There’s an upward shift in expected retirement age:

- 2014: 60-65
- 2018: 66-70

Flexible work options would encourage employees to remain in the workforce as they age:

- 2014: 32% agree
- 2018: 40% agree

Perceived main advantages of recruiting an older worker:

- Experience they bring: 76%
- Professional knowledge they possess: 68%

1 in 3 indicate there is an age over which they are reluctant to recruit:

- (Majority indicate 50+)

More organisations believe there are no obstacles preventing the recruitment of older workers:

- 2014: 27%
- 2018: 32%

More organisations seldom or never offer unconscious bias training to address age-related biases:

- 2014: 46% seldom or never
- 2018: 54% seldom or never

Perceived main advantages of recruiting an older worker:

- Professional knowledge they possess
- Experience they bring

2 in 3 respondents indicate older worker departures result in loss of key skills and knowledge:

- Only 26% of organisations are methodically capturing corporate knowledge from exiting workers.

Does your organisation have a transition-to-retirement strategy in place?

- 56% No
- 21% Yes
- 10% Future plans
- 13% Don’t know

Source: “Employing Older Workers”, a report by Australian Human Rights Commission and Australian HR Institute, October 2018