

Global Insights on Retaining Workers Ages 45-Plus

Workers 45-plus want opportunities, regardless of their age

Three in five agree that age does not limit their ability to work

57%
ages 45-plus

60%
ages 25 – 44



WORKERS WANT TO CONTINUE LEARNING

Nearly half have participated in job-related skills training in the past five years

49%
ages 45-plus

61%
ages 25 – 44*

51% say the top reason for taking job skills training is to update skills for better job performance



WORKERS WANT FLEXIBILITY

Half (48%) want adjustable scheduling and remote work options

The vast majority have little difficulty with the technical aspects

95%
ages 45-plus

87%
ages 25 – 44*

and maintaining a work-life balance

93%
ages 45-plus

86%
ages 25 – 44*

Workers 45-plus value being part of a multigenerational workforce

Three in five say they have the opportunity to work with people of different generations

62%
ages 45-plus

68%
ages 25 – 44



Among those who do, 64% say their workplace values different perspectives and opinions

For more information on AARP's partnership with the World Economic Forum and the OECD, visit www.aarpinternational.org/LLEL

*Denotes significant age differences
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The Global Employee Survey was fielded among 12,158 workers ages 25-plus in 12 countries from June 1 – July 15, 2022. This included 3,031 in the East Asia/Pacific Region (1,018 workers ages 25-plus in Japan, 1,008 in Korea, and 1,005 in Australia).