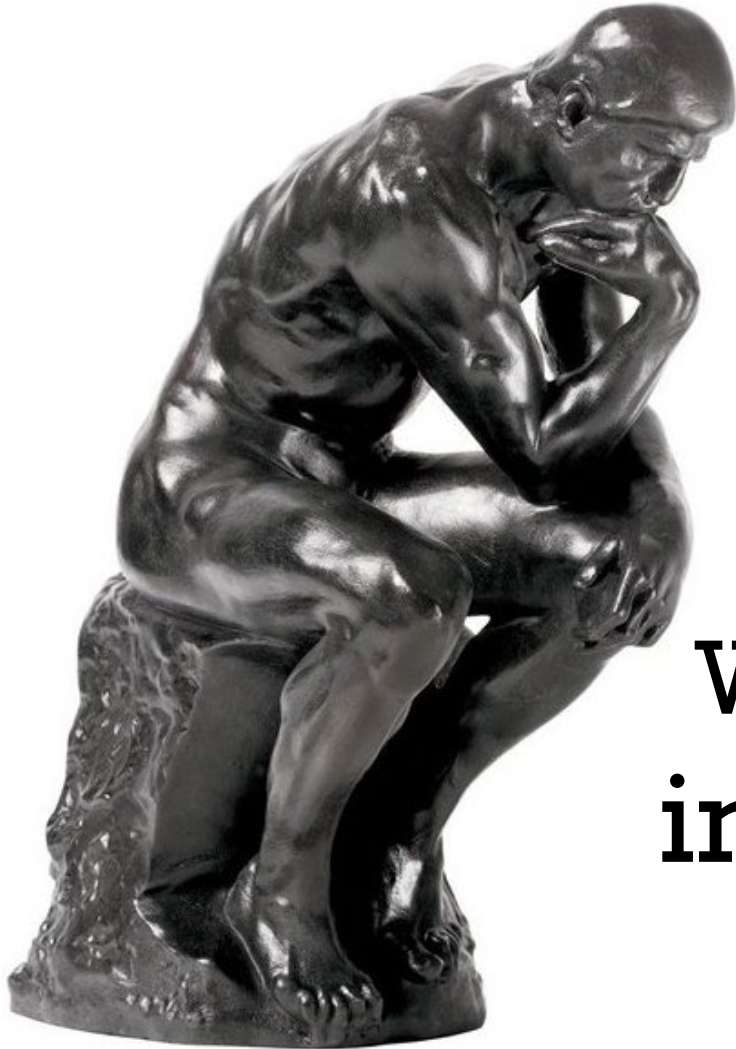
Table: Gabriel Cortes / CNBC

Source: Vanguard's [How America Saves 2022](#) Report

But Not Everyone is Saving...

- 1 out of every 3 Americans has nothing saved for retirement
- 56% have less than \$10,000 saved
- 18% have \$200,000 or more in retirement savings.
- The average 50 year old has \$60,000 saved.
- 1/3 of 50 year olds have nothing saved.
- 28% of boomers have ZERO saved

