



OLDER ADULTS EMPLOY A GROWTH MINDSET

STEM 60+ Workshop
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Agenda

Study Background

Work Expectations

Reskilling & Upskilling

50+ Education Comebackers Initiative

Q&A





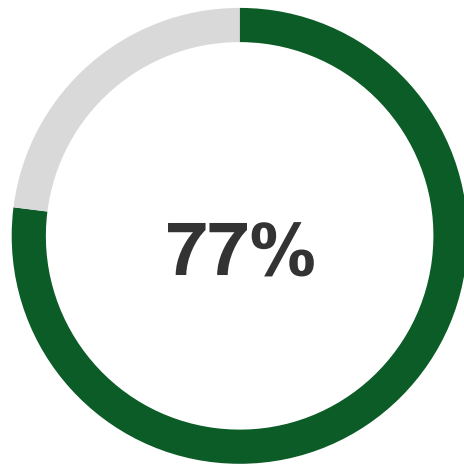
Study Background



Work Expectations

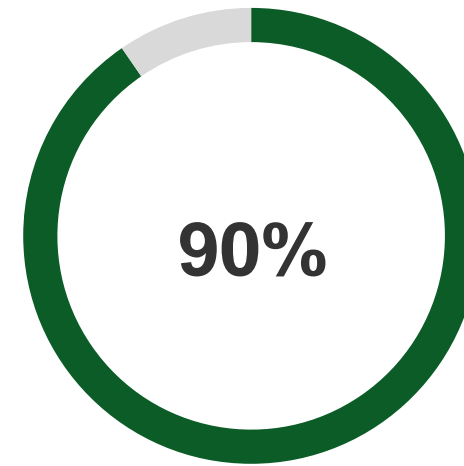
While older workers see their job as part of who they are, they also seek employment with meaning.

“My job is an important part of who I am”
Top-2-Box Agreement



Gen Pop

“Work that is meaningful” is a required culture characteristic before accepting a job
% agree ‘yes,’ it is required



Gen Pop

Q14: For each statement, indicate if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree. (Gen Pop: n=1659)

Q11: Which of the following workplace culture characteristics would you require before accepting a new job / a job? (Gen Pop: n=2000)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

Nearly all older workers agree that respect, inclusion, and acceptance are central to fostering a positive work culture and to their decision to accept a new job.

Must Have Workplace Culture Characteristics Before Accepting a Job



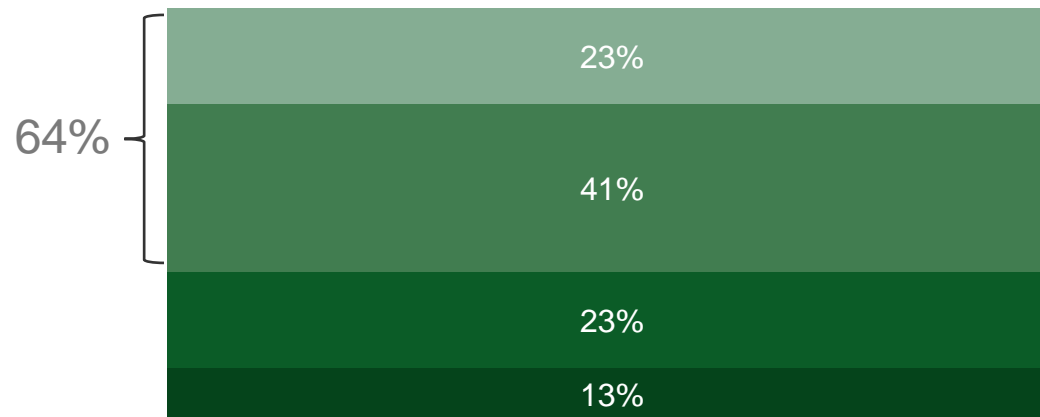
Q11: Which of the following workplace culture characteristics would you require before accepting a new job / a job? Gen Pop: n=2000)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

And, most older workers admit wanting to work for – and ultimately prioritize – accepting a job from companies that focus on inclusivity and diversity.

“When looking for a job/a new job, I give preference to inclusive companies (e.g., diverse workforce, diverse management, community outreach, inclusive culture, etc.)”

