

Older Workers Synthesis Supplement: Detailed List of Studies and Summary of Findings

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This supplement to the research synthesis on employment strategies serving older workers, “What do we know about interventions that support and help improve employment for older workers?” provides a brief description of the research findings for all studies reviewed in this topic area of the [Clearinghouse for Labor Evaluation and Research \(CLEAR\)](#). This supplement is a more detailed companion to the information provided in the concise older workers research synthesis, which is based on the results of CLEAR’s systematic review of causal research. Like the synthesis report, this supplement includes all the studies reviewed in this evidence base, regardless of whether the study received a moderate or low causal evidence rating.¹

For a more detailed summary of each study—including an overview of the study design, intervention, findings, and considerations for interpreting the findings—please review the study’s profile online at the [CLEAR Older Workers topic area](#). The entries for each study in this supplement include links to the given study’s CLEAR profile.

About the older workers topic area

The older workers topic area examines a broad range of interventions that support and improve the employment prospects and financial security of workers age 40 and older. Additional workforce interventions not specifically directed toward older workers may also help them. CLEAR assessed the strength of causal evidence provided in each study and summarized each study’s design, methods, findings, and the program examined using the Employment and Training Review Protocol ([Employment and Training Review Protocol | CLEAR \(dol.gov\)](#)). CLEAR’s search included all publications (reports, journal articles, dissertations, etc.) published from 2005 to 2017.

About the evidence base

CLEAR found 43 studies of interventions to support and improve employment prospects and financial security of older workers published from 2005 to 2017. Of those, 15 studies received a moderate causal evidence rating in CLEAR, which means that we have a good degree of confidence that the impacts reported in those studies are attributable to the interventions. The remaining studies received a low causal evidence rating. No studies received a high causal evidence rating.

Key findings are divided by intervention category: workforce programs focused on older workers, anti-discrimination policies, Social Security retirement benefits, health insurance provision, workplace flexibility strategies and programs, and other government policies employment programs, and initiatives. Table 1 outlines the number of studies that are in each category. The number of studies that found at least one favorable impact in the outcome domain are green and labeled with “a”. These studies had at least one statistically significant favorable impact in the outcome domain and no statistically significant unfavorable impacts. The cells that are gray and labeled “b” indicates the number of studies that found no statistically significant impacts in the outcome domain. Yellow cells labeled “c” are the number of studies with mixed

¹ No studies in the older workers topic area received a high causal evidence rating.

impacts in the outcome domain. These studies had some statistically significant favorable and some statistically significant unfavorable impacts in the outcome domain. Red cells and labeled with “d” indicate the number of studies that found at least one unfavorable impact in the outcome domain. These studies had at least one statistically significant unfavorable impact in the outcome domain and no statistically significant favorable impacts.

This supplement lists each of the 43 studies, describes how the studies map to the publications, and provides links to each study’s CLEAR profile summary to learn more. Note, the number of studies is not the same as the number of publications because a publication may contain findings from multiple sites or of different interventions, each of which CLEAR treats as a distinct study.

Table 1: Overview of the evidence base

Intervention category	1 2 3 4												
	Number of studies by rating ^e	Employment outcomes				Earnings outcomes				Public benefit outcomes			
Workforce programs focused on older workers	0 Moderate												
	0 Low												
Anti-discrimination policies	3 Moderate			1 ^c	2 ^d		1 ^b			1 ^a			
	2 Low	1 ^a		1 ^c									
Social Security retirement benefits	5 Moderate	3 ^a		1 ^c			1 ^b						1 ^d
	4 Low	2 ^a	2 ^b			2 ^a				1 ^a			1 ^d
Health insurance provision	5 Moderate	1 ^a	3 ^b		1 ^d				1 ^d				
	6 Low	2 ^a	1 ^b	1 ^c	2 ^d	1 ^a						1 ^b	
Workplace flexibility strategies and programs	1 Moderate				1 ^d								
	3 Low	2 ^a			1 ^d								
Other government policies, employment programs, and initiatives	1 Moderate	1 ^a				1 ^a							
	13 Low	7 ^a	3 ^b	1 ^c	2 ^d	4 ^a						1 ^b	

