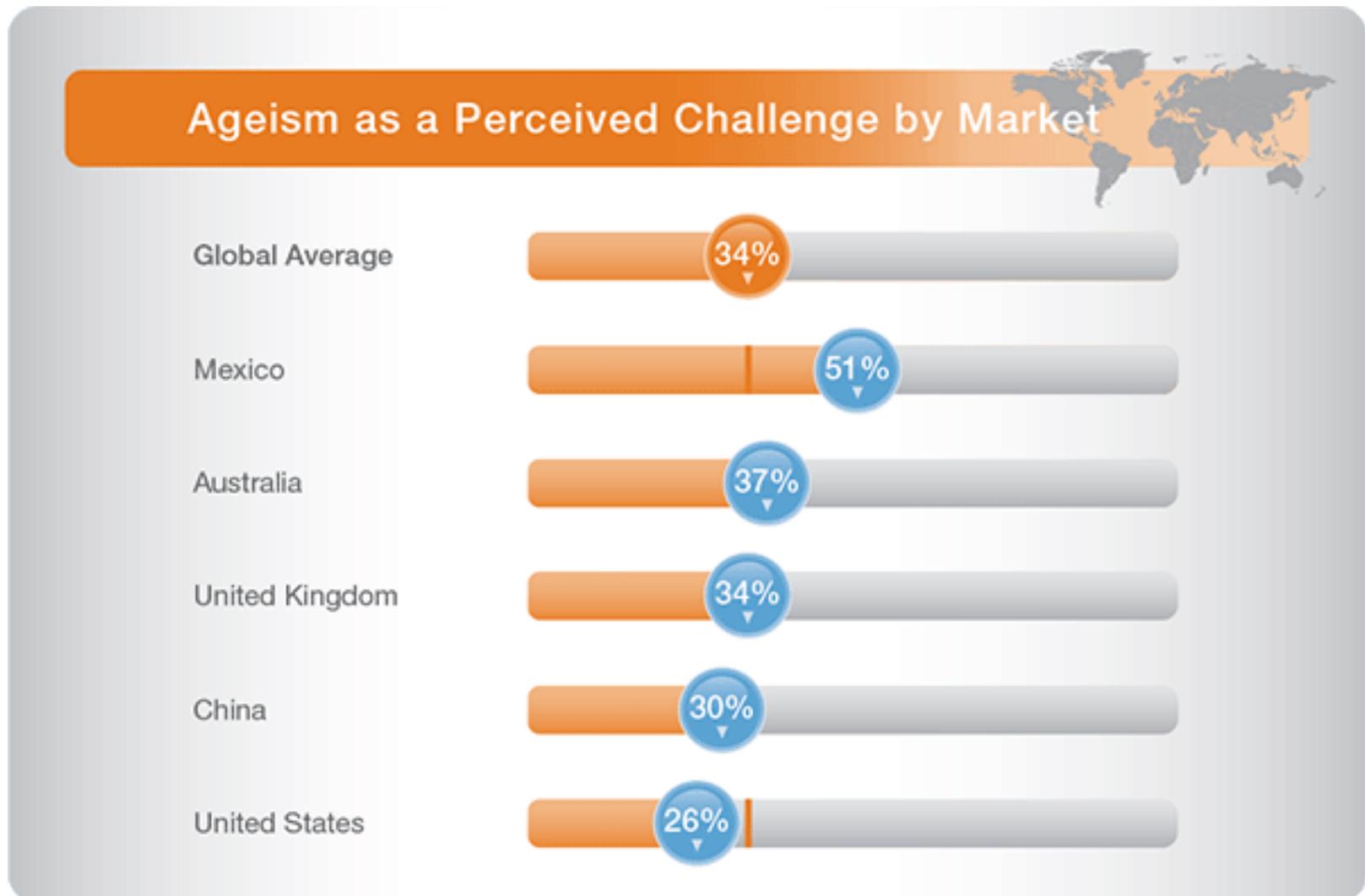




Age versus Experience

[The latest report](#) from ManpowerGroup Solutions' global candidate preferences survey examines the concept of age discrimination and its effect on the global candidate population.

More than one third of candidates globally believe ageism is a top-three career challenge for them and perhaps more surprisingly, one quarter of candidates aged 18-24 see ageism as one of their personal career challenges.



So, why is it that many millennials rate ageism as a concern for them?

Although employment legislation in many countries prohibits the use of language

around years of experience in job advertisements, many hirers still use this benchmark when looking at suitability of candidates. As recruiters, we consistently hear phrases such as "I need 5 years' experience for this role" or "I only want to see candidates who have worked in the industry for 2+ years". This immediately rules out a certain proportion of the candidate population and puts them at a disadvantage.

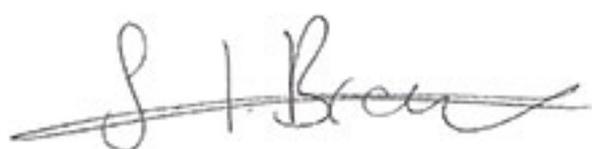
Years of experience does not always convert into relevant expertise. Education needs to continue around looking at what candidates have achieved and how they can demonstrate their achievements, rather than focusing on longevity in a position.

Millennials seem to be perceived by some hirers as unpredictable, constantly craving change and innovation and therefore not looking for stability. This viewpoint appears to partially stem from the technological evolutions we have seen over the last 25 years and how they have been embraced by this demographic of candidates. It is almost as if some companies are afraid to recruit the 18-24 population in case they cannot live up to their expectations.

Career Barriers and Ageism

 <p>Younger Candidates</p> <p>Short-sighted employers may hire younger workers due to:</p> <ul style="list-style-type: none">• Fewer financial and familial responsibilities• Lower pay in exchange for their first foothold in the job market• Being more physically fit for demanding jobs being less prone to health issues	 <p>Older Candidates</p> <p>Employers may avoid hiring older workers due to a perceived:</p> <ul style="list-style-type: none">• Lack of technology skills• "Set-in-their ways" mentality and resistance learning new things• Lack of fluency in a second language (particularly English in Mexico and Latin American countries)
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In the end, organizations that want to maintain competitive advantage must embrace generational diversity, from hiring millennials to boomerang workers (retirees), to overcome the talent shortage. Learn more in our [latest report](#).



Sarah Brown
RPO European Program Director
ManpowerGroup Solutions



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