

Celebrating

NATIONAL OLDER WORKERS WEEK

2023

12%

Since 2000, the number of workers aged 50-64 has increased by 12%.

Centre for Ageing Better



With employees aged 50+ now making up a third of the workforce, it is vital to understand their needs and wants.

Why do older workers want to stay in employment?

Social connections, mental and physical stimulation.

A contributive sense of purpose and fulfilment.

To supplement income later in life.

What can employers do to support them?

- Accommodating to the needs of older workers: **upskilling** and **training** opportunities available to everyone **regardless of age**.
- Create roles that align with **wants and needs** of older workers e.g. roles that boost **social interaction** or have a **fulfilling outcome**.
- Provide **flexible working adjustments** to accommodate to older workers e.g. carers, returning carers or those with health conditions, and provide occupational health and wellbeing support.
- Create a **positive, inclusive** workplace culture that communicates age inclusion to be an important value.