1967

- Most jobs barred to those 65+
- ½ of all jobs barred to those 55+
- ¼ of jobs barred to those 45+
- Less than 5% of hires were age 45+

- Average weekly salary men: $140
- Average weekly salary for women: $70
ADEA Court Decisions

- 1986: Filed by Men - Filed by Women
- 1996: Filed by Men
- 2016: Filed by Men -Filed by Women
How Common is Age Discrimination

- 72% of women
- 57% men
- 42% in Tech Industry
When does age discrimination begin?

- 50s: Per age 45-59, 58% surveyed
- 40s: Per age 45-59
- 60s: Per age 60-74
Age and the Workforce

Age 55+ workforce grew by 40% or 8.3 million since 2001.

Age 55+ workers

Source: “Changing Face of US Jobs” CareerBuilder
Advantages of Mature Workers

- Greater Professionalism
- Stronger Work Ethic
- Greater Reliability
- High Engagement
- Lower Turnover
Benefits of Including Age in Diversity & Inclusion Programs

Positive effect on

- employee engagement
- productivity
- employer’s bottom line.