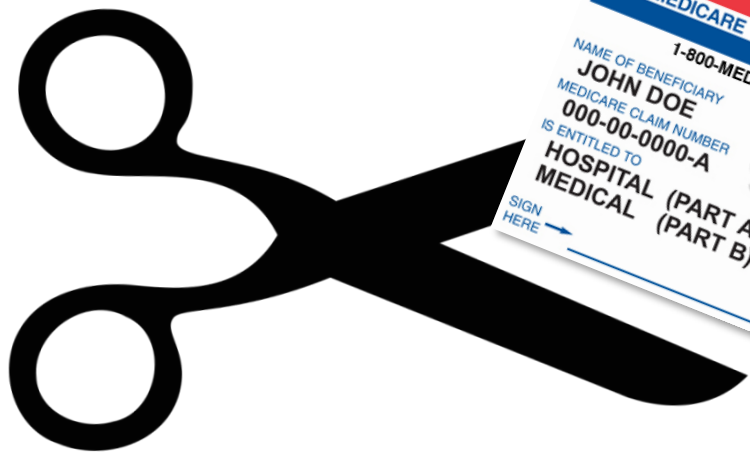




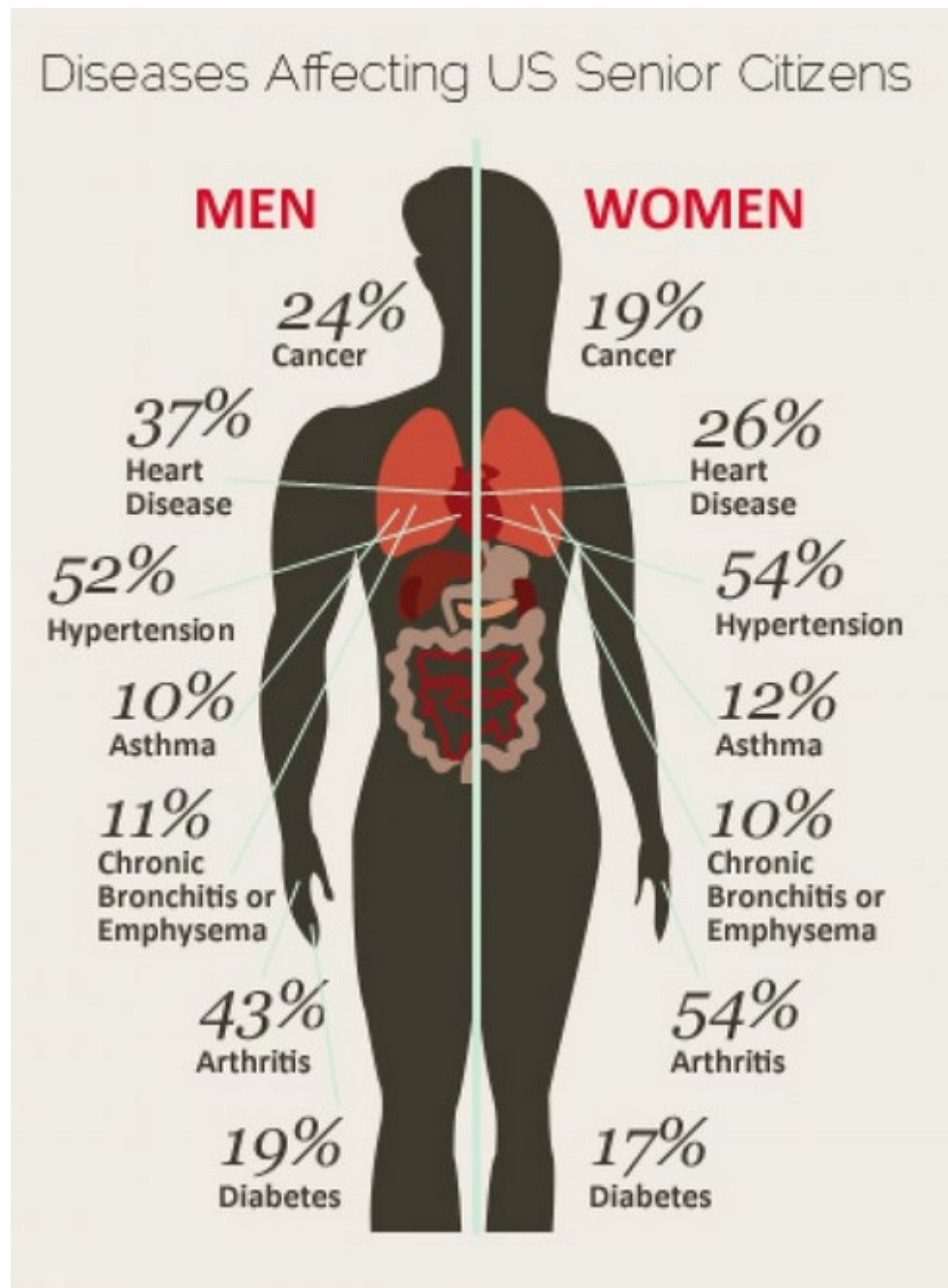
Questions:

How do we afford
the services
we need
as we age?

