

Global Insights on Retaining Workers Ages 45-Plus

Workers 45-plus want opportunities, regardless of their age

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

77%
ages 45-plus

81%
ages 25 – 44*



WORKERS WANT TO CONTINUE LEARNING

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

54%
ages 45-plus

70%
ages 25 – 44*

56% say the top reason for taking job skills training is to update skills for better job performance



WORKERS WANT FLEXIBILITY

Two in five (44%) want adjustable scheduling and remote work options

The vast majority have little difficulty with the technical aspects

95%
ages 45-plus

89%
ages 25 – 44*

and maintaining a work-life balance

95%
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

80%
ages 45-plus

81%
ages 25 – 44



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

72%
say they are satisfied with their job

71%
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 4,040 in the Northern/Western Europe Region (1,009 workers ages 25-plus in Finland, 1,014 in France, 1,011 in Germany, and 1,006 in the United Kingdom).