Key: ^a **Favorable impact:** Indicates the number of studies that found at least one statistically significant favorable impact in the outcome domain and no statistically significant unfavorable impacts.
^b **Null:** Indicates the number of studies that found no statistically significant impacts in the outcome domain.
^c **Mixed impact:** Indicates the number of studies that had some statistically significant favorable and some statistically significant unfavorable impacts in the outcome domain.
^d **Unfavorable impact:** Indicates the number of studies that found at least one statistically significant unfavorable impact in the outcome domain and no statistically significant favorable impacts.
^e The number of studies in a given cell in Column 1 may not equal the count of studies in given domain in the same row. The sum in a domain will often be lower than the study count in Column 1 if not all studies examined outcomes in that domain. Another possible cause of mismatch is if the domain-specific rating differed from the overall study rating. Within a study, ratings can vary across outcome domains, and the study rating reflects the highest rating from any of the outcome domains. That can lead the domain sum to be higher than the study count in Column 1.

Publications and studies of employment interventions focused on older workers

This section of the supplement provides a complete listing of the publications and studies in this topic area. The section is organized in subsections, with once section apiece for the six intervention categories listed in Table 1 and an additional subsection for other interventions:

A. [Workforce programs focused on older workers](#)

- B. [Anti-discrimination policies](#)
- C. [Social Security retirement benefits](#)
- D. [Health insurance provision](#)
- E. [Workplace flexibility strategies and programs](#)
- F. [Other government policies, employment programs, and initiatives](#)

In each subsection, we provide a brief description of each intervention listed in Table 1 and cite the publications examining the intervention and the studies contained in each publication, with links to profiles that summarize each study. The descriptions are more detailed for moderate-rated studies. Some publications appear in more than one intervention subsection because the studies contained within those publications evaluated different interventions.

A. Workforce programs focused on older workers

Overview: The Senior Community Service Employment Program (SCSEP) offers subsidized work opportunities for older workers and helps participants gain post-program employment opportunities. The Aging Worker Initiative (AWI) funded development of program models for local workforce investment areas to provide better, more expansive services to older workers.

The review found no causal studies of workforce programs focused on older workers such as SCSEP or AWI.

B. Anti-discrimination policies

Overview: These legal and regulatory requirements prohibit discrimination against older workers and workers with disabilities in any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, benefits, and any other terms or conditions of employment.

Moderate rated studies

Lahey, J. (2008). State age protection laws and the Age Discrimination in Employment Act. *The Journal of Law and Economics*, 51(3), 433-460.

- Study 1: Age Discrimination Employment Act (ADEA)
 - Unfavorable impacts on employment outcomes
 - Null impacts on earnings outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/state-age-protection-laws-and-age-discrimination-employment-act-lahey-2008>

Neumark, D., & Button, P. (2014). Did age discrimination protections help older workers weather the Great Recession? *Journal of Policy Analysis and Management*, 33(4), 566-601. doi:10.1002/pam.21762

- Study 2: Age Discrimination Laws
 - Unfavorable impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/did-age-discrimination-protections-help-older-workers-weather-great-recession-nuemark-button>

Neumark, D., & Song, J. (2013). Do stronger age discrimination laws make Social Security reforms more effective? *Journal of Public Economics*, 108, 1-16.

- Study 3: 1983 Social Security Reform
 - Mixed impacts on employment outcomes
 - Favorable impacts on public benefits receipt
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/do-stronger-age-discrimination-laws-make-social-security-reforms-more-effective-nuemark-song>

Low rated studies

Neumark, D., Song, J., & Button, P. (2017). Does protecting older workers from discrimination make it harder to get hired? Evidence from disability discrimination laws. *Research on Aging*, 39(1), 29-63.

- Study 4: Disability Discrimination laws.
 - Access profile here: <https://clear.dol.gov/study/does-protecting-older-workers-discrimination-make-it-harder-get-hired-evidence-disability>

Weinberg, S. L., & Scott, M. A. (2013). The impact of uncapping of mandatory retirement on postsecondary institutions. *Educational Researcher*, 42(6), 338-348.

- Study 5: Age Discrimination Employment Act (ADEA).
 - Access profile here: <https://clear.dol.gov/study/impact-uncapping-mandatory-retirement-postsecondary-institutions-weinberg-scott-2013>

C. Social Security retirement benefits

Overview: This category includes three changes to the Social Security retirement benefits program that were passed as part of a 1983 law and went into effect in 2000. The changes provide incentives for working longer and delaying benefit claiming.

