

# 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



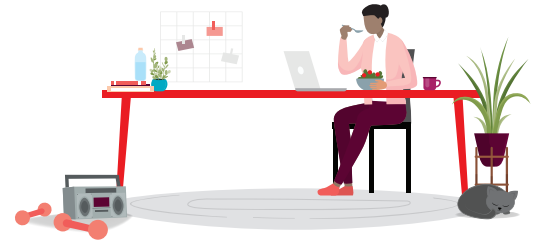
## WORKERS WANT TO CONTINUE LEARNING

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

The vast majority have little difficulty with the technical aspects

**93%**  
ages 45-plus

**87%**  
ages 25 – 44\*

and maintaining a work-life balance

**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](http://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).