What is the role of the
individual and of the
government?



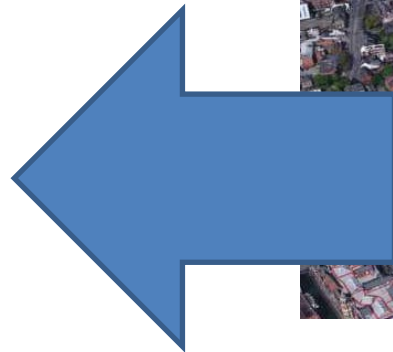
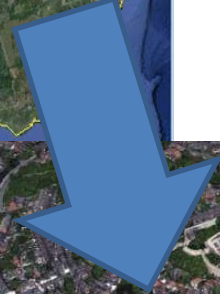
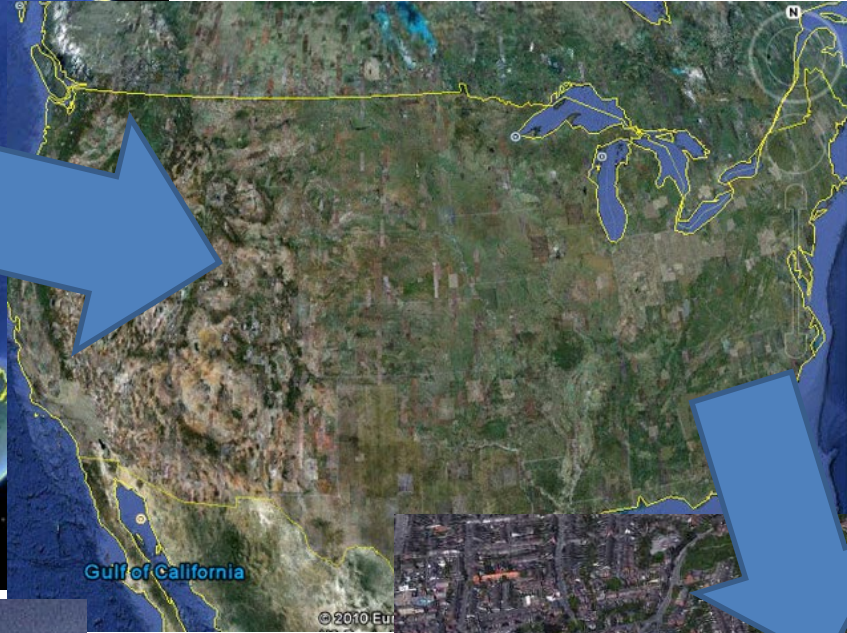
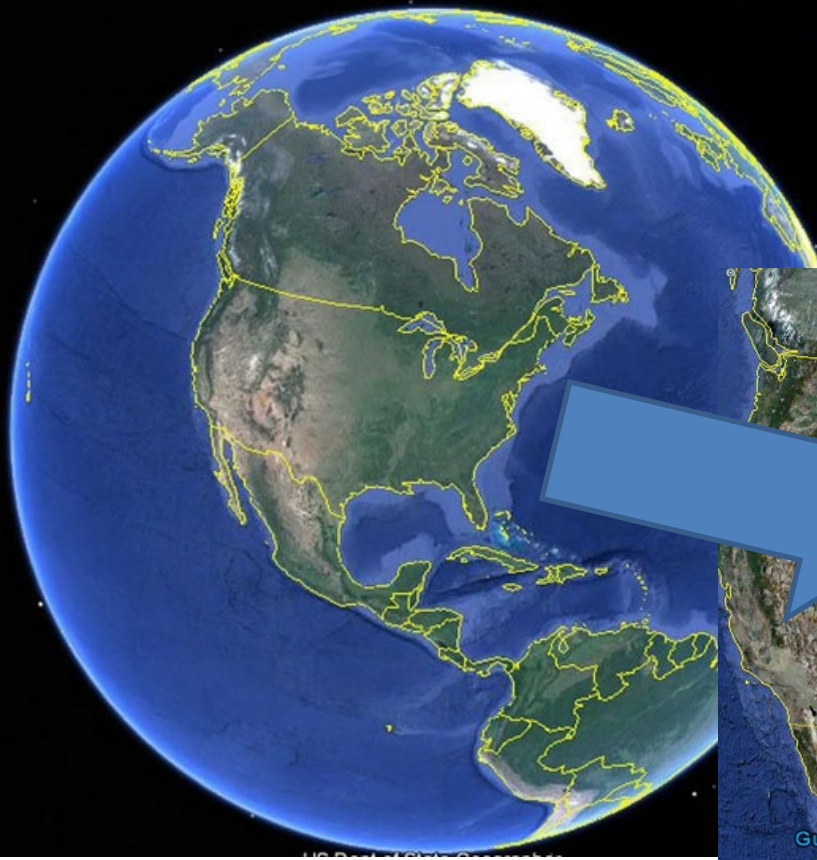
Aging is
not a
CHOICE
that Washington
can control.



