

Global Insights on Retaining Workers Ages 45-Plus

Workers 45-plus want opportunities, regardless of their age

Three quarters agree that age does not limit their ability to work

73%
ages 45-plus

77%
ages 25 – 44*



WORKERS WANT TO CONTINUE LEARNING

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

55%
ages 45-plus

71%
ages 25 – 44*

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



WORKERS WANT FLEXIBILITY

Half (50%) want adjustable scheduling and remote work options

The vast majority have little difficulty with the technical aspects

94%
ages 45-plus

90%
ages 25 – 44*

and maintaining a work-life balance

94%
ages 45-plus

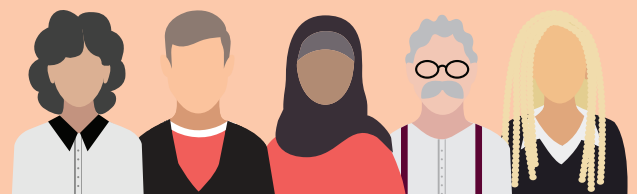
89%
ages 25 – 44*

Workers 45-plus value being part of a multigenerational workforce

About three in four say they have the opportunity to work with people of different generations

75%
ages 45-plus

78%
ages 25 – 44



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

70%
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 (Australia, Brazil, Canada, Finland, France, Germany, Italy, Japan, Korea, Spain, United Kingdom, and United States) from June 1 – July 15, 2022.