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*

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

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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