Even if it was...



It is not just a national challenge.



How are our **COMMUNITIES** preparing for an aging America?

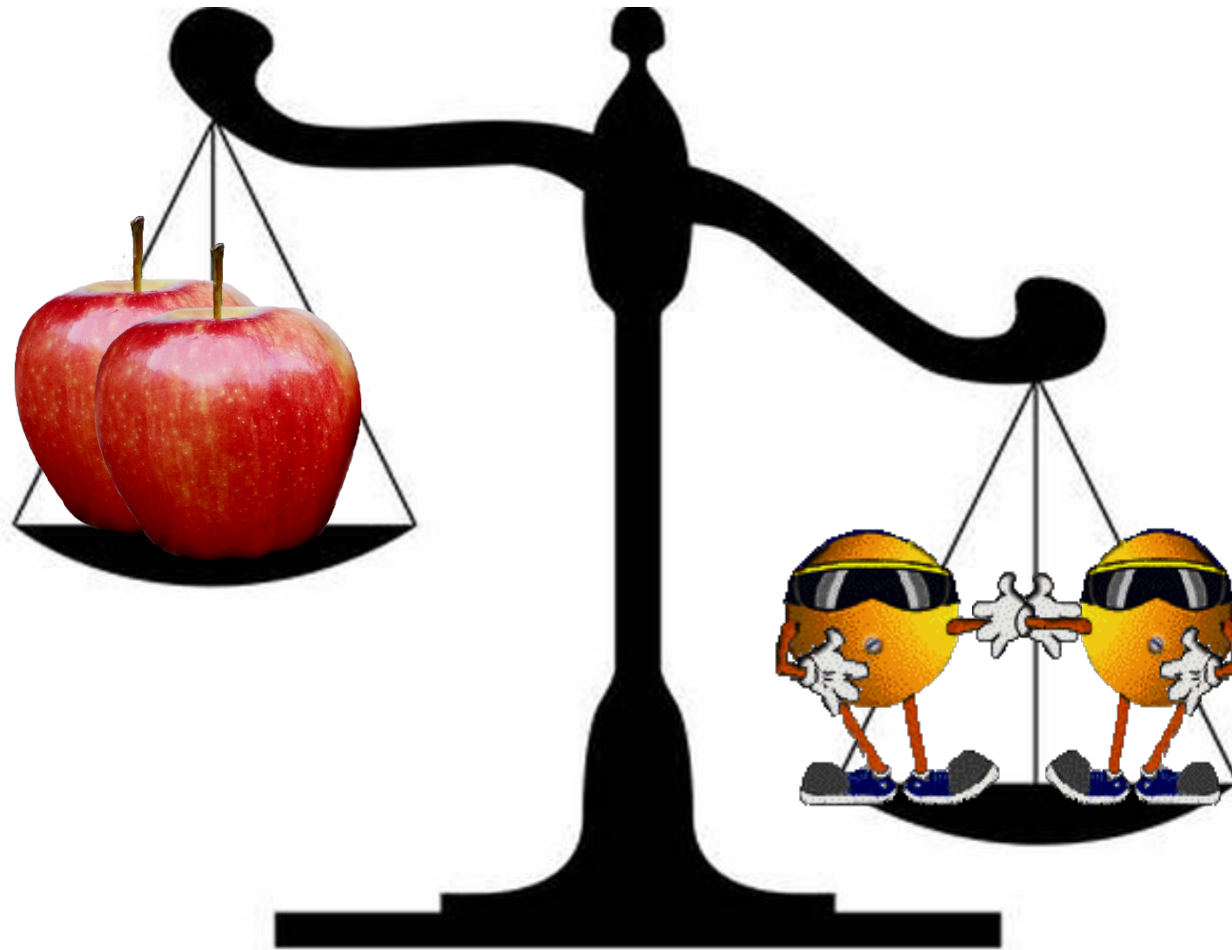


To adequately address this,
we need to
change the way we think
about aging.

Disrupt Aging

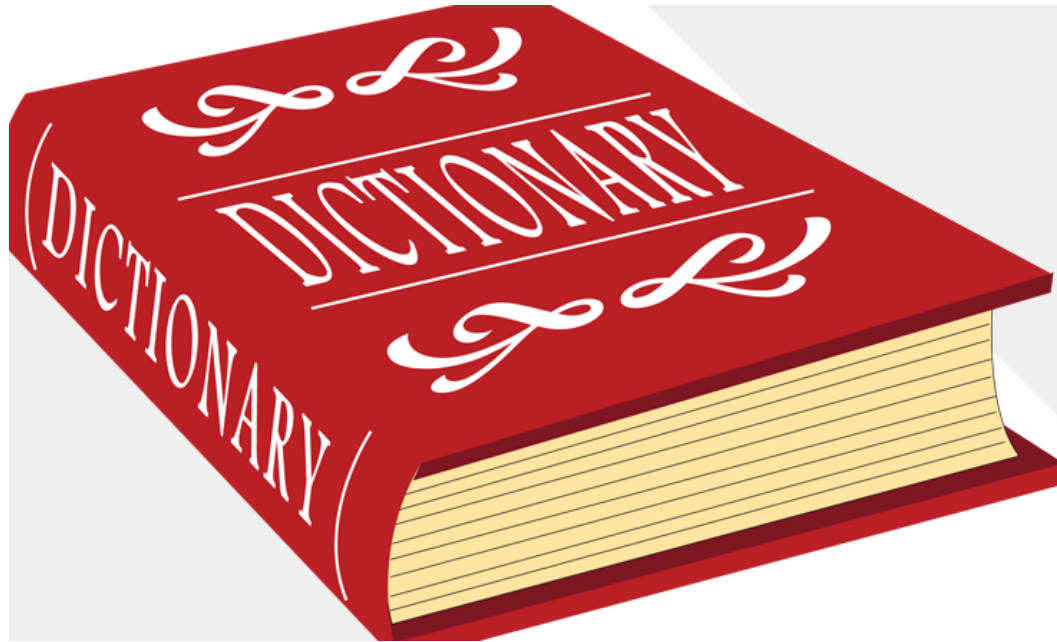
AS I AGE.....

I dare to SHARE MY P dare to DANCE
I dare to DO THE WORK dare to Connect with others
I dare to Fall in Love dare to climb more mountains
I dare to Travel dare to KEEP LAUGHING
I dare to Love again and I dare to Build new green houses
I dare to Continue to blossom I dare to Swim
I dare to KEEP to Get up of my ego
I dare to Think I dare to Be in Love again
I dare to Be I dare to Swim
I dare to Be I dare to Swim
I dare to Be I dare to Swim



