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.