

Presentation Title	Place in Schedule
How to plan, implement and evaluate Retirement Planning Programs? A Brazilian Experience	Concurrent Session 2.3 <i>Day 2 – Wednesday</i> <i>May 9<sup>th</sup>, 2018</i> <i>2:30 – 3:45pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>The number of old countries in the world - those that the proportion of old people (60 years-old or more) exceeds the number of young ones (0 to14) - is increasing. In 1990, there were twelve countries in this condition. In 2005, there were 35 countries and, in 2015, 52. Brazil is going to be an old country in 2030. According to the Organization for Economic Cooperation and Development, half of the Brazilian active population will be able to retire in 2060. Therefore, public policies have been created recently in defense of active aging and successful retirement in Brazil, such as the National Policy on the Elderly (Law 8,842 / 1994) and the Statute of the Elderly (Law 10,740 / 2003). Both of them require public organizations to offer Retirement Planning Programs (RPP) to their employees. Our research group - Research Group on Health Promotion and Prevention in the Life Cycle (University of Brasilia, Brazil) - have been invited to train Human Resources workers for them to to teach them on how to plan, implement and evaluate these interventions. Thus, this presentation aims to explain the characteristics of these interventions (RPPs) and also of these trainings. The main objective of these programs is to promote the participants the acquisition and maintenance of self-care behaviors and allow them to better prepare and adapt to retirement by having the opportunity to reflect, define, delineate and plan their new life projects. In these RPPS, people understand the protective factors of a good retirement adaptation, like: enjoy good physical and mental health, have financial autonomy, have a fortified network of friends (social support), engage in leisure activities and have the power to decide when retiring. RPPs represent a preventive intervention as each person can participate to it years before attending the criteria to retire and this point is very important as we normally take a long time to acquire a new behavior and extinguish an old one.</p>	Juliana Seidl <i>University of Brasilia</i>
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When training HR workers, we establish three main objectives: (a) Explain theoretical and methodological bases that underpin the RPPs; (b) Clarify the principles of the three stages (planning, implementing and evaluating); and, finally, describe and offer them the opportunity to practice the basic skills needed to facilitate the groups. The content includes, basically: Predictors of active aging and successful retirement adjustment; Health promotion policies in retirement; RPPs types and contents; Needs assessment; Visual identity creation; Recruiting and selecting the target population; Evaluation types, when and why adopting each of them. The training normally lasts twenty hours and we offer theoretical content with a great number of practical activities. The amount of trainings already done made our research group to publish the book "Retirement Educational Programs: How to Plan, Implement and Evaluate them?" Some examples of our trainings and of some RPPs in Brazil can be shared by showing photos and videos. Finally, we will discuss with the audience why we believe RPPs are not enough in order to help the workers to plan for retirement and which other HR practices could be implemented to definitely help them.