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.

active learning
leadership skills
critical thinking
complex problem-solving

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

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

African Americans/Blacks and Hispanics/Latinos are even more eager than White workers to expand these in-demand skill sets.

African American/Black Hispanic/Latino White

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.

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<https://doi.org/10.26419/res.00445.002>

*http://www3.weforum.org/docs/WEF_Future_of_Jobs_2020.pdf

This survey was fielded to 1,322 respondents ages 40-65 and in the workforce. Additional oversamples were collected to yield a total of 306 African Americans/Blacks and 301 Hispanics/Latinos.

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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 at rperron@aarp.org