### OLDER WORKERS ARE WILLING AND EAGER TO LEARN NEW SKILLS

Hispanic/Latino and African American/Black interest leads the way

**Two-thirds of older workers are interested in additional job/skills training.**

*Interest is even higher among:*

- **74%** African American/Blacks
- **82%** Hispanics/Latinos

**Interest in training increased with employer support.**

- **94%** are willing to learn new skills if requested by a current or potential employer.
- **97%** Willingness is highest – and near universal – for Hispanics/Latinos.

**Two-thirds of older workers have taken some type of skills training in the past two years. Most commonly:**

- **26%** Computer or Other Technology Training
- **22%** License/Certification or Continuing Education
- **21%** Occupational Safety Training
- **18%** Professional Skills

While technical skills and digital literacy remain very much in demand, human – or soft – skills are rapidly increasing in importance.

Excerpt from The World Economic Forum’s list of top 15 skills for 2025

- **active learning**
- **leadership skills**
- **critical thinking**
- **complex problem-solving**

Older workers have not only focused on those types of skills in previous trainings, but also show very strong interest in acquiring them in the next year.

- **77%** Computer or Other Technology Training
- **62%** Professional Skills
- **53%** License/Certification or Continuing Education
- **43%** Industry-specific skills and certifications

This is great news for employers with a multigenerational workforce due to the breadth of experience such age diversity represents. Uniquely human skills such as leadership, self-management, and emotional intelligence often develop over time and through on-the-job experience. Additionally, research shows older workers are ready and willing to learn new and advanced skills. Developing an age-inclusive approach to learning and development can unleash creativity and innovation across the workforce.

### HOW DO YOU SUPPORT UPSKILLING?

**Contact us** to participate in our survey of organizations nationwide on the benefits and barriers to workforce reskilling.

For more information on the Employer Pledge Program or to complete our employer survey, contact employerpledge@aarp.org

For more information on the survey, contact Rebecca.Perron@aarp.org

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<table>
<thead>
<tr>
<th>African Americans/Blacks</th>
<th>Hispanics/Latinos</th>
<th>White</th>
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</thead>
<tbody>
<tr>
<td><strong>Computer or Other Technology Training</strong></td>
<td>25%</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Professional Skills</strong></td>
<td>64%</td>
<td>62%</td>
</tr>
<tr>
<td><strong>License/Certification or Continuing Education</strong></td>
<td>44%</td>
<td>39%</td>
</tr>
<tr>
<td><strong>Industry-specific skills and certifications</strong></td>
<td>65%</td>
<td>62%</td>
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