Productive Ageing: Empowering Older Adults

Dr. Alma Au
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Rapidly ageing population - worldwide

• Population of adults aged ≥ 60 worldwide expected to rise by 223% from 1975 to 2025 (The World Health Organization, 2002)

  ❑ 1.2 billion older adults in 2025
Rapidly ageing population – Hong Kong

• Population of adults aged ≥ 65 expected to rise from 13% in 2011 to 30% in 2041 (Census and Statistics Department of the Government of HKSAR, 2012)

• Reasons:
  - Fall in fertility rates
  - Rise in life expectancy
Active Ageing

• “The process of optimizing opportunities for health, participation and security so to improve quality of life as people age” (WHO, 2002)
  - Enabling older adults to realize potential for physical, social & mental well-being throughout life course
  - Allowing more social engagement
  - Providing them with adequate protection, security and care
Substantiation of active ageing: Productive ageing

• “Any activity by an older adult that produces good/service for society, whether paid or unpaid” (Bass, Caro & Chen, 1993)

• Hence making economic contributions to society

• Areas of interests:
  - Volunteering
  - Employment
  - Care-giving
Productive ageing improves well-being of older adults

• Enhancing social engagement improves
  - Physical & mental health
  - Quality of life of older adults
  - Quality of community life

• Important to prevent/delay disease and disability associated with age
Productive ageing – Volunteering

• Volunteering among older adults
  ❑ Reduces depressive symptoms (Anderson et al., 2014)
  ❑ Promotes better self-reported health (Brown, Consedine & Magai, 2005)
  ❑ Reduces mortality rate (Okun, Yeung & Brown, 2013)

• Volunteering contributes to ≥ 400 billion USD to global economy (International Labour Organization, 2011)
Productive ageing – Employment

• Large proportion of older adults will be able to continue in work

• Benefits:
  - More tax income
  - Can continue to save more money for retirement
  - More social engagement
The need to address the effect of ageing population on labour force

- Hong Kong labour force’s participation rate is decreasing from 58.8% in 2012 down to 49.5% in 2041
- The labor force participation of senior workers already start to decline after 50 with the exit peak around 60. Early retirement amplifies the dependency between the working population and the economically inactive retired population.
Steering Committee on Population Policy (2012)

• Promote lifelong learning among elders and inter-generational harmony

• Encourage the elderly to play an even more active part in society, whether through employment or volunteer work

• Increase participation in more community activities, thereby enriching social capital and developing a spirit of care and inclusiveness.
Institute of Active Ageing
IAA Three Core Activities

1. Academic Program and Scholarly Activities
2. Evidence-based Practice and Empowerment
3. Research and Development
Practice and Research Foci

• Total wellness
• Age-friendly living environment
• Ageing design and technology
IAA Core Activities

1) Academic Program and Scholarly Activities
BSc (Hons) in Applied Ageing Studies

- Self-financed two-year top-up degree programme for holders of Associate Degree (AD) or Higher Diploma (HD).
- 50 out of 900 applicants were accepted into the programme in September 2014.
- UGC allocated 20 new Senior Year places for the 2-year top-up program in Applied Ageing and Service Management.
Regular Research Seminars

IAA pools scholars, researchers and practitioners from 23 disciplines across PolyU in the broad categories of health and human services, finance and business, policy and management, design, engineering and technology, environmental sciences and biotechnology, textiles and clothing, and leisure and recreation to create synergistic opportunities for innovating cutting-edge research on ageing and interdisciplinary educational programmes related to gerontology.
IAA Core Activities

2. Evidence-based Practice and Empowerment

Life long learning
Volunteer work
Job Retraining and Matching
I) Lifelong learning

a) Credit bearing course
b) Non-credit bearing course (Mini-U)
c) Third Age Audit students
d) University for the third age (U3A)
e) Study tours and Intergenerational learning
A. Credit-bearing Courses

1. Social Policy and Services for the Elderly

2. Interpersonal Communication and Voluntary Work Management

3. Introduction to Financial and Investment Planning
B. Non-Credit Bearing Mini-U

第三年體驗大學課程 2014
重返校園
2014年6月16日 - 27日

課程內容：
實用普通話 健康多面理
理財角度 「請」明有法 壓力管理
中國文化知識
人際關係與溝通
法律冷知識
中藥藥品
神經藝術
「正念」工作坊
活齡劇場
坐式太极
身體小測試
學生宿舍體驗

畢業禮日期：2014年8月3日

星級講師：
梁智鴻醫生
馬時亨教授

費用：$3,200

對象：50歲或以上人士，學歴不拘
（名額有限，先到先得）
網址：http://iaa.fhss.polyu.edu.hk

更多課程內容請致電查詢 (課程內容如有更改，恕不另行通知)
C. Third Age Audit Students

• A total of 50 subjects offered to IAA members in 2014-15 academic year, including Chinese medicine, sociology, literature, history and culture, psychology, management etc. A total 32 members enrolled the program in the first semester.
D. University for the Third Age (U3A)

