

Global Insights on Retaining Workers Ages 45-Plus

Workers 45-plus want opportunities, regardless of their age

Nine in ten agree that age does not limit their ability to work

90%
ages 45-plus

89%
ages 25 – 44



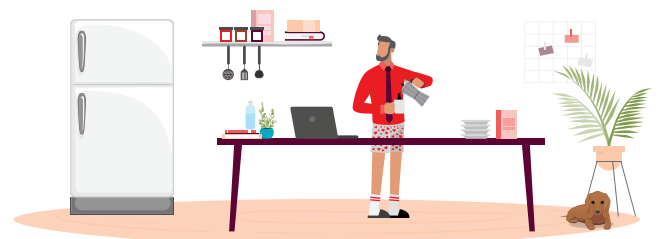
WORKERS WANT TO CONTINUE LEARNING

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

72%
ages 45-plus

83%
ages 25 – 44*

50% say the top reason for taking job skills training is to update skills for better job performance



WORKERS WANT FLEXIBILITY

Seven in ten (71%) want adjustable scheduling and remote work options

The vast majority have little difficulty with the technical aspects

91%
ages 45-plus

95%
ages 25 – 44*

and maintaining a work-life balance

91%
ages 45-plus

92%
ages 25 – 44*

Workers 45-plus value being part of a multigenerational workforce

Nine in ten say they have the opportunity to work with people of different generations

89%
ages 45-plus

87%
ages 25 – 44*



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

82%
say they are satisfied with their job

81%
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 1,040 workers ages 25-plus in Brazil.