

Reconsidered (DR). In contrast to disease and deficit-focused training curricula, DR incorporates and emphasizes the strengths and humanity of people living with dementia and focuses on person-directed support for, and care of, persons living with dementia. For example, DR makes the case for an approach to shared and supported decision-making that optimizes the individual's— and significant others'—abilities. The on-line lectures were chunked to accommodate cognitive load and active learning; 20-30 second stretch breaks were interspersed to facilitate attention. This may account for the higher retention and utilization rates of DR than are often found in one-off trainings. A retrospective pre-post survey administered at the conclusion of DR sessions measured participant learning outcomes. Participants in DR sessions were representative of the fields of social work (42%), nursing (21%), and a significant "other" category (28%), mostly long-term care administrators. Among post-training survey respondents (N=36), 77% improved their knowledge of the key principles of person-directed dementia care; 73% (N=37) showed improved comfort in supporting residents with dementia during the CoVID-19 pandemic; 83% (N=24) showed improvement in ability to distinguish capacity and competency; and 83% (N=23) reported increased comfort in supporting people with dementia in making decisions in the face of diminished capacity. At six month follow-up, 63% (N=33) had used a skill gained from their training (17% no, 20% not sure). Implications for training in dementia care practices will be discussed.

ORGANIZATIONAL PRACTICES FOR THE AGING WORKFORCE: A CROSS-CULTURAL VALIDATION OF THE LATER-LIFE WORKPLACE INDEX

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Successful employment of experienced employees becomes more important for both, individuals and organizations. To identify organizational practices that foster the motivation, health, and performance of experienced employees in particular, a holistic assessment of relevant organizational factors is needed. The Later Life Workplace Index (LLWI) provides such a measure for organizational practices for older employees by differentiating nine domains, namely organizational climate, leadership, work design, health management, individual development, knowledge management, transition to retirement, continued employment after retirement, and health and retirement coverage. So far, a German-language and an English-language version of the LLWI have been validated in Germany and the U.S. in a multi-study procedure. The psychometric properties and measurement invariance of the English-language version of the LLWI will be presented. Preliminary findings from Japan and Portugal show promising results regarding reliability and validity of the LLWI in the respective country. The findings suggest that the multidimensional measurement model developed in Germany and the U.S. could be applicable to other regulatory and cultural

contexts as well. A focus group consisting of the original authors of the LLWI and international scholars, whose research expertise lies in the field of employment and older employees, is currently developing a short version of the LLWI. We aim to provide researchers and practitioners from different countries with a validated measurement to holistically assess organizational practices. Researchers can utilize the LLWI to gain a comprehensive understanding of organizational influences on later life work, while practitioners are able to assess their organizational readiness for an aging workforce.

PREPARING OLDER ADULTS FOR REMOTE EMPLOYMENT: OPPORTUNITIES AND CHALLENGES

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As Americans live longer, many are finding they need or want to remain longer in the workforce. When the COVID-19 pandemic transitioned much of the U.S. workforce into temporary or permanent remote employment, many older job seekers were left behind, wanting to compete in the evermore technology-based job market but often without the requisite skills to do so. The present study evaluated a workforce training program (funded by a Department of Labor demonstration grant) that trained low-income workers over the age of 55 for remote employment. Approximately 60 older adults were trained across three 20-week cohorts. Our data sources included biweekly participant surveys, typing speed and Microsoft Office skill assessments, exit interviews with program "drop-outs," focus groups, training observations, data from participant applications, and instructor assessments of each participant's level of "job readiness" at the end of the program. Results revealed that participants had acute financial need for employment, a keen interest in working remotely, and a wide range of employment experiences and past job stability. Many of their career trajectories and workplace needs were affected by COVID-19. Results also showed promising improvements in participants' technology skills and confidence in their ability to conduct a job search over the course of the program. The need for greater connectivity between participants and employers was identified as an area for improvement for the program. The results of this study contribute to the literature on workforce development by exploring how training programs might better prepare older adults for an increasingly remote job market.

LONGITUDINAL INVESTIGATION OF FACTORS PREDICTING RETIREMENT ADJUSTMENT AMONG RETIREES IN TAIWAN

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Background Retirement can substantially affect one's lifestyle and self-identity. However, little research has focused on how pre-retirement conditions are associated with retirement adjustment. Method This study utilized data