OLDER WORKERS IN THE WORKPLACE

Myths vs. Facts

**MYTH #1**

Training older workers is a wasted investment because they will not stay on the job for long.

**FACT:** In 2013, more than one-third of Connecticut’s workforce (nearly 663,000 people) included workers age 50+. The age of retirement is rising and the speed at which technology is changing has increased. This means that a 55-year-old employee receiving technical training will likely still be on the job when the technology is obsolete. Equipping mature workers with skill upgrades makes sense.

**MYTH #2**

Older workers are less flexible and adaptable.

**FACT:** While older workers are more likely to question change, they are equally adaptable once they realize the reason for the change. Older workers offer wisdom gained from their own life and work-related experiences.

**MYTH #3**

Older workers are not as productive as younger workers.

**FACT:** Productivity tends to rise as workers grow older, due to their increased experience, dependability and capacity for better judgment. Plus, the experience they bring often results in significant cost savings to a company.

**MYTH #4**

Older workers take off more sick days.

**FACT:** According to a recent study, workers over age 45 call in an average of 3.1 days per year, compared to workers aged 17-44, who take off an average of 3.8 days. Mature employees are also less likely to be injured on the job because they minimize risks.

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FACT: The cliché that “you can’t teach an old dog new tricks” is just that: a stereotype. Many older adults apply their experience and wisdom to learn new skills quickly.

FACT: Apprenticeships are open to all age groups (post 18) and can be a beneficial career decision – even for an employee with years of experience. Regardless of a person’s age, apprenticeship training will be fully funded by the sponsor and/or the sponsor will reimburse their apprentice.

FACT: Older workers have a unique sense of pride in a job well done. This quality can be a rare commodity in the workplace where some employees simply want to put in their time at work and leave. An older worker’s sense of pride in the final product often means they are willing to stay until the job is done, and focus on the details to ensure the highest quality.

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