The Aging Workforce: Implications

March 6, 2008
Projected Number of Workers Ages 50+: 2007 to 2016

Slowing Growth of Labor Force

Annual Growth Rate of U.S. Labor Force 16+

Employers Already Facing Recruitment and Retention Challenges

“*Our demographics show that we will lose half of our workforce in the next ten years to retirement, so we continue to motivate our mature workers to remain, add value to our business, and pass on valuable information to new employees.*”

– Deere & Company, an AARP Best Employer

“The healthcare industry is a growth industry and is faced daily with the daunting challenge of finding and hiring skilled healthcare professionals from a limited talent pool and then retaining the highly skilled and trained employees.”

--Scripps Health, an AARP Best Employer

AARP’s Research: Expectations of Workers Ages 50+
Nearly Half of Workers 50-70 Expect to Work Into Their 70s, 80s, Or As Long as They’re Able

% of Workers 50-70

<table>
<thead>
<tr>
<th>Age at which workers expect to stop working</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>50-54</td>
<td>0%</td>
</tr>
<tr>
<td>55-59</td>
<td>5%</td>
</tr>
<tr>
<td>60-64</td>
<td>18%</td>
</tr>
<tr>
<td>65-69</td>
<td>30%</td>
</tr>
<tr>
<td>70-74</td>
<td>19%</td>
</tr>
<tr>
<td>75-79</td>
<td>8%</td>
</tr>
<tr>
<td>80+</td>
<td>11%</td>
</tr>
<tr>
<td>Never/as long as able</td>
<td>7%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>2%</td>
</tr>
</tbody>
</table>

Source:  Staying Ahead of the Curve 2003: The AARP Working in Retirement Study
Nearly 7 in 10 Plan to Work in Retirement or Never Retire

<table>
<thead>
<tr>
<th>Work Status</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work part-time</td>
<td>46%</td>
</tr>
<tr>
<td>Work for self</td>
<td>10%</td>
</tr>
<tr>
<td>Work full-time</td>
<td>7%</td>
</tr>
<tr>
<td>Never expect to retire</td>
<td>5%</td>
</tr>
<tr>
<td>Not work for pay at all</td>
<td>29%</td>
</tr>
</tbody>
</table>

Source: Staying Ahead of the Curve 2003: The AARP Working in Retirement Study
Mature workers seek employers who value employee opinions and offer flexible scheduling and good benefits.

Source: Staying Ahead of the Curve 2003: The AARP Working in Retirement Study
More than 1 in 3 Expect Retirement Work to be Different

- Identical to the work you do now: 25%
- Similar, but not identical: 36%
- Fairly different: 10%
- Entirely different: 27%

% of Pre-Retirees 50-70 Who Expect to Work in Retirement

Source: Staying Ahead of the Curve 2003: The AARP Working in Retirement Study
Implications
Implications

- Targeted retention and recruiting strategies
- Training to equip workers with skills required to secure and maintain jobs
- Age diversity training for employees and managers
- Workplace flexibility
- Benefits as retention tools
Useful Data

- Benefits
- Time worked
- Other demographics
- Training
For more information about AARP’s activities related to the aging workforce:

www.aarp.org/research
www.aarp.org/employerresourcecenter
www.aarp.org/careers

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