

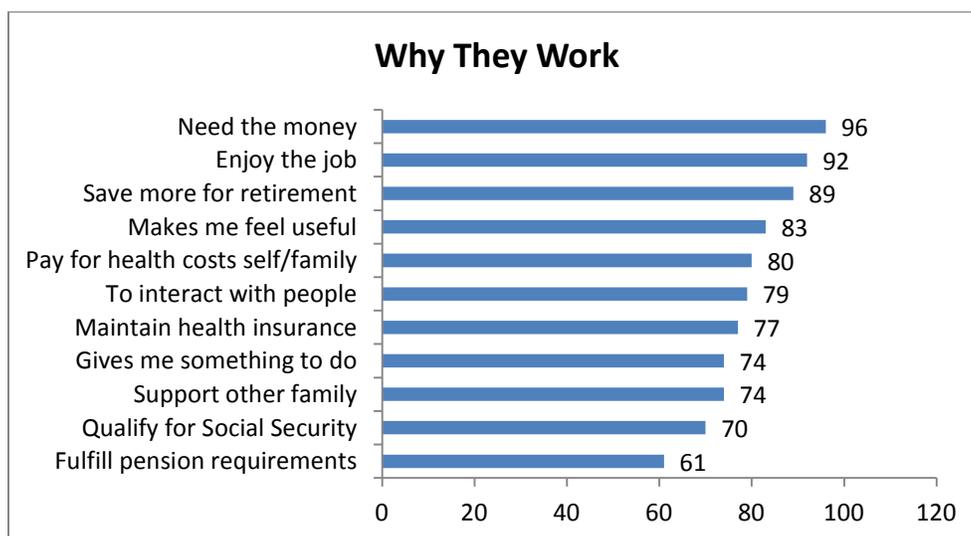
Staying Ahead of the Curve 2013: Snapshot of the Wants and Needs of Older Workers

Staying Ahead of the Curve 2013 uncovers the reasons why older adults work, what characterizes an ideal job, how older workers go about their job search, and how they feel about where they are in their work lives. This information can be useful for employers in organizing and adjusting their workplaces to make the most of the expertise and capabilities of older workers.

The AARP Best Employers for Workers Over 50 program, cosponsored by the Society for Human Resource Management (SHRM), highlights positive workplaces for older adults. The winners recognize the value of older workers and have implemented policies and practices beneficial to their older workforce. For example, many winners offer employee and family medical insurance to both full- and part-time employees (100% and 94%, respectively), 96 percent offer a defined contribution retirement plan (and 83% of those provide an employer match), 44 percent offer defined benefit pension plans, and 38 percent provide paid time off that is specifically designated for caregiving. Best Employers winners also offer flexible work environments, with benefits like flex time (98%), compressed work schedules (98%), telecommuting (94%), job sharing (74%), and formal phased retirement programs (60%).

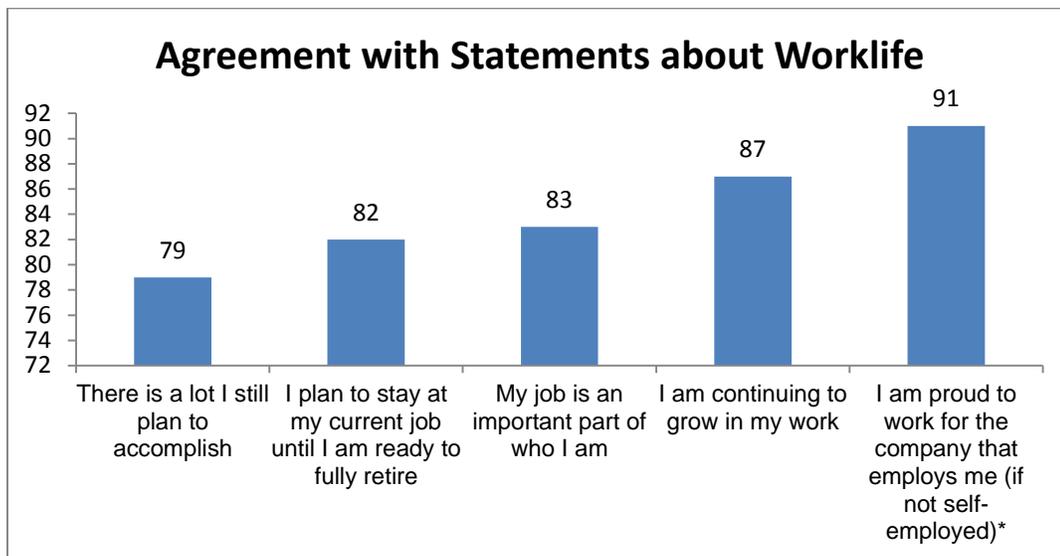
Staying Ahead of the Curve 2013 select findings:

- Finances and fulfillment are top reasons why older workers continue to work.** Although needing the money is the most commonly selected factor for working (96%), not far behind are that older workers enjoy working (92%) and to save money for retirement (89%). “It makes me feel useful” (83%) and paying for health care costs for themselves or family (80%) round out the top five. Qualifying for Social Security (70%) and fulfilling pension requirements (61%) are selected by at least three in five.



Major or minor factor; In percent; n=1,502; “First, I’d like you to rate each of the following things in terms of their importance in your decision to be [working/looking for work] right now. For each item, please tell me if it is a major factor, a minor factor, or no factor at all in your decision to be working”.

- Older workers want to be respected in the workplace, but also want a flexible work environment and the opportunity to use their skills.** Most commonly selected essential parts of the ideal job include the chance to use their skills and talents, a friendly work environment, and the chance to do something worthwhile -- all selected by about 9 in 10 older workers. A majority of older workers also indicated that adequate paid time off (76%), a flexible schedule (72%), good pension benefits (64%), on-the-job training (58%), a 401(k) plan (56%), and the opportunity to gradually phase into retirement (53%) are essential elements of their ideal job.
- Positive statements about work resonate with older workers.** When gauging level of agreement with various work-life statements, positive ones resonate most, including “I am proud to work for the company that employs me” (91% of wage and salary workers¹), “I am continuing to grow in my work” (87%), “my job is an important part of who I am” (83%), I plan to stay at my current job until I am ready to fully retire from working” (82%), and “there is a lot I still plan to accomplish in my work” (79%).



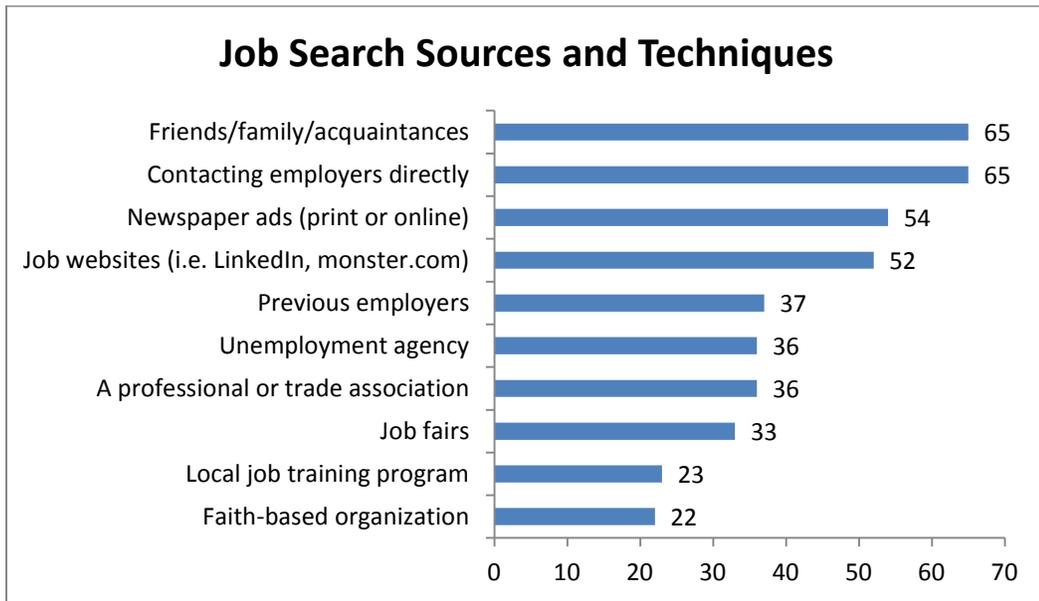
In percent; Base= All currently employed workers (n=1,315); “Now I would like you to think about where you are in your work-life. I am going to read you some statements about working and your career. Please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement”. Strongly or somewhat agree.

