

The Best States and Industries for Older Workers

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Instead of retiring, millions of Americans age 65+ are staying or returning to the workforce.

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Instead of retiring, millions of Americans age 65+ are staying or returning to the workforce as health care costs and living expenses continue to rise. A record 11.2 million Americans ages 65 and older are working, a number expected to climb to 14.8 million by 2033, according to the [Bureau of Labor Statistics](#).

For many older Americans who can't afford to retire, working is a financial necessity. Still, others choose to extend their careers for personal fulfillment, mental stimulation and the social connections their jobs provide.

For whatever reason, employment has become a key factor for older Americans when deciding where to spend their later years.

To find the best states for older workers in 2025, [Seniorly](#), a resource and search database for senior living options, analyzed the most recent data in all 50 states and D.C. across six categories.

These include:

- age-related discrimination
 - labor force participation
 - income
 - remote work among older adults
 - income taxes
 - new business growth
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Best and Worst States for Older Workers

Washington state ranked first for a strong business environment, no personal income tax and the highest rate of new business growth last year (88.6%).

Washington also has a high median income for senior households (\$63,963) and a strong work-from-home culture (22.4% of older adults are remote).

The other top states were:

2. New Hampshire

3. Alaska

4. Maryland

5. Colorado

The lowest-ranked state was Mississippi, with a high rate of age-related discrimination in the workplace, low labor force participation among older adults and few remote work opportunities.

The other lowest-ranking states:

50. Arkansas

49. Alabama

48. West Virginia

47. Kentucky

46. Louisiana

Best Industries for Older Workers

Here are the industries that have the most workers over 65:

- K-12 Schools (638,000 senior workers)
- Hospitals (421,000)
- Real Estate (344,000)
- College/Professional Schools (293,000)
- Restaurants (272,000)

Methodology: Seniorly used data from the Census Bureau, BLS, Equal Employment Opportunity Commission and Federation of Tax Administrators to determine the best states for older workers based on age-related discrimination, labor force participation,

income, remote work among older adults, income taxes and new business growth in all 50 states and D.C. See the [full ranking and read more here](#).

Overall Ranking by State