

Employing an Aging Workforce

(https://annual.shrm.org/?_ga=2.119120972.430799525.1562591912-1570798922.1560265008)



By 2050, the number of individuals in the labor force who are age 65 or older is expected to grow by 75% while those who are 25 to 54 is expected to grow by 2%. --Source: U.S. Department of Labor

This page offers a compilation of resources to assist HR professionals in working effectively with older workers. Look for more information throughout the year as additional resources are added.

SHRM Chapters and State Councils, become an Aging Workforce Partner with the SHRM Foundation! Learn more here.

(www.shrm.org/about/foundation/products/Pages/aging-workforce-initiative.aspx)

Retaining and Engaging Older Workers

- *2014 Aging Workforce Survey* results: Click here (www.shrm.org/Research/SurveyFindings/Pages/Aging-Workforce-Research-Initiative.aspx) to access the executive summary and reports on the state of older workers in the U.S., recruitment and retention, and basic and applied skills of this demographic.
- AARP and SHRM CEOs discuss HR and the Aging Workforce (www.shrm.org/about/foundation/products/Documents/2014%20SHRM-AARP%20HR%20Mag%20insert%20final.pdf)
- Adapting to an Aging Workforce (www.shrm.org/about/foundation/products/pages/adapting-to-an-aging-workforce.aspx) Learn about successful practices for engaging and retaining mature workers in these brief videos
- Investing in Older Workers (www.shrm.org/about/foundation/products/pages/investing-in-older-workers-dvd.aspx) video- This DVD features interviews with NIH executives explaining the culture, practices and policies they use to successfully attract and retain older workers.
- Aging Workforce expert roundtable discussion (www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Documents/7-14%20Roundtable%20Summary.pdf)- Read the executive summary
- Invest in Older Workers (www.shrm.org/publications/hrmagazine/editorialcontent/2013/0813/pages/0813-older-workers.aspx), HR Magazine, August 2013
- Experts: HR Needs to Create 'Age-Friendly' Work Environments (www.shrm.org/hrdisciplines/Diversity/Articles/Pages/Age-FriendlyWorkEnvironments.aspx)
- To Keep Older Workers, Consider New Responsibilities and Guard Against Discrimination (www.shrm.org/about/foundation/Pages/ResearchThatMatters.aspx), SHRM Foundation research.

Hiring Older Workers

Mixed News for Older Job Seekers (www.shrm.org/hrdisciplines/Diversity/Articles/Pages/Older-Job-Seekers.aspx)

'Overqualified': Is It Code for 'Too Old'? (www.shrm.org/hrdisciplines/Diversity/Articles/Pages/Older-Workers-Discrimination.aspx)

Big Picture: The Multigenerational Workforce

The Evolving Workplace (www.shrm.org/Publications/hrmagazine/EditorialContent/2014/0514/Pages/0514-worker-evolution.aspx)

Collision Course: The Multigenerational Workforce (www.shrm.org/hrdisciplines/Diversity/Articles/Pages/Multigenerational-Workforce.aspx)

Older Workers' Employment Status Debated (www.shrm.org/hrdisciplines/Diversity/Articles/Pages/Older-Workers-Stealing-Jobs.aspx)

What the Paradox of 3 Maxes Reveals About Ageism (www.shrm.org/hrdisciplines/Diversity/Articles/Pages/Paradox-of-Maxes-Ageism.aspx)

About This Page

SHRM and the SHRM Foundation have launched a national initiative highlighting the value of older workers and identifying--through original research-- the best practices for employing an aging workforce. This initiative is generously underwritten by a grant from the Alfred P. Sloan Foundation (<http://www.sloan.org/>).

Read the Press Release (www.shrm.org/about/pressroom/pressreleases/pages/agingworkforceprojectlaunch.aspx)

A Joint Initiative With



Research

Preparing for an Aging Workforce: Strategies, Templates and Tools for HR Professionals (www.shrm.org/research/surveyfindings/pages/aging-workforce-research-initiative.aspx)

Generational Conflict at Work: Separating Fact From Fiction (www.shrm.org/about/foundation/products/Documents/11-15%20Gen%20Conflict-FINAL.pdf)

The Aging Workforce: Leveraging the Talents of Mature Employees (www.shrm.org/about/foundation/products/pages/the-aging-workforce-leveraging-the-talents-of-mature-employees.aspx)

Changing Our Perceptions of Older Workers (www.shrm.org/about/foundation/products/Documents/Changing%20Perceptions%20Older%20Workers-FINAL.pdf)

Engaging Older Workers Strategically (www.shrm.org/about/foundation/products/Documents/Engaging%20Older%20Workers-FINAL.pdf)

Aging and America: Demographic Change and Its Consequences for Work and Retirement (https://www.tiaa-crefinstitute.org/public/institute/research/agingandamerica_demographic.html)

SHRM Ongoing Impact of the Recession Survey (www.shrm.org/Research/SurveyFindings/Articles/Pages/SHRM-Recession-Recruiting-Skill-Gaps-Technology.aspx)

Intergenerational Conflict Poll (www.shrm.org/publications/hrmagazine/editorialcontent/2011/0511/pages/0511poll.aspx)

Resource Pages

Workplace Flexibility: Older Workers/Phased Retirement (www.shrm.org/hrdisciplines/benefits/Articles/Pages/WL-PhasedRetirement.aspx)

SHRM-AARP Partnership (www.shrm.org/hrdisciplines/staffingmanagement/articles/pages/aarppartnership.aspx)

AARP Employer Resource Center (<http://www.aarp.org/work/employers/>)

AARP-SHRM Workforce Assessment Tool (<http://www.aarpworkforceassessment.org/>)

Twitter Chat: #Nextchat RECAP: The Aging Workforce

View All Tweets From The Chat (<http://www.weknownnext.com/blog/nextchat-recap-the-aging-workforce>)

HR DAILY NEWSLETTER

News, trends and analysis, as well as breaking news alerts, to help HR professionals do their jobs better each business day.

Email Address

CONTACT US (WWW.SHRM.ORG/ABOUT-SHRM/PAGES/CONTACT-US.ASPX) | 800.283.SHRM (7476)

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