* Base for asterisked item excludes those who are self-employed (n=1,084).

- Current jobs utilize workers’ skills and talents.** A full nine in ten older employed workers say that their current job allows them to use their skills and talents either somewhat (22%) or a lot (69%).

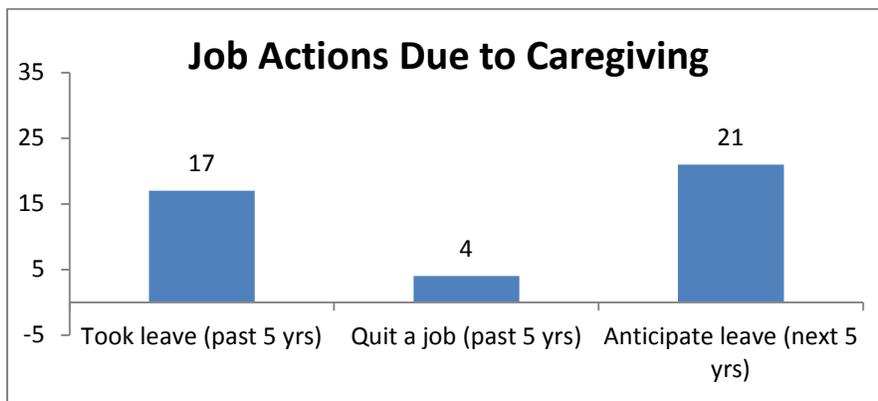
¹ “Wage and salary workers” refers to workers who are currently employed full-time or part-time, excluding the self-employed.

- Family and peer networks are the most often used sources to look for jobs.** Nearly two-thirds say they do or would use friends, family, or acquaintances (65%) or that they would contact employers directly (65%) in their job search, followed by newspaper ads (54%), and job websites (52%).



In percent; n=1,502; "If you were to look for a new job or career, which of the following sources would you use to try to find a job?" / "Which of the following sources have you used to try to find a job?"

- Caregiving responsibilities impact job retention and are a concern for older workers.** In the prior five years, 17 percent of older workers have had to take leave from their job to care for an adult family member, while 4 percent have had to quit their job. About one in five (21%) says they anticipate that they may need to take leave from their job in the next five years to do the same.²



In percent; n=1,502; "In the past five years, have you had to [take a leave from/quit] your job to care for an adult family member?" / "Over the next 5 years, do you anticipate that you may need to take leave from your job to care for an adult family member?"

² Since this information is only collected from those individuals who are working or looking for work, it does not include caregivers who may have left the workforce entirely due to caregiving responsibilities.

This telephone survey was fielded in November 2012 and December 2012 with a national sample of 1,502 adults ages 45-74 who were working full-time or part-time, self-employed, or looking for work. Oversamples were also collected in order to yield a total of 402 African Americans and 410 Hispanics. This fact sheet focuses on total sample results (n=1,502) and is part of a series of fact sheets that will be released through 2013. A full report of all results, including results for the national sample, African Americans, and Hispanics, with data from waves in 2002, 2007, and 2012 is anticipated in late 2013. All fact sheets and full reports are available from www.aarp.org/StayingAheadoftheCurve2013. Information about the AARP Best Employers Program and resources for employers is available at www.aarp.org/employers.

For any questions about this fact sheet or the Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study, please contact AARP Media Relations (202-434-2560 or media@aarp.org) or Rebecca Perron (rperron@aarp.org).

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