Global Insights on Retaining Workers Ages 45-Plus

Workers 45-plus want opportunities, regardless of their age

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

83% ages 45-plus
83% ages 25 – 44

WORKERS WANT TO CONTINUE LEARNING
Half have participated in job-related skills training in the past five years

51% ages 45-plus
74% ages 25 – 44*

53% say the top reason for taking job skills training is to update skills for better job performance

WORKERS WANT FLEXIBILITY
Half (52%) want adjustable scheduling and remote work options

93% ages 45-plus
87% ages 25 – 44*

The vast majority have little difficulty with the technical aspects

92% ages 45-plus
88% ages 25 – 44*

Workers 45-plus value being part of a multigenerational workforce

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

79% ages 45-plus
84% ages 25 – 44*

Among those who have the opportunity to work with people of different generations

77% say they are satisfied with their job
80% 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 2,019 in the North American Region (1,011 workers ages 25-plus in Canada and 1,008 in the United States).