

Insights from Global Companies on the Multigenerational Workforce

7 in 10 global companies

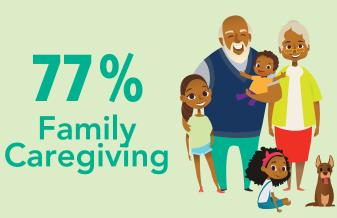
say it is currently
somewhat or very
difficult to find
qualified people
to fill job openings.



86% identify a

identify a multigenerational workforce as valuable to their success and growth.

promising practices related to . . .



85%
Lifelong
Learning,
Education,
and Training

Companies are highly interested in information,



83% Financial



A large majority of companies would be **likely to implement** the following practices to enhance their multigenerational workforce if given the tools to do so:

75%
Unbiased
recruiting processes

78%
Training and lifelong learning opportunities to employees

72%
Purposefully designed mixed-age teams

Yet, barriers to working longer persist.

Despite recognition of the value of a multigenerational workforce, companies still have mandatory retirement age policies which prevent employees that want and need to work longer from doing so.

41% of companies





Employers have an **important role to play** in supporting workers of all ages and life stages **in accessing the necessary skill building** and other work supports (lifelong learning, caregiving leave, etc) that allow workers to remain employable over a lifetime.