

# Exploring the Path of Developing the Elderly Human Resources Based on the Background of the Silver Wave Development

Tingting Dong, Yuan Hu, Chunyu Mu, Yuanzhe Jiang, Xiaoqing Hu\*

Xinjiang College of Science and Technology, Korla 841000, Xinjiang, China

\*Corresponding author: Xiaoqing Hu, hxqzmrs@163.com

**Copyright:** © 2025 Author(s). This is an open-access article distributed under the terms of the Creative Commons Attribution License (CC BY 4.0), permitting distribution and reproduction in any medium, provided the original work is cited.

**Abstract:** Under the background that the aging population has a strong influence on social patterns, employment is of great significance to the elderly, which is related to the realization of personal value, the increase of family income, and the stable development of society, highlighting the urgency and importance of the development of human resources for the elderly. Although international countries actively explore the relevant model and have domestic policy support, it still face the challenge of single employment form. Based on this, this paper focuses on the rational utilization of elderly human resources, and puts forward suggestions and countermeasures by analyzing the current situation, advantages and disadvantages, and value, to promote the positive interaction between the development of aging cause and the elderly and society.

**Keywords:** Elderly talents; Population aging; Society; Suggestions

**Online publication:** April 3, 2025

## 1. The background of developing the aged human resources

The trend of global population aging is accelerating at an unprecedented speed, and population aging has become a major social phenomenon faced by all countries in the world. According to relevant statistics, worldwide, the proportion of the elderly aged 65 and above in the total population continues to rise, and in some developed countries, the proportion has exceeded 20% <sup>[1]</sup>. As a country with a large population, China is also facing this severe challenge. The authoritative data of the National Bureau of Statistics clearly reveals that China has entered the ranks of an aging society, with the proportion of the elderly population showing a continuous upward trend, while the number and proportion of the working-age population have been declining since 2012 <sup>[2]</sup>.

From the perspective of international experience, many countries are actively exploring effective ways to cope with population aging, and the development of human resources for the elderly has become a key direction.

The practice of many countries provides us with useful references <sup>[3]</sup>. The Republic of Korea, for example, has been vigorously promoting the employment and social activities of elderly human resources since 2004. According to official statistics, the number of elderly people participating in this program has been increasing year by year. In the first few years, the growth rate of the number of participants remained at about 10%. After 2010, the growth rate slowed down but continued to grow. By 2020, the cumulative number of participants has exceeded one million <sup>[4]</sup>.

In China, the aging phenomenon causes the burden of social security expenditure to increase, and the development of human resources for the elderly has gradually become the focus of social attention. Despite the increasing policy support and the high willingness of the elderly to work, the actual employment situation still faces many challenges, such as single employment forms and restricted employment, which need to be solved <sup>[5]</sup>. In this context, through in-depth analysis of the development status, advantages and disadvantages, and value of human resources for the elderly, this study focuses on the rational utilization of human resources for the elderly, explores how to tap the dividend potential of the elderly population by means of Internet technology and intangible cultural heritage technology, promote inter-generational communication and mutual assistance between the elderly and the young, and realize the effective development of human resources for the elderly. This is to provide new ideas and methods for alleviating social pressure and promoting economic development, provide theoretical basis and practical guidance for solving the problem of employment for the elderly, promote the comprehensive development of the cause of aging, and realize the positive interaction between the elderly and social development <sup>[6]</sup>.

## 2. Research methods and data analysis

This study comprehensively uses a variety of research methods to carry out an in-depth exploration of the re-employment of the elderly. <sup>[7]</sup>Through the questionnaire survey method, we carefully compile questionnaires for the young group and the retired elderly group, collect data from multiple dimensions, and obtain 311 valid questionnaires through multiple channels and strict screening.

In the process of data analysis, the author uses descriptive statistical analysis, cluster analysis and other methods. By calculating the frequency, percentage, average, standard difference, and other indicators of each variable, the basic situation and trend of the re-employment of the elderly are described, and the relationship between different variables is analyzed, such as the influence of age, gender, education level and other factors on the re-employment intention of the elderly <sup>[8]</sup>. The results of the data analysis show that society has a high degree of awareness of the re-employment of the elderly, but there are differences in the degree of recognition and support. First of all, young people have a more open and positive attitude towards the re-employment of the elderly, while the willingness of the elderly to re-employment is affected by their health status, skill level, and other factors. Secondly, motivation is diversified, driven by economic needs, social needs, self-actualization needs and other factors <sup>[9]</sup>. Moreover, the choice of employment forms tends to be dominated by flexible employment forms, part-time employment, remote work, and other forms of employment that are more in line with the physical conditions and time arrangements of the elderly.

