

Changing Face of the Multigenerational Workforce

Abstract: Given the economic upheaval of the last ten years, increasing life spans, the impacts of globalization and the effects of rapidly changing technology, the nature and make-up of the workforce has drastically changed since the middle of the 20th century. These changes are impacting how organizations conduct business and reach their customers. Further, entire new industries are being created to help families care for their older members. This presentation examines why it is of critical importance to society, to employers, and to the older worker to learn how to accommodate the needs of multi-generational workers.

Presentation Description: This one hour interactive presentation begins with an exercise meant to simulate a number of issues older adults face while trying to remain in the workforce. The concept of retirement is reviewed and associated legislation is discussed. Composition of the workforce is reviewed and the reasons why older adults continue to seek paid employment are analyzed. The reasons why older workers continue to seek paid employment are reviewed as are the fundamental requests of those who continue to be in the workforce. Low to no cost options are offered which could help employers create a more multigenerational friendly work place.

Learning Objectives:

1. Participants will describe what defines work for the older worker and what they seek in their employment situations in addition to the paycheck.
2. Participants will categorize the reasons why older workers continue to seek paid employment.
3. Participants will list the key issues employers should know about blending work teams with multigenerational employees.