Moderate rated studies

Armour, P., & Lovenheim, M. F. (2016). *The effect of Social Security information on the labor supply and savings of older Americans* (Working paper no. 361). Michigan Retirement Research Center. <https://mrdrc.isr.umich.edu/publications/papers/pdf/wp361.pdf>

- Study 1: Social Security statements
 - Mixed impacts on employment
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/effect-social-security-information-labor-supply-and-savings-older-americans-armour-lovenheim>

Behaghel, L. & Blau, D. M. (2010). *Framing Social Security reform: behavioral responses to changes in the full retirement age* (IZA Discussion Paper No. 5310). IZA Institute of Labor Economics
<https://docs.iza.org/dp5310.pdf>

- Study 2: Changes to the Full Retirement Age (FRA)
 - Favorable impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/framing-social-security-reform-behavioral-responses-changes-full-retirement-age-behaghel-2010>

Blau, D. M., & Goodstein, R. M. (2010). Can Social Security explain trends in labor force participation of older men in the United States? *Journal of Human Resources*, 45(2), 328-363.

- Study 3: Social Security Administration Reforms
 - Favorable impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/can-social-security-explain-trends-labor-force-participation-older-men-united-states-blau>

Michaud, P., & Van Soest, A. (2008). How did the elimination of the US earnings test above the normal retirement age affect labour supply expectations? *Fiscal Studies*, 29(2), 197-231. doi:10.1111/j.1475-5890.2008.00073.x

- Study 4: Social Security Earnings Test
 - Favorable impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/how-did-elimination-us-earnings-test-above-normal-retirement-age-affect-labour-supply>

Song, J. G., & Manchester, J. (2006). *New evidence on earnings and benefit claims following the changes in the retirement earnings test in 2000* (ORES Working Paper 107). Social Security Administration, Office of Policy, Office of Research, Evaluation, and Statistics.
<https://www.ssa.gov/policy/docs/workingpapers/wp107.html>

- Study 5: Senior Citizens Freedom to Work Act of 2000
 - Null impacts on employment outcomes
 - Null impacts on earnings outcomes
 - Unfavorable impacts on public benefits receipt
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/new-evidence-earnings-and-benefit-claims-following-changes-retirement-earnings-test-2000-song>

Low rated studies

Benítez-Silva, H., & Yin, N. (2009). An empirical study of the effects of Social Security reforms on benefit claiming behavior and receipt using public-use administrative microdata. *Social Security Bulletin*, 69(3), 77-95.

- Study 6: Policy Changes to the Social Security Program.
 - Access profile here: <https://clear.dol.gov/study/empirical-study-effects-social-security-reforms-benefit-claiming-behavior-and-receipt-using>

Figinski, T. F. (2013). *The economics of federal tax and employment laws: Empirical evidence from three studies* Publication Number 1415455735 [Doctoral dissertation]. ProQuest Dissertations Publishing.

- Study 7: Social Security 2000 Earnings Test Removal.
 - Access profile here: <https://clear.dol.gov/study/economics-federal-tax-and-employment-laws-empirical-evidence-three-studies-figinski-2013>

Friedberg, L., & Webb, A. (2009). New evidence on the labor supply effects of the Social Security earnings test. *Tax Policy and the Economy*, 23(1), 1-36.

- Study 8: Social Security Earnings Test.
 - Access profile here: <https://clear.dol.gov/study/new-evidence-labor-supply-effects-social-security-earnings-test-friedberg-webb-2009>

Haider, S. J., & Loughran, D. S. (2008). The effect of the social security earnings test on male labor supply: New evidence from survey and administrative data. *Journal of Human Resources*, 43(1), 57-87.

- Study 9: Social Security Earnings Test.
 - Access profile here: <https://clear.dol.gov/study/effect-social-security-earnings-test-male-labor-supply-new-evidence-survey-and-administrative>

D. Health insurance provision

Overview: The provision of health insurance through employers encourages labor force participation. Health insurance coverage expansions, such as the Affordable Care Act, the expansion of veterans' health insurance, and reforms to Medicare affect labor force participation and employment by reducing job lock, that is, an employee's inability to leave a job because of fear of losing benefits.

