



FACTS ABOUT OLDER WORKERS

1. **Fact:** The older employee works as well as the young employee in most job situations. Older workers are often more highly motivated and have career expertise in being highly productive across a broad range of industries.

ADVANTAGE/GAIN: Leveraging the skills, thought leadership, value add and experience of seasoned workers.

2. **Fact:** Care must be taken in individual cases to ensure that job requirements do not exceed physical capabilities, as is routine with employees of any age.

Workers aged 65 and over have attendance records that are equal to or better than most other age groups of workers.

ADVANTAGE/GAIN: PFS carefully ensures that placement is in accordance with the individual's capabilities. Furthermore, older workers have overcome the mindset of being invincible and often take greater care.

3. **Fact:** It is true that the costs of certain employee benefits typically increase with a worker's age. These benefits include indemnity plan health insurance, long-term disability insurance, and life insurance. The cost of other fringe benefits, however, is more closely tied to length of service and salary level than to age.

ADVANTAGE/GAIN: Some older workers already have Medi-Care insurance, and in the event of Veteran's, Veteran's have coverage as part of their Veteran's benefits. Additionally, part-time workers typically aren't covered by company insurance plans. Some older workers are willing to accept lower than market-rate pay because they have supplemental income. Furthermore, older workers typically don't fall within the Family Medical Leave Act (FMLA) when it comes to births or adoptions.

4. **Fact:** In order to stay sharp and active, many older workers embrace the opportunity to learn new things.

As with all employees, not everyone is able to be flexible about the hours they work. The trend with employers is that there is now more flexibility within the workplace with hours worked, teleworking, and less rigid schedules to accommodate work-life balance as part of the overall company benefit.

ADVANTAGE/GAIN: Some older workers have more flexibility.

5. *****Fact:** According to a 2015 American Psychological Association study, older executives actually have higher “crystallized intelligence” — a combination of verbal ability and knowledge born of experience — than their younger counterparts. Older workers are often more highly motivated and have career expertise in being highly productive across a broad range of industries.

ADVANTAGE/GAIN: Leveraging the skills, thought leadership and experience of seasoned workers.

6. *****Fact:** When comparing younger adults (age 20–31) with older adults (age 65–80) on 12 tasks, researchers found the latter group to be consistently more productive and reliable. They attribute this to the older adults having “learned strategies to solve the task, a constantly high motivation level as well as a balanced daily routine and stable mood.” Older workers are often more highly motivated and have career expertise in being highly productive across a broad range of industries.

ADVANTAGE/GAIN: Leveraging the skills, thought leadership, and experience of seasoned workers. Furthermore, many older workers are highly adept at mentorship roles.

7. **Fact:** Although this may once have been true, recent surveys by the Pew Research Center have found that among those 65-plus, two-thirds use the internet (and 75 percent of them use it daily), 37 percent use at least one form of social media, and 42 percent own a smartphone.

ADVANTAGE/GAIN: There are no disadvantages, and the gains are equal if not more.

*****Excerpted from [AARP 2023](#)**