Boomers: a new *kind* of generation

A Redefining Force



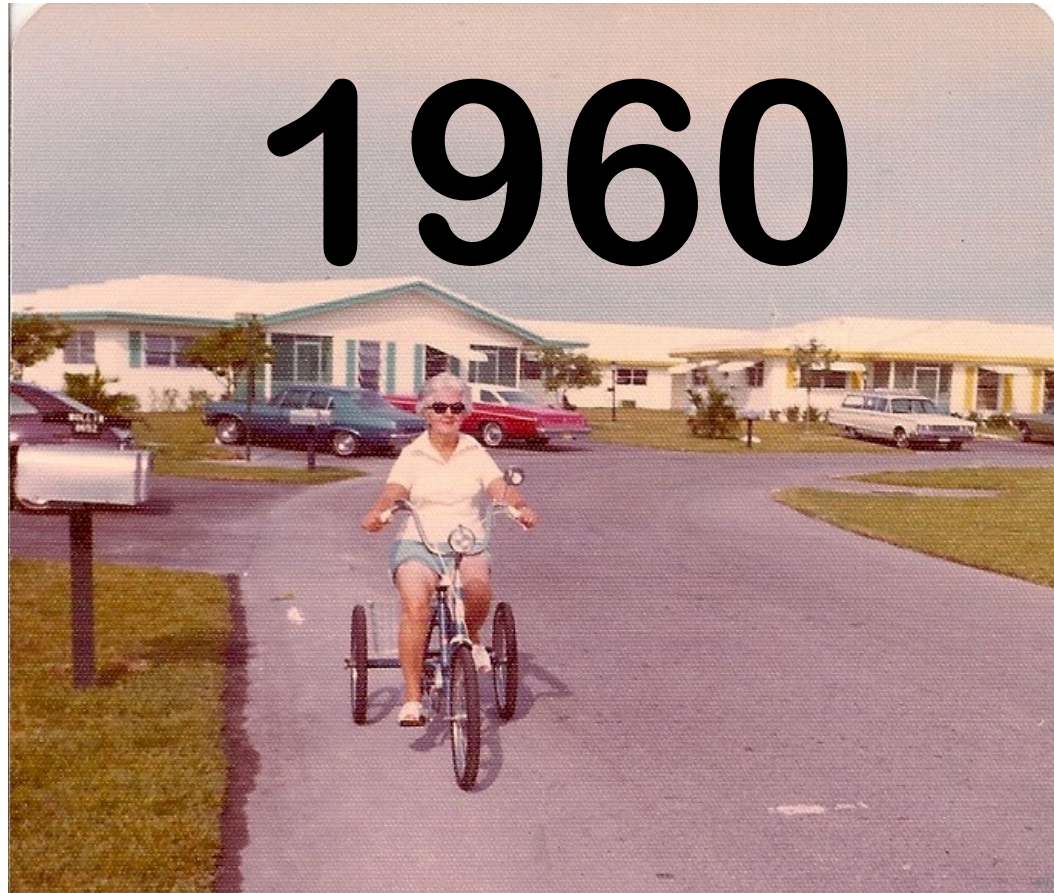


A new playbook

Boomers are Redefining Aging in America

Unlike prior generations of older adults, most of today's older adults

Do Not Want to Live in
“Retirement Communities”



#2023



In a Livable Community, people of all ages can ...



Go for a walk



Cross the streets



Ride a bike



Get around without a car



Live safely and comfortably



Work or volunteer



Enjoy public places



Socialize



Spend time outdoors



Be entertained



Go shopping



Buy healthy food



Find the services they need



**... and make their city,
town or neighborhood
a lifelong home.**



aarp.org/livable

AARP[®]
Real Possibilities

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...vs the old playbook



But to adequately to meet their needs, we need to **change the way we think** about aging.



Survey after survey finds that **today's older adults want to stay in their community**

80%

.....
of adults ages 45+ agree or strongly agree with the statement: "What I'd really like to do is stay in my current community for as long as possible."

Source: AARP Home and Community Preferences of the 45+ Population, 2014



But for the past 50 years, communities have developed around motor vehicles as the principal form of transportation. **Adults who don't or no longer drive are often out of luck.**

Survey after survey
finds that **today's older
adults want to remain
in their homes.**

78%

.....
of adults ages 45+ agree
or strongly agree with the
statement: "What I'd
really like to do is stay in
my current residence for
as long as possible."