Moderate rated studies

Bailey, J. (2014). Who pays the high health costs of older workers? Evidence from prostate cancer screening mandates. *Applied Economics*, 46(32), 3931-3941. doi:10.1080/00036846.2014.948673

- Study 1: Prostate cancer screening mandates
 - Unfavorable impacts on employment outcomes

- Unfavorable impacts on earnings outcomes
- Causal evidence rating: Moderate
- Access profile here: <https://clear.dol.gov/study/who-pays-high-health-costs-older-workers-evidence-prostate-cancer-screening-mandates-bailey>

Boyle, M. A., & Lahey, J. N. (2016). Spousal labor market effects from government health insurance: Evidence from a veterans affairs expansion. *Journal of Health Economics, Elsevier, 45*, 63-76

- Study 2: Veteran Health Insurance Expansion
 - Null impacts on employment outcomes
 - Favorable impacts on earnings outcomes (these outcomes have a low evidence rating)
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/spousal-labor-market-effects-government-health-insurance-evidence-veterans-affairs-expansion>

Camilleri, S. E. (2017). *The effect of the Affordable Care Act on labor transitions among older workers. In Three papers on the Affordable Care Act* [Doctoral dissertation, North Carolina State University].

- Study 3: Affordable Care Act (ACA)
 - Null impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/effect-affordable-care-act-labor-transitions-among-older-workers-camilleri-2017>

Moulton, J. G., Diebold, J. C., & Scott, J. C. (2017). The impact of Medicare Part D on self-employment. *Research on Aging, 39*(1), 64-85.

- Study 4: Medicare Part D
 - Favorable impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/impact-medicare-part-d-self-employment-moulton-et-al-2017>

Robinson, C., & Clark, R. (2010). Retiree health insurance and disengagement from a career job. *Journal of Labor Research, 31*(3), 247-262.

- Study 5: Retiree Health Insurance
 - Null impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/retiree-health-insurance-and-disengagement-career-job-robinson-and-clark-2010>

Low rated studies

Coe, N. B., & Goda, G. S. (2015). *How much does access to health insurance influence the timing of retirement?* (SIEPR Discussion Paper No. 14-007). Stanford Institute for Economic Policy Research.

<https://siepr.stanford.edu/publications/working-paper/how-much-does-access-health-insurance-influence-timing-retirement>

- Study 6: Retiree Health Insurance.
 - Access profile here: <https://clear.dol.gov/study/how-much-does-access-health-insurance-influence-timing-retirement-coe-goda-2015>

Datta Gupta, N., Kleinjans, K. J., & Larsen, M. (2015). The effect of a severe health shock on work behavior: Evidence from different health care regimes. *Social Science and Medicine*, 136-137, 44-51.

- Study 7: National Healthcare Policy.
 - Access profile here: <https://clear.dol.gov/study/effect-severe-health-shock-work-behavior-evidence-different-health-care-regimes-gupta-et-al>

Fitzpatrick, M. D. (2014). Retiree health insurance for public school employees: Does it affect retirement? *Journal of Health Economics*, 38, 88-98.

- Study 8: Illinois Public Schools Teachers Retirement Health Insurance Plan.
 - Access profile here: <https://clear.dol.gov/study/retiree-health-insurance-public-school-employees-does-it-affect-retirement-fitzpatrick-2014>

Goda, G. S., Shoven, J. B., & Slavov, S. N. (2007). *A tax on work for the elderly: Medicare as a secondary payer* (NBER Working Paper No. 13383). National Bureau of Economic Research. https://www.nber.org/system/files/working_papers/w13383/w13383.pdf

- Study 9: Medicare as a Secondary Payer.
 - Access profile here: <https://clear.dol.gov/study/tax-work-elderly-medicare-secondary-payer-goda-et-al-2007>

Levy, H., Buchmueller, T. C., & Nikpay, S. (2015). *The effect of health reform on retirement* (Research Paper 329). Michigan Retirement Research Center. <https://deepblue.lib.umich.edu/bitstream/handle/2027.42/116062/wp329.pdf?sequence=1&isAllowed=y>

- Study 10: Medicaid Expansion.
 - Access profile here: <https://clear.dol.gov/study/effect-health-reform-retirement-levy-et-al-2015-0>

Nyce, S., Schieber, S., Shoven, J. B., Slavov, S., & Wise, D. A. (2013). Does retiree health insurance encourage early retirement? *Journal of Public Economics*, 104, 40-51.

