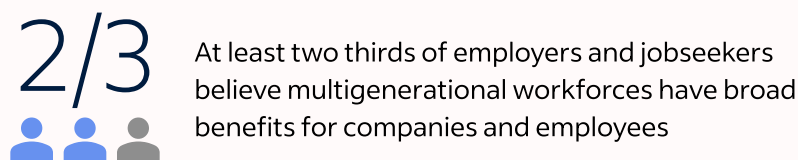


Benefits of a multigenerational workforce

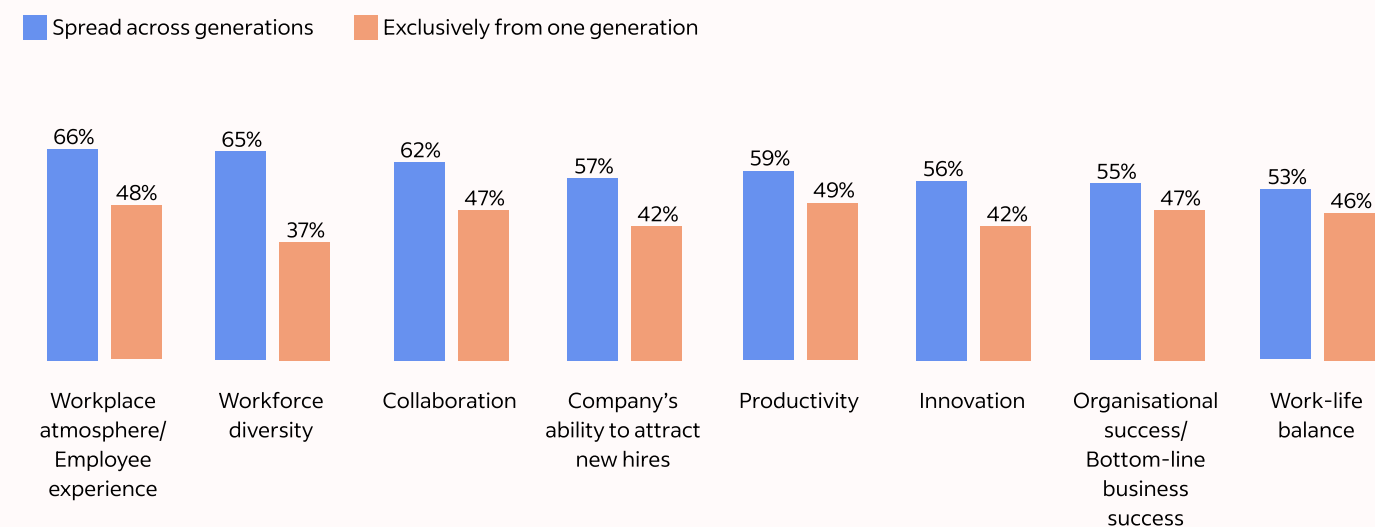


In a global survey conducted by Indeed, employers and jobseekers in every generation agreed that multigenerational workplaces not only improve employees’ experiences but also benefit the bottom line.



Jobseekers of all ages say that a generationally diverse workforce is better for companies and employees. Employers overwhelmingly see generational diversity as an asset – even more so than jobseekers do.

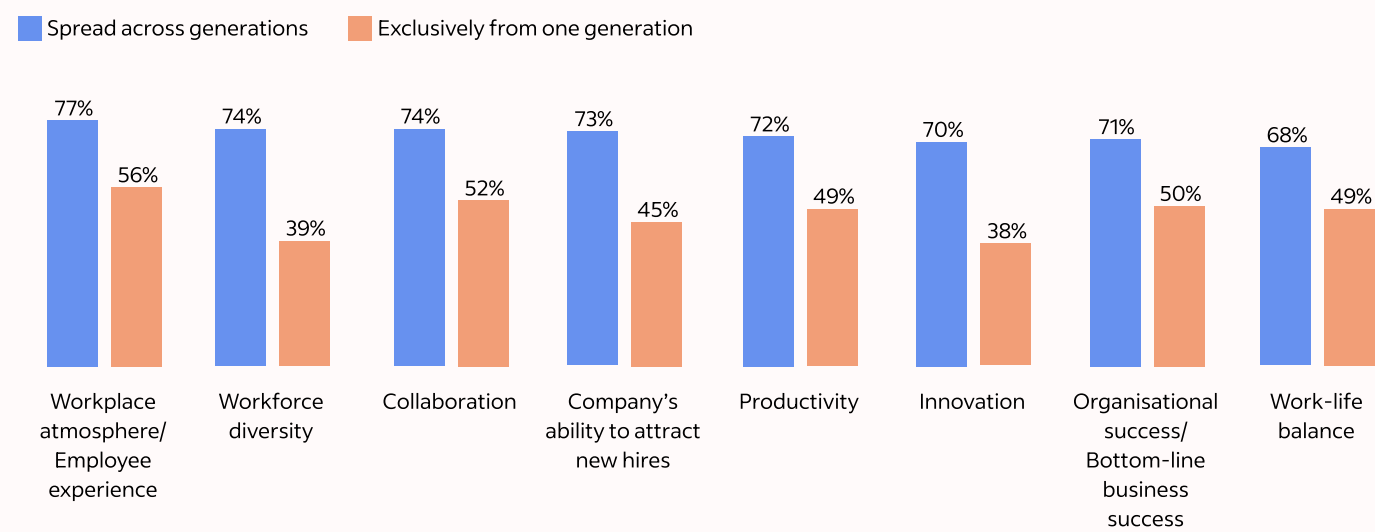
What do jobseekers see as benefits of multigenerational workforces?



The more diverse a company is generationally, the bigger the benefits feel. Jobseekers who work for companies that employ many generations are more likely to report positive outcomes.

Jobseeker question: You said that employees in your workforce are spread across generations or exclusively from one generation. What impact, if any, do you think this has on the following aspects of work? Please select one option per row.

What do employers consider to be the advantages of multigenerational workforces?



At companies where the workforce is evenly spread across generations, 77% of employers say generational diversity has a positive impact on the workplace atmosphere, with 71% saying it boosts organisational success and the bottom line. Meanwhile, just 56% of employers of a workforce that is exclusively from one generation say the same about workplace atmosphere and only 50% say the same about organisational success and the bottom line.

Employer question: You said that employees in your workforce are spread across generations or exclusively from one generation. What impact, if any, do you think this has on the following aspects of work? Please select one option per row.

Shared knowledge is a big advantage

The biggest benefit, according to respondents of all ages, is shared knowledge, with younger and older workers learning from each other. That’s closely followed by the advantages that come from having a wealth of experiences across generations.

“ It’s less about us being different ages and more about the fact that you have different experiences to me. How can I leverage that, and vice versa? Highlight when someone helps somebody. Highlight someone asking for help. Those things make a huge impact on people, no matter what age, feeling like they can be open to asking.”

George Murphy
Co-Chair of Indeed's All Generations Empowered (AGE)
Inclusion Business Resource Group



Source

Indeed Survey with YouGov 2024, Total N=9,219 jobseekers and 4,839 employers

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