Source: AARP Home and Community
Preferences of the 45+ Population, 2014



**But most houses haven't been designed
to adapt. In fact, American homes have
traditionally been designed and built
for **able-bodied 35 year olds.****



All Levels of Government:

- **Actively listen to needs of 50+**
- **Build communities and services for the future**
- **Put their money where their mouth is**
- **Protect the safety net from budget cuts**



Housing:

- Needs to be affordable
- Within short proximity to services
- Needs to be built for all abilities
 - Universal/Inclusive Design
- Flexible and Creative
 - ADUs



Health Care:

- Needs to favor choice and flexibility
 - Staying in the home (HCBS)
 - Advance care directives
- Meet rural as well as urban needs
 - Access in rural areas
 - Reduce health disparities
- Be culturally competent
 - i.e. LGBTQ+
- Direct Care Workforce Needs Growth and Support



Mobility:

- Needs to be accessible and available
- Multi-modal
- Offer options for those pursuing active lifestyles **AND** those with limited mobility



Technology:

- Universal broadband (COVID)
- Age-friendly apps
- Opportunities to learn about devices and new communications



Financial Security:

- Older Workers Valued
- Offer more opportunities to save for retirement
- Provide incentives for employees to take part in retirement savings
- Protect social safety nets that withstand the whims of the market



Free time and Leisure

- Offer a wide range of opportunities
- Offer educational opportunities
- Be flexible and less prescriptive