At present, the re-employment of the elderly is faced with social prejudice, difficulties in their skills and time arrangement, and a low understanding of policies. Social prejudice affects the psychology of the elderly and social cognition of their re-employment; The skills of the elderly are out of step with the time, the working hours are difficult to adapt to, and the job search channels are narrow. Although there are policies, the lack of publicity leads to the low awareness of the elderly <sup>[10]</sup>. Based on these analyses, this paper will further explore solutions to

promote the re-employment of the elderly and achieve the goal of active aging in society.

### **3. The path to developing human resources for the elderly**

Re-employment of the elderly is an important measure to cope with the challenge of the aging population. The author will put forward suggestions from three aspects: the government, the society, and the elderly themselves.

#### **3.1. For the government**

First of all, improving the legal and policy environment is the key to promoting the re-employment of the elderly. The government should formulate policies for the elderly talents, simplify the recruitment process, set up service windows for the elderly talents, and provide one-stop services for the elderly, including policy interpretation, job registration, job recommendation, etc., to improve the convenience and efficiency of the elderly's re-employment<sup>[11]</sup>. Secondly, surrounding enterprises and social organizations should be invited to participate in community recruitment fairs for elderly talents regularly. In addition to surrounding enterprises and social organizations, communities should also be encouraged to develop jobs suitable for the elderly, such as community mediation, activity organization for the elderly, and community environment maintenance. In addition, a service platform for elderly talents should be built to integrate services such as online job hunting, online training, and policy consultation, and a database of elderly talents should be established through the platform to realize accurate docking between elderly talents and employers by using big data technology<sup>[12]</sup>.

#### **3.2. Targeting society**

Social institutions should strengthen the industry-university-research cooperation with universities and scientific research institutions, establish practice bases for elderly talents with universities, jointly carry out project research, and make full use of the expertise and practical experience of elderly talents, so that elderly talents can give full play to their experience advantages in the bases and realize knowledge renewal at the same time<sup>[13]</sup>. In addition, social institutions can actively build a service platform for the elderly talents, provide diversified job information for the elderly talents, and set up positions suitable for the elderly talents such as volunteer service and cultural inheritance on the platform. At the same time, various social activities can be carried out to promote social exchanges and cooperation among elderly talents and enhance their sense of social integration.

#### **3.3. For the elderly themselves**

The elderly themselves should establish a positive concept of re-employment and regard re-employment as an important way to realize their self-worth and social integration. In addition, the elderly should abandon the traditional concept of employment, choose flexible forms of employment, such as part-time jobs, consultants, etc., according to their own advantages and interests, choose the right re-employment positions, and give full play to their surplus heat<sup>[14]</sup>.

In a word, through the concerted efforts of the government, the society, and the elderly themselves, the resources of elderly talents can be better developed and utilized, the potential of elderly talents can be fully tapped, and social harmony, stability, and development can be promoted.

## **4. Develop the value of the elderly human resources**

In the context of continuous social progress and vigorous economic development, in-depth research on the importance and value of the re-employment of the elderly will play a strong role in promoting the sustainable development of society and is an important means for the rational allocation of elderly human resources.

### **4.1. Increase personal income and realize self-worth**

Through re-employment, the elderly can increase their additional income, thereby improving the existing living environment and quality, and maintaining healthy physical and mental development. At present, with the rapid development of the digital era, some elderly people feel that they are seriously derailed from time and lack a certain sense of gain. Re-employment can help the elderly re-establish contact with society and enhance their self-worth and sense of accomplishment <sup>[15]</sup>.

### **4.2. Alleviate the shortage of labor force and promote social development**

On the one hand, the country has now entered an aging society, and the labor force is especially scarce. The aged human resources can contribute to the development of related industries. On the other hand, the elderly are patient and experienced enough to impart experience to the young to a certain extent and lead them steadily forward, so as to achieve the stable development of society.

