

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

82%
ages 25 – 44*



WORKERS WANT TO CONTINUE LEARNING

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

66%
ages 45-plus

76%
ages 25 – 44*

48% say the top reason for taking job skills training is to update skills for better job performance



WORKERS WANT FLEXIBILITY

Over half (55%) want adjustable scheduling and remote work options

The vast majority have little difficulty with the technical aspects

96%
ages 45-plus

94%
ages 25 – 44*

and maintaining a work-life balance

96%
ages 45-plus

93%
ages 25 – 44*

Workers 45-plus value being part of a multigenerational workforce

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

77%
ages 45-plus

77%
ages 25 – 44*



Those who have the opportunity to work with people of different generations say their workplace values different perspectives and opinions

67%
ages 45-plus

75%
ages 25 – 44*

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 2,028 in the Southern Europe Region (1,022 workers ages 25-plus in Italy and 1,006 in Spain).