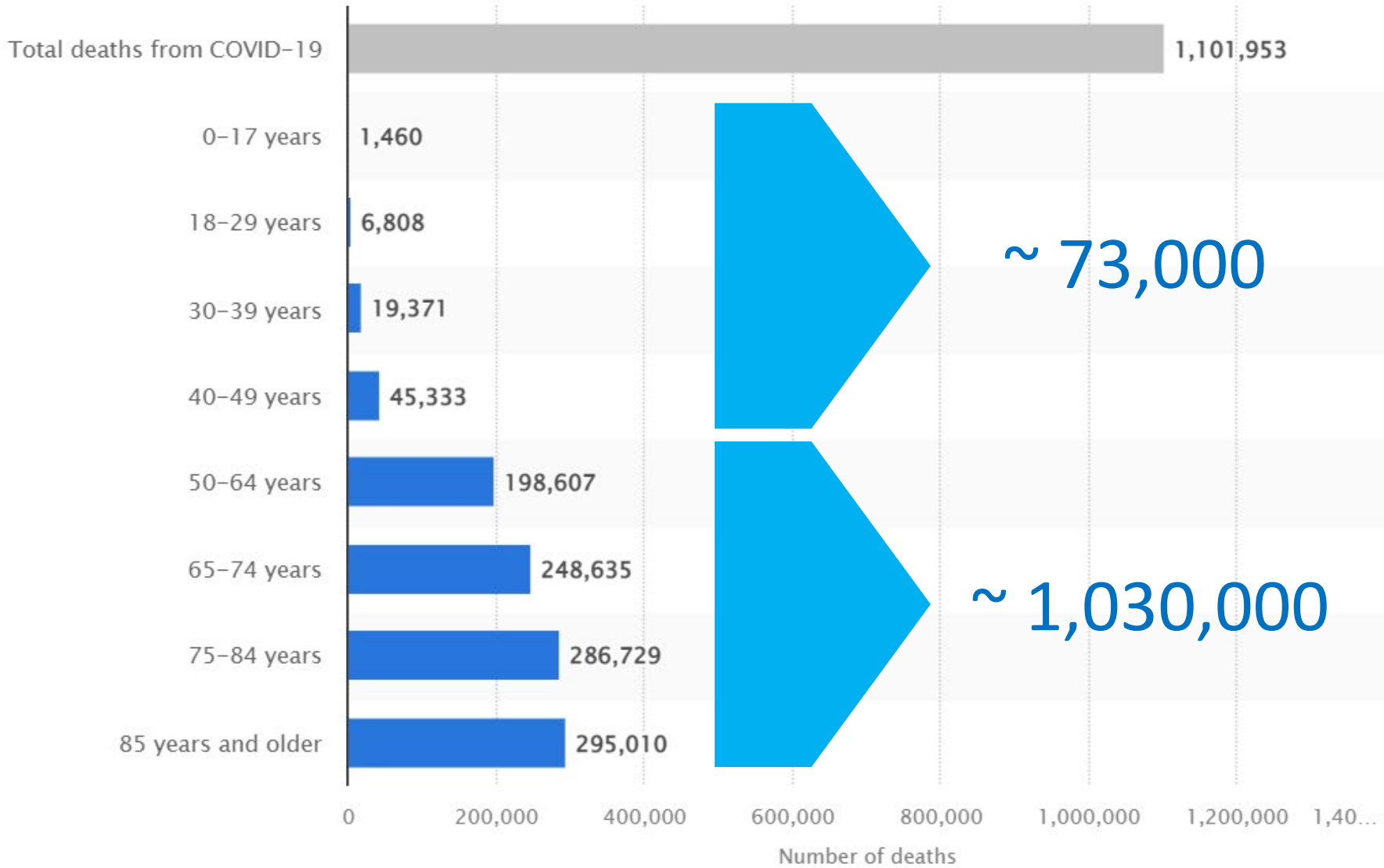


Social Inclusion:

- Offer a wide range of opportunities
- Opportunity to use their skills (volunteer)
- Engage older audiences *consistently*
 - Not an after thought
 - Play a meaningful role
- Recognize the 50+ as a massive consumer force

COVID and Older Adults

Number of coronavirus disease 2019 (COVID-19) deaths by age*



COVID, Aging, and Advance Care Planning

- Of the 1.1 M COVID deaths, 166k of them were nursing home residents
- Many people died alone without family
- End of Life Conversations occur via technology
- Between 25-35% expressed their wishes in a legal document

What is an Advance Directive?

An advance directive is a legal way to tell your loved ones and doctor the types of care you want if you are unable to make medical decisions for yourself.



Advance Directive: Four Documents

- A health care power of attorney.
- A declaration of a desire for a natural death.
- An advance instruction for mental health treatment.
- A declaration of an anatomical gift.




Resources

- NC Secretary of State:
[https://www.sosnc.gov/divisions/advance healthcare directives](https://www.sosnc.gov/divisions/advance_healthcare_directives)
- NC Forms:
[https://www.sosnc.gov/forms/by title/ advance healthcare directives](https://www.sosnc.gov/forms/by_title/advance_healthcare_directives)
- Mind My Health: <https://www.mindmyhealth.org/>
- AARP: <https://www.aarp.org/caregiving/financial-legal/free-printable-advance-directives/>
- Starting the conversation: <https://www.aarp.org/home-family/caregiving/info-04-2013/power-of-attorney-advance-directive.html>

State Registry

sosnc.gov/divisions/advance_healthcare_directives



