

Age Inclusion in the Workforce

A survey of more than 1,600 U.S. adults was conducted in August 2024 to learn more about ageism in today's intergenerational workforce. The results show that although older workers are eager to work with colleagues of different generations and interested in learning new skills, they continue to face age-related barriers.

INSIGHTS FROM WORKERS AGED 50+

78%

work on teams with colleagues of different generations

11% LESS

likely to say they have a positive relationship with colleagues of all generations

83% vs. 94%
49 and younger

74%

are comfortable being managed by someone younger than themselves

92%

are interested in learning new professional skills, including digital skills



Job Market Ageism

46% HAVE BEEN SEARCHING FOR A JOB AT LEAST A YEAR

21% FEEL OPTIMISTIC THEY WILL FIND A JOB IN SIX MONTHS



Career Obstacles

81% BELIEVE EMPLOYERS WANT YOUNGER APPLICANTS

59% FEEL THAT THEIR AGE HAS CREATED OBSTACLES IN THEIR JOB SEARCH



Microaggressions

28% HAVE WITNESSED AGEIST MICROAGGRESSIONS

19% HAVE RECEIVED THEM

70% ARE COMING FROM YOUNGER COLLEAGUES