

Profile of Mature Workers (51+ Year Olds)

Employment Snapshot

- Most mature workers (81%) are full-time employees. Another 9% work as contractors and 3% as consultants.
- Mature workers are the most loyal group of employees compared to other age groups with nearly three-fourths (73%) having been employed at their present organization for six or more years. Another 15% have been employed at their present organization for 0 to 2 years and 12% from 3 to 5 years.
- Well over half (63%) of mature employees work between 30 and 40 hours a week, and 26% work 41 and 50 hours a week.
- Sixty-one percent of mature workers are not working in the field they intended to when they joined the workforce.
- Mature workers are the most likely group to have been part of a company restructuring or reorganization, with 50% stating so.

Work/Life Balance

- Only 27% of mature workers are extremely or very satisfied when it comes to the work/life balance programs offered by employers.
- Likelihood of mature workers to take advantage of work/life balance options (extremely/very/likely):
 - o Flex-time (70%)
 - o Telecommuting (59%)
 - o Paid time-off for community service (48%)
 - o Sabbaticals (39%)
 - o Job sharing (28%)
 - o On-site day care (9%)

Retirement

- Mature workers expect to work longer than any other age group. Only 38% of mature workers expect to retire before the age of 64. More than half (51%) expect to retire somewhere between 65 and 70, and a full 15% expect to be over 70 years old.

Employer's Report Card

- Mature workers are the most likely group to say their employer has put in less effort into retaining them, with 32% saying so.
- Mature workers are the most satisfied with their jobs compared to all other age groups. Nearly half (46%) rated their current level of job satisfaction as excellent/very good.

Importance vs. Satisfaction for Mature Workers

Workplace Characteristics	Total Importance	Total Satisfaction	% Gap
Benefits	46%	11%	35
Financial compensation	35%	8%	27
Management climate	29%	13%	16
Growth & earnings potential	28%	8%	20
Time & flexibility	23%	11%	12
Supervisor relationship	23%	18%	5
Culture & work environment	22%	10%	12
Training & development	18%	9%	9

Thoughts on Job Change

- Mature workers are the least likely to believe they have increased their career potential by periodically changing jobs, with only 47% saying so.
- With only 20% of mature workers stating it is likely they will leave their employers in the next 12 months, they are the most loyal group of employees.