The screenshot shows the top navigation bar of the NC State Registry website. On the left is the logo for the Secretary of State, Elaine F. Marshall. The navigation menu includes links for Home, I Want To..., Divisions, Topics, and Online Services, along with a search icon. Below the navigation is a teal banner with a white text box containing the following text: "The NC General Assembly authorized the North Carolina Department of the Secretary of State to establish a registry where you may file your advance health care directives. Advance health care directives are legal documents that give written instructions about your health care if, in the future, you cannot speak for yourself." To the right of the text is a photograph of a hand holding a wooden cane. Below the banner is a section titled "Advance Health Care Directives Card Lookup" with a search form. The form has two input fields: "File Number: *" and "Registrant's Password: *". A teal "Lookup →" button is positioned to the right of the password field.

Browse Advance Health Care Directives



Concrete Steps



- Incorporate 50+ into your thinking/planning
 - but not with the old playbook!
- Have 50+ representation on your advisory councils/boards
- Make your facilities, services, marketing, outreach inclusive to people of all ages and abilities

Concrete Steps



- Provide opportunities for employees to better save for retirement and understand their options as they age
 - Offer savings programs with incentives
 - Educate employees on the need for savings, fraud prevention, advance directives
 - Lunch and learns, materials

Personal Steps



Take Care of Your Family
Advance Care Directives

Personal Steps



Disrupt Aging



Michael Olender
State Director
AARP North Carolina
molender@aarp.org
919 508 0298