

Profile of Mid-Career Workers (36-50 Year Olds)

Employment Snapshot

- Most mid-career workers (87%) are full-time employees. Another 5% work as contractors and 3% as consultants.
- Twenty-six percent of mid-career workers have been employed at their present organization for 0 to 2 years; 17% from 3 to 5 years and 58% for more than 6 years.
- Just over half (54%) of mid-career employees work between 30 and 40 hours a week, 33% work 41 and 50 hours a week, with another 10% log between 51 and 60 hours.
- Mid-career workers are the most likely group not to work in the field they intended to when they first joined the workforce with 67% stating so.
- Forty-three percent of mid-career workers have been part of a company restructuring or reorganization.

Work/Life Balance

- Less than one-quarter (21%) of mid-career workers are extremely or very satisfied when it comes to the work/life balance programs offered by employers.
- Likelihood of mid-career workers to take advantage of work/life balance options (extremely/very/likely):
 - o Flex-time (69%)
 - o Sabbaticals (43%)
 - o Telecommuting (60%)
 - o Job sharing (29%)
 - o Paid time-off for community service (49%)
 - o On-site day care (19%)

Retirement

- More than one-third (35%) of mid-career workers expect to retire before the age of 64, and 53% somewhere between age 65 and 70.

Employer's Report Card

- A full 16% of mid-career workers say their employer has put in more effort into retaining them, 56% say the same amount and 28% say less.
- Nearly half (45%) of mid-career workers rated their current level of job satisfaction as excellent/very good.

Importance versus Satisfaction for Mid-Career Workers

Workplace Characteristics	Total Importance	Total Satisfaction	% Gap
Benefits	42%	12%	30
Financial compensation	42%	8%	34
Growth & earnings potential	38%	9%	29
Time & flexibility	33%	15%	18
Management climate	33%	14%	19
Training & development	33%	10%	23
Supervisor relationship	31%	21%	10
Culture & work environment	30%	15%	15

Thoughts on Job Change

- Fifty-two percent of mid-career workers believe they have increased their career potential by periodically changing jobs. Similarly, 55% believe they have increased their earnings potential by periodically changing jobs.
- Less than one-third (29%) of mid-career workers are likely to leave their employers in the next 12 months, making them one of the most loyal groups of workers.