

[United Security Assurance](#), the right place for LTCi.



Just Say No To Retiring

Seniors in the Workplace

“Retire?! I’m too young to retire” says the 72 year old. According to [Inc. Magazine](#), there are more than 76,000,000 Americans reaching the age of 60 and beyond, “and it seems they either can’t or don’t want to stop working.” By 2024, the Bureau of Labor Statistics projects that the labor force will grow to about 164 million people. That number includes about 41 million people who will be ages 55 and older—of whom about 13 million are expected to be ages 65 and older.



Some companies are hesitant to keep older individuals on staff, or hire them as new employees, however, the same article in Inc. Magazine quotes [Peter Cappelli](#), professor of management at The Wharton School of the University of Pennsylvania, who says, “If you look at data on older individuals’ job performance and abilities, they get **mind-blowingly better with age**, especially in areas increasingly key to success, like interpersonal skills and teamwork. Additionally, older workers are flexible, which employers also say they want.”

There are numerous benefits an older employee may provide:

- They are a steady and reliable source of skilled labor.
- They may offer decades of relevant experience, can offer younger employees valuable mentoring for free, and offer a different perspective to marketing ideas and business practices.
- They are not aggressively seeing to advance their career; they may be perfectly comfortable in the role they land for years longer than younger staff; Management most likely won’t have to worry about them playing

political games that can spoil the office environment.

- They are not “job-hoppers”; turnover can be very expensive for any company.
- More-seasoned talent may be more engaged, possess a desire to be involved, and are focused on tasks.
- They will appreciate the offer of employment and will be loyal; which is a rare commodity today.
- They already know what they are good at and are experienced problem solvers.



Everybody wants to feel they can make a contribution of value, be involved and earn respect. Some can do it on a volunteer basis; some can, or need to do it on an employment basis. Either way, the senior population can continue to make very valuable contributions to society while, at the same time, keep their minds and bodies active and social, which is extremely important as we age. Everybody wins!!

Email us topics or specific questions that you would like us to cover.

FOR PRODUCER USE ONLY

The following websites were referenced for this article:

<https://www.hireright.com/blog/recruiting/surprising-benefits-hiring-older-talent>

<https://www.bls.gov/careeroutlook/2017/article/older-workers.htm>





[Unsubscribe](#)

This message was sent to **email@example.com** from **usamarketing@usa-cal.com**

United Security Assurance
Company of Pennsylvania
673 East Cherry Lane
Souderton, PA 18964

