

### ELDER ABUSE AMID THE OPIOID EPIDEMIC: APS CASES IN RURAL AMERICA

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Older adults are hidden victims of the opioid crises, suffering abuse at the hands of those who seek resources to support their addiction. Using APS data from 2015-2017 provided by the Kentucky Department for Community-Based Services, we used a logistic regression model with robust standard errors to examine whether substantiated cases of elder abuse were associated with opioid misuse by perpetrators. Overall, 9% of the 462 substantiated cases over the three-year period involved perpetrators were substance users. The percentage of these cases rose from 5% in 2015 to 13% in 2016 before dropping to 7% of elder abuse cases in 2017. Opioid use was most prevalent among perpetrators of financial abuse of older adults with cognitive and/or physical care needs. The current study offers a first look at empirical linkages between opioid misuse and elder abuse and revealed consistencies across cases that call for further investigation.

### ELDER ABUSE AND THE OPIOID CRISIS: PERPETRATORS WHO ARE SUBSTANCE USERS

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Substance abuse, particularly the diversion/abuse of prescription drugs along with illicit opioid deviates by alleged perpetrators has been identified as is a risk factor for elder abuse. The purpose of this study was to characterize cases of elder abuse substantiated by APS in which the perpetrator used opioids and related substances. Guided by the Contextual Theory of Elder Abuse, we conducted a within-case/across-cases thematic analysis of Kentucky APS caseworkers' notes on 40 substantiated cases of elder abuse. Financial exploitation was the most commonly identified type of abused associated with perpetrators who abuse opioids. Findings revealed that most cases of elder abuse occurred when the perpetrators' substance abuse intersected with employment status, complex family relationships, and a history of altercations with the law. Findings provide new insights into a more elaborate conception of the ways in which the opioid epidemic is contributing to the perpetration of elder abuse today.

## SESSION 3520 (PAPER)

### EMPLOYMENT IN LATER LIFE

#### EXCLUSION SPOTTER: APPLYING ADVANCES IN AI TO IDENTIFY AGEISM IN ONLINE JOB POSTING

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The landscape in which employers and candidates interact is changing as more job adverts are pushed online.

Employment platforms (e.g., Indeed and LinkedIn) are now among the primary mechanisms for job posting, job search, and initial negotiations. Through such job platforms, a single job advert can now reach millions of people around the world. This exposure of a job advert has obvious benefits for the employer, but this exposure also has the power to alienate and exclude large portions of society. In particular, the word choice of a single job advert can, perhaps unintentionally, exclude thousands of people by their personal traits (e.g., gender or race). Age is a particular trait that garners more attention as ageism is often cited in the literature as going overlooked, not understood, and generally escaping social awareness. To begin tackling this problem, with the purpose of supporting older adults and enabling their contribution to society, we applied advances in AI to create a tool, called Exclusion Spotter, that gives feedback to recruiters and employers on which words in their advert are possibly excluding people by age. We applied Exclusion Spotter to 3660 job adverts, clustered by 372 job titles. We found a significant difference ( $p=.02$ ) in the number of age-related words for engineering related positions versus all other job titles. Among 47 engineering related titles we matched 47.37 age related words per title and 2.8 per advert. Among the other 325 titles we matched 24.37 age related words per title and 2.1 per advert.

#### HOW CAN IMPROVING EMPLOYMENT PROSPECTS OF UNEMPLOYED OLDER WORKERS BE EXPLAINED?

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Until recently employment prospects of older workers have been rather poor. In recent years, however, the duration of unemployment among older workers has diminished, meaning that older workers are more frequently hired by employers. Changing employment prospects of older workers are no doubt framed by a decrease in overall unemployment. The aim of this paper, however, is to shed light on the emergence of new inclusive mechanisms by answering three inter-related research questions: (1) where are the job openings for unemployed seniors? (2) How have unemployed seniors been recruited? (3) Why do companies hire older workers. Using Denmark as a test case findings show that job openings are rather frequent in branches with tight labor markets and that characteristics of companies and management are important; for instance, the older the average age of management the higher the inclination to hire unemployed older workers. Findings furthermore show that mouth-to-mouth recommendation and the internet are the most used recruitment channels, while the public employment service is less used. Finally, findings show that qualification, stability and experience are the most reported reasons as to why employers hire unemployed older workers are. The paper is based on a survey with 2,525 valid respondents, response rate: 25.

#### ORGANIZATIONAL PRACTICES FOR THE AGING WORKFORCE: DEVELOPMENT AND VALIDATION OF THE LATER-LIFE WORK INDEX

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