- Study 11: Retiree Health Insurance.

- Access profile here: <https://clear.dol.gov/study/does-retiree-health-insurance-encourage-early-retirement-nyce-et-al-2013>

E. Workplace flexibility strategies and programs

Overview: These strategies and programs aim to increase employees' control over when they start and end their workday and how many hours they work.

Moderate rated studies

Cahill, K. E., James, J. B., & Pitt-Catsouphes, M. (2015). The impact of a randomly assigned time and place management initiative on work and retirement expectations. *Work, Aging and Retirement*, 1(4), 350-368.

- Study 1: Time and Placement Management (TPM)
 - Unfavorable impacts on employment outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/Study/impact-randomly-assigned-time-and-place-management-initiative-work-and-retirement>

Low rated studies

Blau, D., & Shvydko, T. (2011). Labor market rigidities and the employment behavior of older works. *ILR Review*, 64(3), 464-484.

- Study 2: Employment flexibility.
 - Access profile here: <https://clear.dol.gov/study/labor-market-rigidities-and-employment-behavior-older-workers-blau-shvydko-2011>

Moen, P., Kojola, E., Kelly, E.L., & Karakaya, Y. (2016). Men and women expecting to work longer: Do changing work conditions matter? *Work, Aging and Retirement*, 2(3), 321-344.

- Study 3: STAR (Support. Transform. Achieve. Results.).
 - Access profile here: <https://clear.dol.gov/study/men-and-women-expecting-work-longer-do-changing-work-conditions-matter-moen-et-al-2016>

Pengcharoen, C., & Shultz, K. S. (2010). The influences on bridge employment decisions. *International Journal of Manpower*, 31(3), 322-336. doi:10.1108/01437721011050602

- Study 4: Work Schedule Flexibility.
 - Access profile here: <https://clear.dol.gov/study/influences-bridge-employment-decisions-pengcharoen-shultz-2010>

F. Other government policies, employment programs, and initiatives

Overview: Other policies, programs, and strategies that aim to provide employment support to workers include income tax, Supplemental Security Income, Unemployment Insurance, workforce programs, and firm-specific training programs.

Moderate rated studies

Alpert, A. & Powell, D. (2012). *Tax elasticity of labor earnings for older individuals* (Report no. 2012-272). Michigan Retirement Research Center. <https://mrdr.c.isr.umich.edu/publications/papers/pdf/wp272.pdf>

- Study 1: Tax Changes
 - Favorable impacts on employment outcomes
 - Favorable impacts on earnings outcomes
 - Causal evidence rating: Moderate
 - Access profile here: <https://clear.dol.gov/study/tax-elasticity-labor-earnings-older-individuals-alpert-powell-2012>

Low rated studies

Balcazar, F. E., & Suarez-Balcazar, Y. (2015). Employment outcomes among African American and white women with disabilities: Examining the inequalities. *Women, Gender, and Families of Color*, 3(2), 144-164.

- Study 2: Vocational Rehabilitation (VR) Services.
 - Access profile here: <https://clear.dol.gov/study/employment-outcomes-among-african-american-and-white-women-disabilities-examining-inequalities>

Brown, K. M. (2013). The link between pensions and retirement timing: Lessons from California teachers. *Journal of Public Economics*, 98, 1-14.

- Study 3: CalSTRS Defined Benefit Program.
 - Access profile here: <https://clear.dol.gov/study/link-between-pensions-and-retirement-timing-lessons-california-teachers-brown-2013>

Choi, S. (2012). Income tax and older American workers' job transition into self-employment. *Korea and the World Economy*, 13(2), 189-214.

doi:http://www.akes.or.kr/akes/eng/publication/publication_07.asp?data_where=3

- Study 4: Progressive Income Tax.
 - Access profile here: <https://clear.dol.gov/study/income-tax-and-older-american-workers%E2%80%99-job-transition-self-employment-choi-2012>

Coile, C., & Levine, P. (2007). Labor market shocks and retirement: Do government programs matter? *Journal of Public Economics*, 91(10), 1902-1919.