■ Strongly Agree ■ Somewhat Agree ■ Somewhat Disagree ■ Strongly Disagree



Gen Pop

D12: Please indicate to what degree you agree or disagree with the following statement: “When looking for a job/a new job, I give preference to inclusive companies (e.g., diverse workforce, diverse management, community outreach, inclusive culture, etc.)” (Gen Pop: n=2000)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

“The opportunity to learn something new” is a required workplace culture characteristic

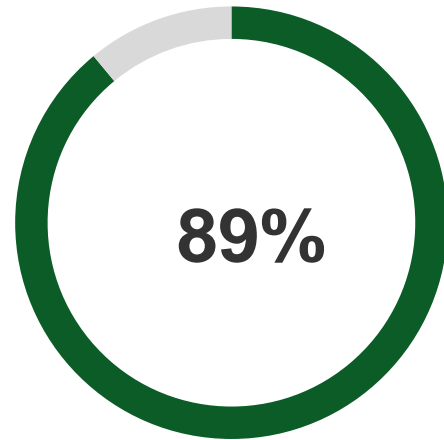
86%

Q11: Which of the following workplace culture characteristics would you require before accepting a new job / a job? % agree 'yes,' it is required. (Gen Pop: n=2000)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

Older workers want to learn and grow professionally.

Top Rated Job Requirement
Opportunity to Use My Skills and Talents



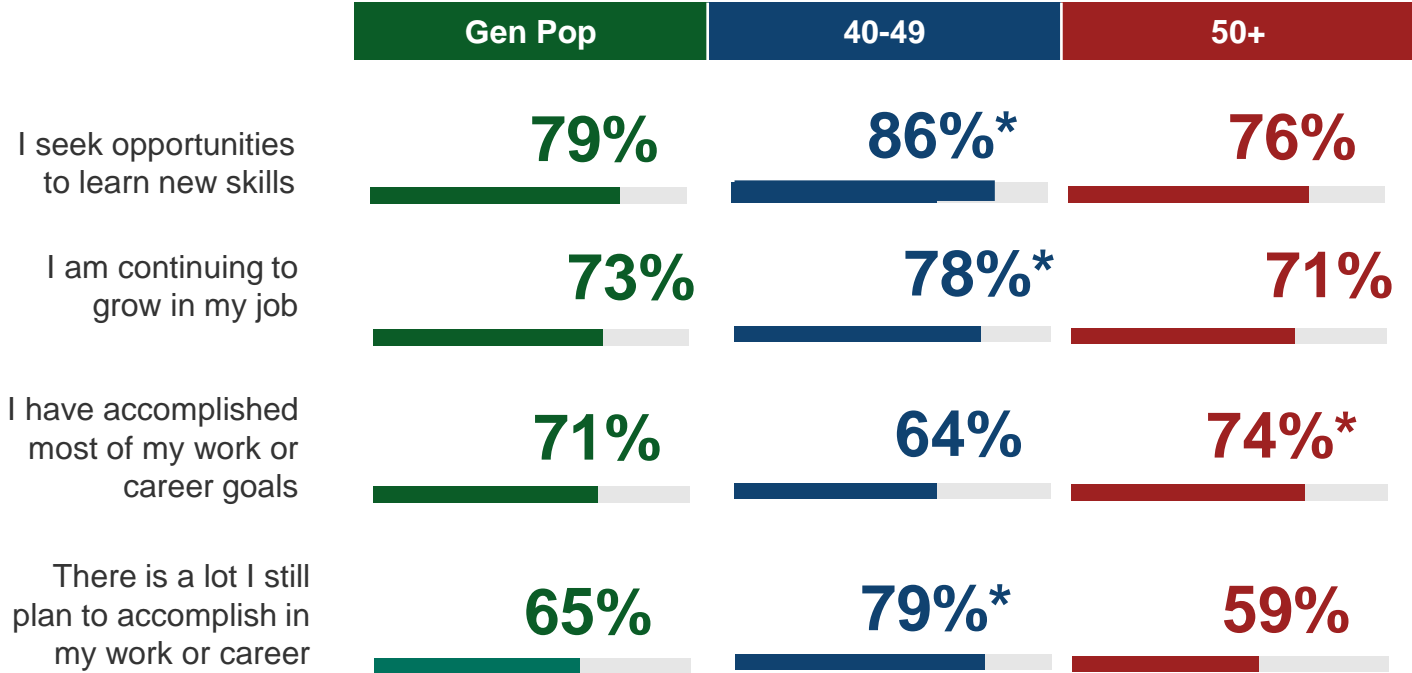
Gen Pop



Q10: Which of the following job characteristics, if any, would you require before accepting a new job / a job? (Gen Pop: n=2000)
Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023.
<https://doi.org/10.26419/res.00554.001>


In fact, the majority of older workers employ a growth mindset in their career.

Skills / Growth Attitudes
Top-2-Box: Strongly or Somewhat Agree



*Indicates significant difference at 95% confidence level versus opposite age subgroup

Q14: For each statement, indicate if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree. (Gen Pop: n=1659; 40-49: n=730 and 50+: n=929)
 Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>



**However, over
1 in 10 say their
job does not
allow them to
use their skills
and talents**

13%

Q15: How much does your [current job / main job] allow you to use your skills and talents? (Gen Pop: n=1663)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

Challenges stifle growth for some, especially workers who feel stressed or do not feel challenged by their job.

Resigned / Struggling Attitudes Top-2-Box: Strongly or Somewhat Agree

Gen Pop	40-49	50+	
35%	51%*	28%	I feel stressed too much of the time
35%	49%*	30%	I no longer feel challenged by my job
25%	35%*	20%	I have difficulty keeping up with all the new technology required to do my job
23%	34%*	18%	I have difficulty keeping up with new skills required to do my job

*Indicates significant difference at 95% confidence level versus opposite age subgroup

Q14: For each statement, indicate if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree. (Gen Pop: n=1659; 40-49: n=730 and 50+: n=929)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>



Reskilling & Upskilling

Older workers have engaged in upskilling in the past two years to advance short- and long-term career goals on a variety of topics.



54%

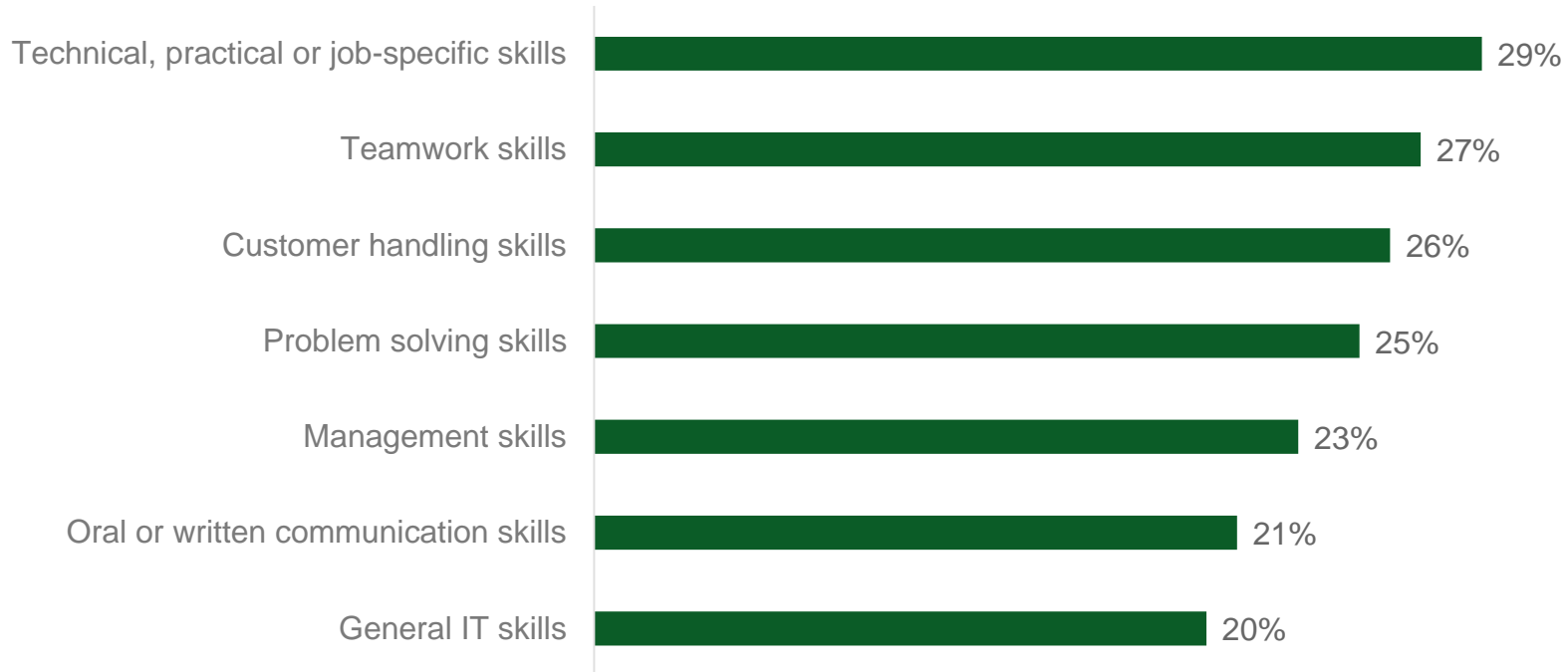
Q16A: Please indicate if, in the past 2 years you have taken or are currently taking each of the following types of job-related skills training either through your work or on your own. Please include those you have already completed and/or are currently taking. (Gen Pop: n=1085)