### **4.3. Release the demographic dividend and reduce the burden of elderly care**

According to the National Bureau of Statistics, the old-age dependency ratio will be 22.5 percent in 2023, making the burden of old-age care even heavier. The demographic dividend for the elderly comes with the change in the age structure of the population, and under certain conditions, it will promote economic development. By earning income through re-employment, the elderly can no longer rely solely on the economic support of pensions, and turn from passive to active participants in economic development. At the same time, the financial pressure of the pension security system can also be alleviated, providing financial support for the country to improve the infrastructure for the elderly.

## **5. Summary**

This study makes an in-depth analysis of the development of human resources for the elderly. The increasingly serious aging population makes the development of human resources for the elderly more and more urgent. Although the industry has made many explorations, there are still many challenges in the employment of the elderly. The research shows that although society has a high awareness of the re-employment of the elderly, the degree of support is different, and the employment form tends to be flexible. Given this problem, the government, society, and the elderly themselves should work together to develop effective ways of human resources for the elderly, to cope with aging and promote social development.

## **Funding**

This paper is the outcome of the 2024 college student innovation and entrepreneurship project “Exploring the Path of Developing Elderly Human Resources under the Background of Silver Wave Development.”

## Disclosure statement

The authors declare no conflict of interest.

## References

- [1] Shi W, 2014, Experience and Enlightenment of Aging Policy in the Netherlands. *Scientific Research on Aging*, 2014(4): 70–80.
- [2] Dang QM, 2017, Research on the Construction of Big Data Platform for Overseas Talents and the Transformation of Intelligence Induction in the New Era. *Shanghai Economy*, 2017(3): 23–29.
- [3] Li PB, Bai B, Zhang C, 2016, Domestic Geriatric Research Review and Outlook of Human Resources Development. *Journal of Human Resources Development in China*, 2016(8): 6–12.
- [4] Yin Y, 2024, The Impact of Aging Population on Northeast Asian Economy: A Comparison between China, Japan and South Korea. *Business Economics*, 2019(8): 120–122.
- [5] Li ZH, 2024, Leading the Innovative Development of Education for the Elderly with a Positive Outlook on Aging. *Journal of Beijing Xuanwu Hongqi Amateur University*, 2024(2): 1–2.
- [6] Li RR, Han X, 2024, Optimization of Re-employment Path for the Younger Elderly under the Background of Active Aging. *Market Weekly*, 2024(20): 187–190.
- [7] Li ZH, 2024, Leading the Innovative Development of Education for the Elderly with a Positive Outlook on Aging. *China Social Work*, 2024(20): 22.
- [8] Chen ZB, Han R, 2024, Internal Control Quality and Platform Corporate Social Responsibility Fulfillment: Based on the Perspective of Re-employment of the Elderly. *Journal of Financial Research*, 2024(4): 38–48.
- [9] Zhang M, 2024, An Empirical Analysis of the Re-employment Willingness of the Younger Elderly and its Influencing Factors: A Case Study of a District in Hangzhou. *Social Sciences of Chinese Science and Technology Journal Database (Abstracts Edition)*, 2024(2): 38–41.
- [10] Du WJ, Wang XJ, 2019, Visualization Analysis of Research Hotspots in the Field of Smart Home Care in China Based on CiteSpace. *Research on Aging*, 11(3): 678–688.
- [11] Zhang HB, Shan YM, 2024, Research on Human Resource Development of Education Empowerment for the Younger Aged in the New Era: Value Implication, Practical Dilemma and Advancing Path. *Journal of Beijing Xuanwu Hongqi Amateur University*, 2024(2): 9–17.
- [12] Pei R, 2024, Research on the Importance of Aging Human Resources in the Development of Chinese Modernization. *Social Sciences of Chinese Science and Technology Journal Database (Abstracts Edition)*, 2024(3): 37–40.
- [13] Li ZM, 2023, Actively Developing Aging Human Resources: Why it is Possible and what it can be Done. *Gansu Social Sciences*, 2023(6): 72–81.
- [14] Luo ZY, Wu D, 2023, Actively Coping with Aging Population. *Macroeconomic Management*, 2023(10): 26–34.
- [15] Wang YT, Wu LY, Liu JY, 2024, Practice and Thinking of Insurance Company's Participation in "Combination of Medical and Nursing Care" Service. *Shanghai Insurance*, 2024(6): 49–53.

### Publisher's note

Bio-Byword Scientific Publishing remains neutral with regard to jurisdictional claims in published maps and institutional affiliations.