• University for the Third Age (U3A) is a unique platform which provides life-enhancing and life-changing opportunities.
• Retired and semi-retired people come together and learn together, not for qualifications but for its own reward.
• Members share their skills and life experiences: the learners teach and the teachers learn, and there is no distinction between them.
University for the third age (U3A) Management Committee
• Categories of U3A Courses
  ➢ Healthy Active Lifestyles: Exercise, Healthcare, Chinese Medication
  ➢ Computer and Technology: Computer, Photography, Microfilming
  ➢ Leisure and Recreation: Educational Travel, Guided Tour
  ➢ Arts and Creativity: Music, Gardening, Dancing
  ➢ Practical Learning : Language, Interpersonal skill, Finance, Legal
Train the Trainer Programme

- The programme aims at recruiting older adults (aged 50 years or above), train them as trainers before organizing and teaching subjects
- A total of 144 trainers completed the course and 96 were hired as U3A Course Trainers from Jan 2012 – Mar 2015.
E. Study tours

- 2010 and 2011 Guangzhou: Visit GuagZhou LingHai University for the Aged, Home for the Aged GuangZhou
- 2012 Taipei: Visit Senior University, Nursing Home
- 2013 Singapore: U3A program, Age Friendly project
- 2014 Korea: Seoul National University, Gangnam Senior Plaza
- 2014 Singapore: Intergenerational Study Tour
Intergenerational Study Tour – Singapore 2014
Intergenerational Study Tour – Singapore 2014 – Sharing Session

• 14 third age members and 14 AAS students published a tour report and prepared a presentation to share their learnings
Intergenerational Activities – Life Mentorship Scheme

- This mentorship program provides a platform for older adults and university students to foster mutual learning and support. 27 pairs of IAA members and AAS students were matched according to their interests, career preference and background. The scheme started in Jan 2014 and would last for a year. The paired mentors and mentees are suggested to meet once a month.
Intergenerational Activities

IAA collaborated with Eslite book shop and organized a talk about elderly travel on 6 June 2014, 3 third age members were invited to share their travel experiences.
2) Voluntary Work

- More older adults register as volunteers. About 110,000 registered elderly volunteers in 2009 (Central Office for Volunteer Service of Social Welfare Department)

- 70% healthy retirees want to volunteer but lack of information, 1/3 are volunteers

- Older adults can continue to make contribution to society but need more support and channels
Senior Volunteerism

• For Seniors
  ➢ Learn new skills
  ➢ Meet new friends
  ➢ Enhance self esteem and competence
  ➢ Gain new roles, retirement life transition
  ➢ Enjoy good mental and physical health
  ➢ Reduce depression and isolation
  ➢ Maximize one’s potentials
• For Society
  - A harmonious community
  - Shared value and identity
  - Mutual help
  - Social solidarity
  - Social inclusion
  - Social Capital
Volunteers were recruited to provide Sitting Tai Chi at the following organizations:

The collaborating NGOs:

- Tung Wah Group of Hospitals Mok Wong Fung Yee Home for the Elderly
- Po Leung Kuk Sham Shui Po Day Care Centre for the Elderly
- Helping Hand John Burke Care Home
Volunteers Training on Dementia and Stroke Rehabilitation

• The training was co-organized and hosted by HKSKH Lady MacLehose Centre at PolyU on 26 March 2014. 40 members joined the training. The project staff introduced the technique and exercise to IAA members. After the training, they served the dementia and stroke patients at elderly centers and their homes.
Intergenerational English language Learning program (IG-ESL)

- Invited by United International College of the Hong Kong Baptist University and Pennsylvania State University
- Third Age members received advanced English training as teachers and helped to design and deliver a unique ESL program
- After the completion of the Program, Third age members received a certificate that entitles them to teach English at a local international school in Hong Kong.
Intergenerational English language learning program (IG-ESL)
專家之言：長者返工「三贏」
2012年10月2日

【明報專訊】現時人口老化嚴重，可是另一方面，年輕勞動人口短缺，如長者繼續工作，即使只是兼職，亦至少有三個好處：
1. 自給自足，減少對社會的依賴；
2. 企業可留住人才；3. 長者可持續貢獻。
III) Job retraining and matching

• Providing Full-Time & Part-Time job matching services to members
• Arranging interview assessment for matching jobs
• Providing technical and skills training workshop
  ➢ Over 100 students have been trained
  ➢ Language skills: English and Mandarin
  ➢ Interview skills
  ➢ Communication skills ...etc
Job retraining and matching

• 261 third age members successfully obtained a job placement via our job matching service.

