

# Age Inclusion in the Workforce

A survey of more than 1,600 U.S. adults was conducted in August 2024 to learn more about ageism in today's intergenerational workforce. The results show that although older workers are eager to work with colleagues of different generations and interested in learning new skills, they continue to face age-related barriers.

## INSIGHTS FROM WORKERS AGED 50+

**78%**

work on teams with colleagues of different generations

**11% LESS**

likely to say they have a positive relationship with colleagues of all generations

83% vs. 94%  
49 and younger

**74%**

are comfortable being managed by someone younger than themselves

**92%**

are interested in learning new professional skills, including digital skills



### Job Market Ageism

**46%** HAVE BEEN SEARCHING FOR A JOB AT LEAST A YEAR

**21%** FEEL OPTIMISTIC THEY WILL FIND A JOB IN SIX MONTHS



### Career Obstacles

**81%** BELIEVE EMPLOYERS WANT YOUNGER APPLICANTS

**59%** FEEL THAT THEIR AGE HAS CREATED OBSTACLES IN THEIR JOB SEARCH



### Microaggressions

**28%** HAVE WITNESSED AGEIST MICROAGGRESSIONS

**19%** HAVE RECEIVED THEM

**70%** ARE COMING FROM YOUNGER COLLEAGUES