

# 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 multigenerational workforce as valuable to their success and growth.

Companies are highly interested in information, promising practices related to . . .

**77%**  
Family Caregiving



**85%**  
Lifelong Learning, Education, and Training



**83%**  
Financial Planning



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.