



The SHRM Foundation is focused on championing workforce and workplace transformation and inspiring HR professionals to make it happen. Join us in challenging aging workforce myths and make a difference in your organization. Visit www.shrmfoundation.org/aginginitiative.

The Reality in the U.S. Workforce: Why This Matters

- 35% of U.S. labor force participants will be age 50+ in 2022. (Up from 25% in 2002.)
- 45% of unemployed people age 55 to 64 report being unemployed long-term, 27+ weeks (vs. 33% of unemployed 25-34 year-olds)
- 10,000 Baby Boomers turn 65 every day

Top Five Advantages of Hiring Older (Mature) Workers (age 50+)

- 77% -- More work experience/knowledge
- 71% -- More maturity/professionalism
- 70% -- Stronger work ethic
- 63% -- Ability to serve as mentors to younger workers
- 59% -- More reliability

Source: SHRM Preparing for an Aging Workforce Survey

Goals of an Aging Workforce Strategy

- Retain and engage older workers as long as possible
- Transfer their knowledge to younger employees before they leave
- Leverage their skills after they retire
- Recruit older talent from outside

Getting Started in Your Organization

1. Access free SHRM Foundation resources: www.shrmfoundation.org/aginginitiative
2. Build the business case for hiring and retaining mature workers
3. Assess the state of your aging workforce
4. Recruit and retain mature workers
5. Engage mature workers, even beyond retirement