Q16C: Which of the following best describes your main reason for taking job-related skills training? (Gen Pop: n=1150)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

The top types of training by older workers include technical, practical or job-specific skills, followed by teamwork and customer handling skills.

Top Types of Training Taken/Currently Taking



Q16A: Please indicate if, in the past 2 years you have taken or are currently taking each of the following types of job-related skills training either through your work or on your own. Please include those you have already completed and/or are currently taking. (Gen Pop: n=1085)

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Ages 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

Despite the willingness to learn new skills, two in three say they did not participate in any job-related training or education in the past two years.

Percent Willing to Learn New Skills if Requested by Their Employer



Wave 1 (n=2,163) Wave 2 (n=1,174) Wave 3 (n=2,249)

Percent Who Have Not Participated in Any Job-Related Skills Training or Education Programs in the Past 2 Years



Wave 1 (n=2,163) Wave 2 (n=1,174) Wave 3 (n=2,249)

SKILL2. How willing would you be to learn new skills if requested by your current employer or a potential employer?

*Indicates a significant difference between Wave 1 and Wave 2 at the 95% confidence interval; **Indicates a significant difference between Wave 1 and Wave 3 at the 95% confidence interval.

Source: Choi-Allum, Lona. *Job Reskilling and Upskilling Among the 50+*. Washington, DC: AARP Research, April 2022, February 2023, September 2023. <https://doi.org/10.26419/res.00543.001>

Barriers exist for older workers who are interested in reskilling or upskilling.



33%

Not able to afford costs or fees

22%

Not knowing if a training is worth their time

20%

Not able to take time off work


19%

Hard to find the right course or training provider

ER9. Thinking about any job-related skills training that you wanted to take over the past 5 years (since 2017), which of the following situations have you encountered? (n=12,158)

Source: Choi-Allum, Lona. *Global Insights on Retaining Workers Ages 45-Plus*. Washington, DC: AARP Research, December 2022. <https://doi.org/10.26419/res.00553.001>

Older adults are interested in job or skills training if available at no cost.



