



10 Benefits In Hiring an Older Worker

1. They are dedicated

Many mature workers have usually had long, successful careers. Therefore, they often have a better idea of what they want in a position, and once they have identified that they will stay committed to the company until the end. They understand the importance of opportunity, and are looking for stability to maintain their lifestyle. Mature workers are also known to produce higher quality work, which can result in a significant cost savings. Their experience can also help them identify and rectify inefficiencies within your business, making them a valuable asset.

2. The hiring risk is lower

Many companies invest countless hours and financial resources into the screening, hiring, and training of new employees. So the last thing you want to do is have high employee turnover rates.

Mature employees are less likely to leave for another job. Once they find an ideal position they are often more focused on stability at this point in their career over growth.

3. They are equipped with years of experience

Many mature workers have had long, successful careers, and thus many years of experience and a diverse skill set. Less training will be required, which saves on time and billable hours. Travel is less of an issue as well, as their families have grown up. Having adult children can mean less time taken to care for family members

4. They are focused with increased productivity

The problem with many millennials is that by growing up with electronics such as smartphones

and laptops, it has become much more difficult to concentrate and stick with one task at hand.

5. They are patient and understanding

Mature workers didn't grow up in the instant gratification era where things can happen with the click of a button. They aren't afraid to use multiple sources to find a solution to a problem and know that it may take some time to get things completed correctly. Quite often they have also dealt with long-term partners, raised children, and worked in different office environments, which means they have learned the necessary skills to help them carefully pick their battles and exhibit patience and understanding.

6. They are organised and efficient

Many mature workers will have, at some point in their lives experienced balancing their family with their career. This means they often arrive with a superior understanding of time management, developed organisational skills and increased efficiency, which in the long term will save your company money.

7. They have developed communication skills

Knowing when and how to communicate is a skill that is fine-tuned through years of experience. Older workers often understand workplace politics and know how to convey their ideas effectively and thoughtfully. They also recognize the importance of face-to-face communication, and lost gestures such as hand-written notes. This makes them excellent mentors for younger staff who struggle with this form of communication.



8. They understand how to manage stress

They have already had a lot of experience dealing with stress management and have made it through almost every type of work-related problem under the sun! This makes them valuable when dealing with teams of more junior staff, and can even serve as a consult to upper management for tips on how to overcome stress-inducing situations.

9. They have confidence

Quite often when starting a new job it can take some time for an employee to feel confident enough to share their suggestions with upper management. Although this can ring true for some mature workers more often than not their experience gives them the confidence to share their ideas right from the start.

10. They can help develop future leaders

Mature workers bring with them a wealth of both personal and professional knowledge. This can be hugely beneficial to your workplace as they can act as a resource to your younger employees

who are looking to guidance and advice. Utilizing your staff effectively and providing them with an opportunity to mentor one another can bring significant savings by reducing your companies professional development costs

At the end of the day when hiring a new employee it is always about finding tehright fit for your company and the role. Although there are many benefits to hiring a mature worker, hiring a junior worker can be equally as beneficial depending on the requirements.

Adapted from TDP Blog "10 Benefits of Hiring an Older Worker" May 2015. [Click here](#)