• MTR Senior Ambassador Scheme

• Jockey Club Design Institute for Social Innovation, PolyU

• The Bank of East Asia

• PolyU research projects

• Senior instructor of P3A
Job retraining

- Collaboration Project with Jockey Club Design Institute for Social Innovation, PolyU

- Encore Fellowship Programme - to provide opportunities for retired adults age 60 or above to contribute their professional skills to support a wide variety of social innovation projects.
Job retraining

- 40 members participated the Part-time interviewer programme at Sau Po Centre on Ageing, HKU
Engagement in Life

• Through lifelong learning
  ➢ Uplift of self-esteem, life satisfaction and social life, cognitive health

• Through paid job
  ➢ Income, knowledge transfer of expertise, social capital

• Through volunteerism
  ➢ Build a better self and community
IAA Core Activities

3. Research and Development
## IAA endorsed research projects

<table>
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<tr>
<th>Responsible researcher(s)</th>
<th>Research Projects</th>
<th>Collaborating institution(s)</th>
</tr>
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<tbody>
<tr>
<td>Dr. Alma Au&lt;br&gt;Mrs. Teresa Tsien</td>
<td>Implicit motives and successful ageing in diverse cultural contexts</td>
<td>University Of Osnabruck, Germany</td>
</tr>
<tr>
<td>Dr. Clifford Choy&lt;br&gt;Mrs. Teresa Tsien</td>
<td>Effectivness of life planning activities in enhancing the ageing adjustment of elderly people</td>
<td>St. Jame’s Settlement, Hong Kong</td>
</tr>
<tr>
<td>Dr. Alma Au&lt;br&gt;Dr. Mimi Tse&lt;br&gt;Mrs. Teresa Tsien</td>
<td>Evaluation on the effectiveness of services provided by Community Support Services to fulfill the needs of young elders</td>
<td>Social Welfare Department and Tung Wah Group of Hospitals, Community Services Division, Hong Kong</td>
</tr>
<tr>
<td>Dr. Alma Au</td>
<td>Prospective memory project</td>
<td>Department of Applied Social Sciences, PolyU</td>
</tr>
<tr>
<td>Dr. Winson Lee</td>
<td>Biomechanical approach in facilitating long-distance walking</td>
<td>Interdisciplinary Division of Biomedical Engineering, PolyU</td>
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<tr>
<td>Dr. Alan Lai</td>
<td>Intergenerational ESL Program</td>
<td>United International College of the Hong Kong Baptist University and Pennsylvania State University</td>
</tr>
<tr>
<td>Prof. Claudia Lai</td>
<td>Frailty project</td>
<td>School of Nursing, PolyU</td>
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<tr>
<td>Dr. Anthony Wong</td>
<td></td>
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</tr>
<tr>
<td>Dr. Mimi Tse</td>
<td>The spending habits of silver market population</td>
<td>School of Nursing, PolyU</td>
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<tr>
<td>Dr. Eric Tam</td>
<td>Postural changes of elderly during sitting</td>
<td>Interdisciplinary Division of Biomedical Engineering, PolyU</td>
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<td>Dr. Mimi Tse</td>
<td>Effectiveness of peer volunteers in an integrated pain management programme for frail older adults with chronic pain</td>
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<tr>
<td><strong>Dr. Joe Au</strong></td>
<td>A Study of Interrelationships between Design Preferences, Psychological Dimensions and Physical Factors of Female Elderly Fashion in Hong Kong</td>
<td>Institute of Textiles and Clothing, PolyU</td>
</tr>
<tr>
<td><strong>Dr. Eric Tam</strong></td>
<td>Accessible Room Design for the Elderly and Disabled</td>
<td>Interdisciplinary Division of Biomedical Engineering, Faculty of Engineering, PolyU</td>
</tr>
<tr>
<td><strong>Prof. David Man</strong></td>
<td>Validation of 27-Items Comprehensive Assessment of Prospective Memory Questionnaire – Short Form (Hong Kong version) for older adults with stroke</td>
<td>Department of Rehabilitation Sciences, PolyU</td>
</tr>
<tr>
<td><strong>Dr Allen Cheong</strong></td>
<td>Do older adults really know how to use their Smartphone?</td>
<td>School of Optometry</td>
</tr>
<tr>
<td><strong>Dr. Johnny Wong</strong></td>
<td>Towards quality-of-life-oriented smart-home technologies for promoting ageing-in-place</td>
<td>Department of Building and Real Estate in</td>
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Volunteer-assisted teleprograms for Dementia Caregivers (Au et al., 2015)

Objectives:

- To test the effectiveness of a telephone-assisted behavioral activation (BA) intervention in reducing depressive symptoms among Chinese dementia caregivers

Program delivered by telephone through senior volunteers to increase accessibility and sustainability
Method - *Design*