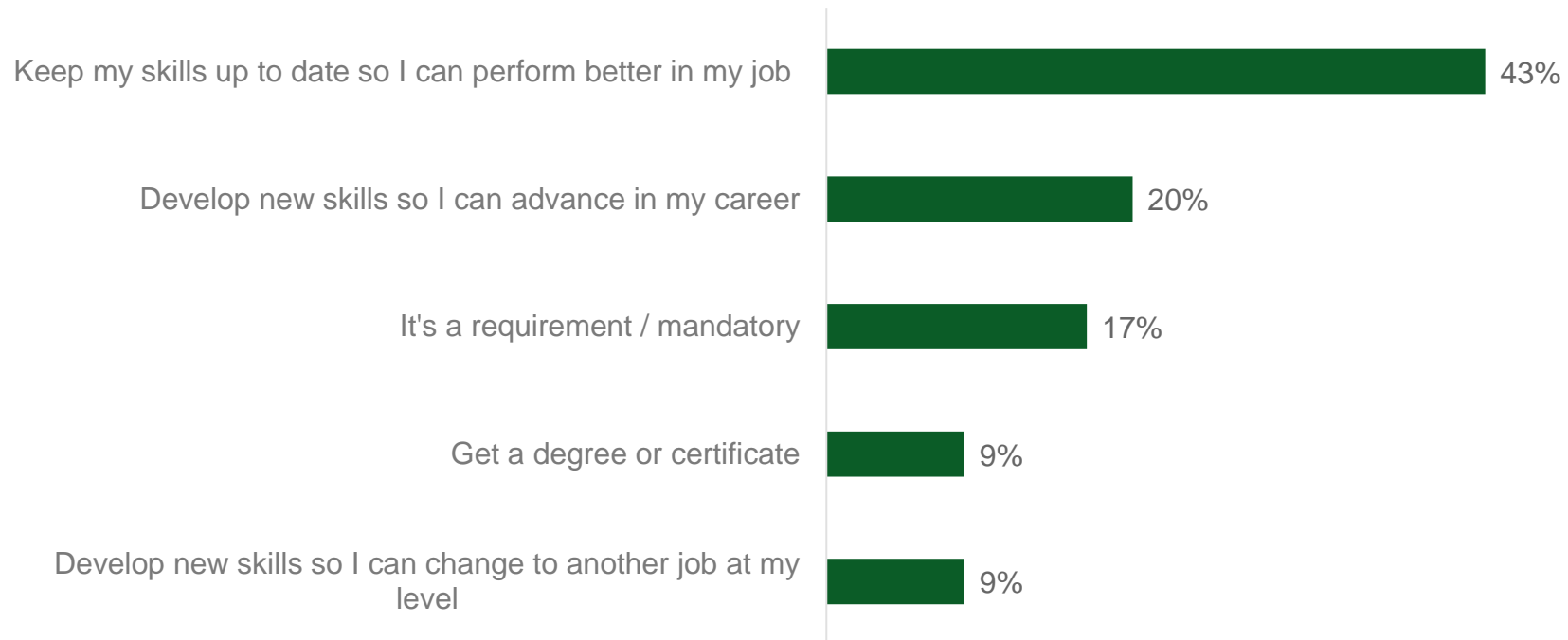
46%

SKILL2. How willing would you be to learn new skills if requested by your current employer or a potential employer?

Source: Choi-Allum, Lona. *Job Reskilling and Upskilling Among the 50+*. Washington, DC: AARP Research, April 2022, February 2023, September 2023. <https://doi.org/10.26419/res.00543.001>

Older workers are most interested in keeping their skills up to date so they can perform better in their job.

Main Reason for Taking Job-Related Skills Training



Q16C: Which of the following best describes your main reason for taking job-related skills training? (Gen Pop: n=1150)

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50+ Education Comebackers Initiative

- Information/Resources
- Stories of 50+ Learning Journeys
- Developing and joining networks that serve adult learners

AARP PUBLIC POLICY INSTITUTE / INITIATIVES

Learning and Education at 50+

Publications · Issues · **Initiatives** · Experts · Events · About PPI

Lifelong Learning and Education

About the Initiative

About 45 million individuals in the US have some college credit but no degree. Barriers such as caregiving responsibilities, the debt burden required to cover the growing cost of education, and difficulty obtaining credit for prior learning keep many from achieving their goal of a diploma. But as the need for an educated and digitally literate workforce increases, education providers, policymakers and employers must adapt to offer more support for older students.

Older learners are education leaders in their families and communities and play a role in improving college attainment rates and reducing educational disparities. When an older adult attains their degree, it raises the likelihood that younger family members will too.

<https://www.aarp.org/ppi/initiatives/lifelong-learners/>

Questions?



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