

AARP Washington

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# Finding Opportunity in an Aging Workforce



[www.aarp.org/wa](http://www.aarp.org/wa)

# Understanding the Changing Demographic

By **2030** , more people will be over **65 than under 18** . All systems need to change. Including employment.



# Older Adults in the Workforce

Older adult employment rates are increasing because of:

- Improvements in educational attainment
- Improved physical health
- Declines in the prevalence of physically demanding jobs
- Increases in the Social Security retirement age
- Need for social connection and inclusion

*Source: Urban League*

# However,

Older adults are overrepresented among discouraged workers

## Workers 55+

Those ages 55 and older represented 27% of discouraged workers, but only 23% of the labor force

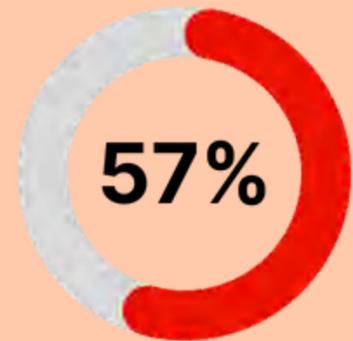
## Workers 25- 54

Younger adults ages 25 to 54 were underrepresented among discouraged workers, representing only 51% of discouraged workers but 64% of the labor force.

# Age Discrimination in the Workforce

- 1) Being passed over for promotions
- 2) Lack of flexibility for caregiving responsibilities
- 3) Perceived lack of skills or abilities to learn new skills
- 4) Lack of opportunities to share knowledge and experiences

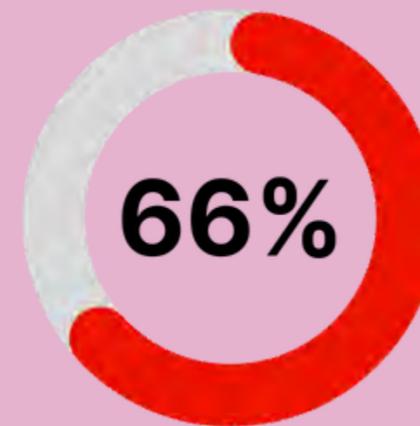
# Importance of Providing Additional Education



Research shows that 57% are willing to learn new skills if requested by their current or a potential employer



42% are interested in receiving additional job or skill training of any kind if it were available for free

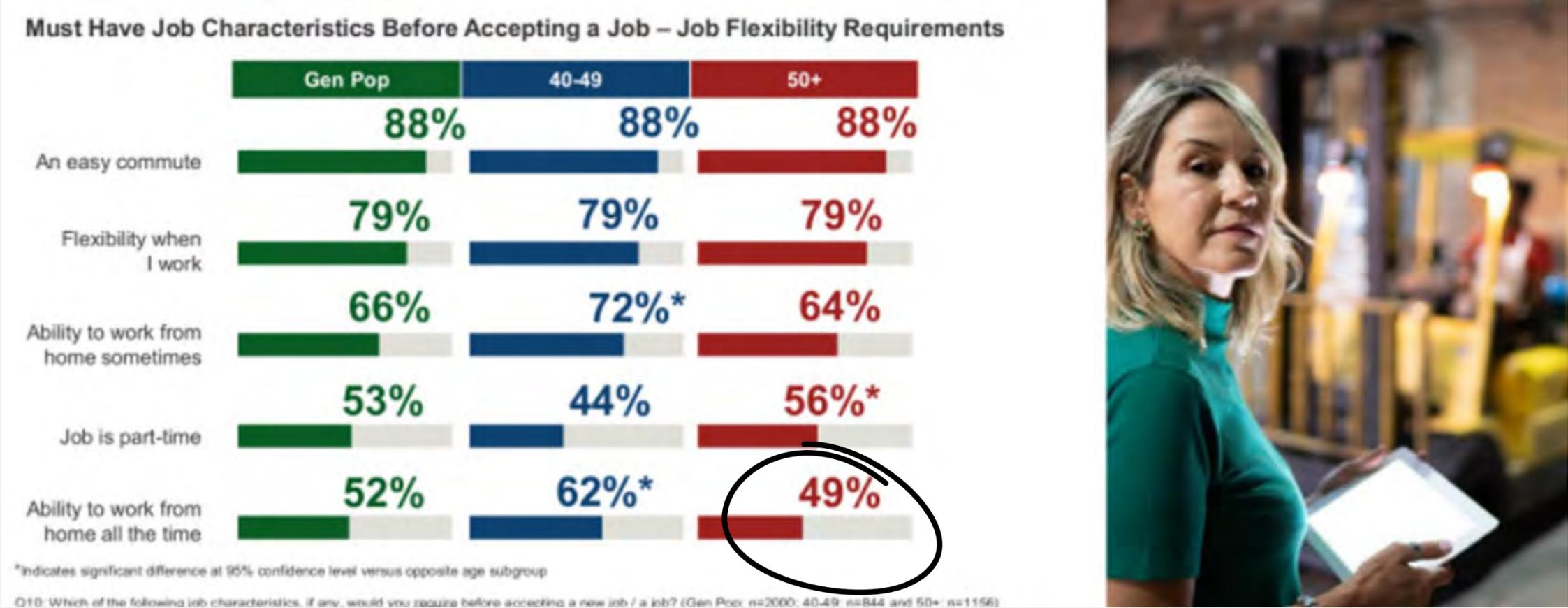


Despite the willingness to learn new skills, 66% say that they did not participate in any job -related training or education in the past 2 years

# Importance of Providing Additional Education Continued

- Among those who did participate in job-related skills training or education programs in the past two years **(32%)**,
- One in ten took computer or other technology training **(12%)**
- Continuing education classes **(10%)**.
- Computer or other technology training **(47%)**
- Foreign language **(32%)**,
- Professional skills training **(24%)**
- General continuing education **(24%)**

# What Is the Older Worker Looking for in Employment Opportunities?



# AARP Programs



## Senior Community Service Employment Program

- The nation's oldest program to help unemployed people over 55 find work.
- Matches eligible older jobseekers with local nonprofits and public agencies.



## Back To Work50+

- Free workshops, coaching and resources that can help people over 50 compete in workplace.



## Work for Yourself @50+

- Explore self - employment options to increase financial stability.
- Start a business.
- The Work for Yourself@50+ Freelancing Resource Center.



## Digital Skills Ready@50+

- Free digital skills courses for people over 50 to increase digital knowledge.
- A library of online resources to gain quick digital tips.



[Learn More Here](#)

# Policy & Other Opportunities



# Keep Connected



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