

THE POWER OF OLDER WORKERS



Experience undergirds great work. It is the steady hand guiding a team through a tough project. It is the quiet wisdom of a mentor who has seen challenges before and knows how to overcome them. It is the determination of someone who starts a business later in life, proving that vision has no age limit. Experience is not extra. It is how work gets done well.

In New York City, older adults are a force in the workforce. Nearly one in three New Yorkers aged 60 and older work full-time or part-time, according to NYC Aging's State of Older New Yorkers report. As New York City's population recovers from its pandemic decline, the number of older adults continues to rise, the only age group that is increasing. This older population is also balancing care.

We cannot talk about work without talking about access. Every barrier is also an opportunity. By expanding digital training, creating flexible roles, and designing workplaces that welcome every stage of life, we open doors for older adults to thrive in today's economy.

The truth is clear: when older workers face barriers instead of support, everyone loses. Institutional knowledge walks out the door. Turnover climbs. Service quality slips. Online-only applications and trainings create obstacles for some skilled candidates. Caregivers are forced to cut hours or leave altogether. Jobs that ignore stamina and safety become impossible to sustain for people managing mobility or health conditions. Families feel the strain first.

Employers lose the steadiness and judgment teams need to succeed.

The solution is within reach. Remove age cues that narrow the talent pool. Create flexibility that reflects the ways older adults contribute, including part-time roles, job sharing, seasonal work, phased retirement, and predictable schedules. Pair training with mentorship so experience multiplies across generations. Build workplaces that support productivity for every stage of life. Set clear expectations and provide the tools people need to succeed. Measure what matters, including hiring, promotions, retention, and part-time use by age range, and act on it.

For those ready to sharpen skills or re-enter the workforce, NYC Aging's employment programs offer training and internships that prepare older New Yorkers for today's tools and practices. These on-ramps connect employers with motivated, prepared candidates and keep the pipeline strong.

Older workers built this economy. They are still building it. When employers adapt and modernize, older adults stay, grow, and lead. That is not just good for them. It is good for all of us.



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