

WHAT MATTERS TO 50+ WORKERS

KEY*

- Current needs of the 50+ workforce
- How AARP's Best Employers For Workers over 50 Stack Up

FLEXIBILITY



72% of the 50+ workforce want a flexible work schedule

98% of winners offer flex time and compressed work schedules

94% offer telecommuting

74% offer job sharing



FINANCES

95% of 50+ workers that stay employed need the money

55% of the 50+ workforce say a 401(k) plan is essential



96% offer a defined contribution plan

80% of companies offer a match

INSURANCE

71% of 50+ workers work to support their families



94% offer medical insurance to part-time employees

100% of winners offer family medical insurance to full-time employees



RETIREMENT



60% of the 50+ workforce keeps working to fully fund their pensions



60% of the winners offer formal phased retirement programs

44% offer defined benefit retirement plans

CAREGIVING

21% of 50+ workers either have taken time off or quit their job to fulfill caregiving responsibilities



38% of winners provide designated paid time off for caregiving



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FOR WORKERS OVER **50**

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