- A 4-month longitudinal randomized controlled trial
  - All participants received *same* psychoeducation program via telephone in first 4 weeks
  - Followed by 8 bi-weekly telephone follow-ups
    - Two conditions for the follow-ups: 1) Psychoeducation with BA (PsyED-BA) 2) Psychoeducation only (PsyED-Only)
    - Participants randomly assigned to one of the two conditions
Procedures

• BA and general discussion component on phone were administered with help of senior citizens and university students

Participants

• 96 family caregivers of persons living with dementia; 93 completed whole study
Results:

• Caregivers in PsyED-BA group had significantly decreased level of depressive symptoms relative to those in PsyED-Only group
  ➢ Those reported longer caregiving hours benefited more from the intervention
  ➢ Heightened frequency of using emotional regulation strategies after BA training
Successful ageing across four countries (Hofer, Busch, Au, Solcova & Tsien, 2014)

• Generativity: “The concern in establishing and guiding the next generation”

• Life-long intergenerational relationships important for successful ageing

• Perspectives on ageing shall consider the motivational shift from realizing future goals to the more immediate ego-transcending goals
  → Provide for the needs of others in context of interconnectedness of generations
• 4 countries involved
• Beneficial effect of generative concern on meaning in life partly mediated by generative goals, but this association relied significantly on whether Machiavellian attitudes compete with generative goals
• Machiavellianism being chosen as proxy variable of the lack of belief of species (Busch & Hofer, 2012)
• The association consistently moderated by whether there was positive belief in species (i.e. low Machiavellian attitudes)
• Concurrence of generative goals and strong belief in the species (goal congruent with intrinsic beliefs) benefits well-being more than generative goals pursued despite low belief in species

• Generative goals more strongly associated with other-focused problem solving (Hoppmann, Coats & Blanchard-Fields, 2008)
Challenges

FREQUENT concerns expressed by the volunteers e.g.

- “Where do I get the time?”
- “I do not have enough money ...”
- “I do not have enough skills...”
- “This is such a huge responsibility!!”
- “I have been doing this a long time.
- “I want some I change here.”
Increasing Opportunities

Need for policy responses

• Including participants with relatively low income and education

• Encouraging caregivers to participate in volunteer/paid work through part-time arrangements

• Taking a life course view to deal with cumulative disadvantage (e.g. poverty)

Acknowledgement I: Research Funding

• Food and Health Bureau
• German Research Council
• Social Welfare Department
• Employment Retraining Board
• Hong Kong Jockey Club
• And others....
• More to come.....
Acknowledgement II: Agencies supporting current research

- United Christian Hospital
- Tung Wah Group of Hospitals
- The Hong Kong Society for the Aged
- Hong Kong Association of Senior Citizens
- Tsim Sha Tsui District Kaifong Welfare Association-TSTDKFWA Activities Centre for the Elderly
- Hong Kong Christian Service
- Kwai Tsing Safe Community and Healthy City Association-Tsing Yi Community Health Centre
- S.K.H. Holy Carpenter Church Community Centre
- And many others
Acknowledgement III: Committee Members and Staff of IAA

• IAA Committee Members
  ➢ Chairperson: Mrs. Teresa Tsien
  ➢ Members:
    ▪ Dr. Andrew Lam
    ▪ Prof. Cecilia Li-Tsang
    ▪ Prof. Claudia Lai
    ▪ Dr. Eric Tam
    ▪ Dr. Jackie Kwok
    ▪ Dr. Y.H.Wong
    ▪ Dr. Kam Hung
    ▪ Dr. Alma Au (Research Coordinator)
Acknowledgement III: Committee Members and Staff of IAA

• IAA Advisory Committee Members (2013-2015)
  ➢ Chairperson: Dr. the Honourable Leong Che-hung, GBM, GBS, JP

➢ Members:
  ▪ Mrs. Lilian Chan
  ▪ Mr. Tze-ching Chan, BBS, JP
  ▪ Dr. Wai-man Chan, JP
  ▪ Prof. Alfred Chan, BBS, JP
  ▪ Mr. Alex Fong
  ▪ Mrs. Angel S.P. Chan Lau, BBS, JP
  ▪ Ms. Irene Leung
  ▪ Dr. Man-fuk Leung
  ▪ Mr. Randy Yu, JP
  ▪ Mr. Ka-sing Yeung, GBS, MBE, JP
  ▪ Ms. Annie Tam, JP
  ➢ Ex-officio members:
  ▪ Prof. Maurice Yap
  ▪ Mrs. Teresa Tsien
Acknowledgement III: Committee Members and Staff of IAA

• IAA staff

  ➢ Project Associate:
    ▪ Mr. Jeffery Chan
    ▪ Ms. Witney Cheung

  ➢ Project Assistant
    ▪ Ms. Gloria Ng
    ▪ Ms. Fiona Fung

  ➢ Project Admin Assistant
    ▪ Ms. Amy Wong
Selected References


Thank You