- Study 5: Unemployment Insurance (UI).

- Access profile here: <https://clear.dol.gov/study/labor-market-shocks-and-retirement-do-government-programs-matter-coile-levine-2007>

Engelhardt, G. V., & Kumar, A. (2009). The repeal of the retirement earnings test and the labor supply of older men. *Journal of Pension Economics & Finance*, 8(4), 429-450

- Study 6: Senior Citizens Freedom to Work Act of 2000.
 - Access profile here: <https://clear.dol.gov/study/repeal-retirement-earnings-test-and-labor-supply-older-men-engelhardt-kumar-2009>

Gutierrez, I. A. (2016). Job insecurity, unemployment insurance and on-the-job search. Evidence from older American workers. *Labour Economics*, 41, 228-245. doi:10.1016/j.labeco.2016.05.011

- Study 7: Unemployment Insurance (UI).
 - Access profile here: <https://clear.dol.gov/study/job-insecurity-unemployment-insurance-and-job-search-evidence-older-american-workers-gutierrez>

Kaushal, N. (2010). Elderly immigrants' labor supply response to supplemental security income. *Journal of Policy Analysis and Management*, 29(1), 137-162.

- Study 8: Personal Responsibility and Work Opportunity Reconciliation Act of 1996.
 - Access profile here: <https://clear.dol.gov/study/elderly-immigrants%E2%80%99-labor-supply-response-supplemental-security-income-kaushal-2010>

Montizaan, R., Cörvers, F., & de Grip, A. (2013). Training and retirement patterns. *Applied Economics*, 45(15), 1991-1999. doi:10.1080/00036846.2011.646066

- Study 9: Firm Specific Training, General Training.
 - Access profile here: <https://clear.dol.gov/study/training-and-retirement-patterns-montizaan-et-al-2013>

Neumark, D., & Powers, E. T. (2005). The effect of the SSI program on labor supply: Improved evidence from Social Security administrative files. *Social Security Bulletin*, 65(3), 45-60.

- Study 10: State Supplemental Security Income (SSI) Benefits.
 - Access profile here: <https://clear.dol.gov/study/effect-ssi-program-labor-supply-improved-evidence-social-security-administrative-files-0>

Neumark, D., Powers, E.T. (2005). The effects of changes in state SSI supplements on preretirement labor supply. *Public Finance Review*, 33(1), 3-35.

- Study 11: Supplemental Security Income (SSI) Benefits.
 - Access profile here: <https://clear.dol.gov/study/effects-changes-state-ssi-supplements-preretirement-labor-supply-neumark-powers-2005>

Twamley, E. W., Vella, L., Burton, C. Z., Becker, D. R., Bell, M. D., & Jeste, D. V. (2012). The efficacy of supported employment for middle-aged and older people with schizophrenia. *Schizophrenia Research*, 135(1-3), 100-104.

- Study 12: Individual Placement and Support and Vocational Rehabilitation Program.
 - Access profile here: <https://clear.dol.gov/study/efficacy-supported-employment-middle-aged-and-older-people-schizophrenia-twamley-et-al-2012>

Twamley, E., Narvaez, J., Becker, D., Bartels, S., & Jeste, D. (2008). Supported employment for middle-aged and older people with schizophrenia. *American Journal of Psychiatric Rehabilitation*, 11(1), 76-89.

- Study 13: Individual Placement and Support and Vocational Rehabilitation Program.
 - Access profile here: <https://clear.dol.gov/study/supported-employment-middle-aged-and-older-people-schizophrenia-twamley-et-al-2008>

Zhang, T. (2011). *Workforce Investment Act training for older workers: Toward a better understanding of older worker needs during the economic recovery* (ETA Occasional Paper 2011-10). U.S. Department of Labor, Employment and Training Administration.
https://wdr.doleta.gov/research/FullText_Documents/ETAOP_2011-10.pdf

- Study 14: The Workforce Investment Act (WIA) Training for Older Workers.
 - Access profile here: <https://clear.dol.gov/study/workforce-investment-act-training-older-workers-toward-better-understanding-older-worker-needs>