

Snapshot on Middle-Aged Workers

447 respondents identified as middle-aged workers, based on the following criteria: Middle-aged workers include those who are older than the maximum age for Employment Ontario youth services (29 and under), yet younger than the qualifying age for Employment Ontario older worker services (55 and over). Workers between the ages of 30 and 54 have, thus, been characterized as middle-aged workers for this report.

Key Findings Compared to Younger and Older Workers



- Middle-aged workers and younger workers who do not currently have full-time work were more likely than older workers to report that they would prefer a full-time position
- Were the most likely to report “work that I find meaningful” as a top factor when looking for a job
- Were the most likely to report “regular increases in salary and/or benefits” as a top factor when staying in a job

MIDDLE-AGED WORKERS SURVEY RESPONDENTS

83% 
ARE EMPLOYED

17% 
ARE UNEMPLOYED

18% 
hold more than one job

62%
use their skills
75%+ OF THE TIME
in the workplace

29% 
have been looking for
WORK FOR
OVER A YEAR

93% *feel it is* 
**EXTREMELY IMPORTANT/
SOMEWHAT IMPORTANT**
to use their skills in the workplace

78%
would prefer
A FULL-TIME JOB

Top 3 JOB SEEKING METHODS

for respondents who are currently looking for work

MIDDLE-AGED WORKERS

- Online job boards
- Word of mouth
- Social Media



Top 3 MOST IMPORTANT THINGS

when looking for a job

MIDDLE-AGED WORKERS

- Pay or salary
- Hours of work
- Work that is meaningful



Top 3 MOST IMPORTANT THINGS

when staying in a job

MIDDLE-AGED WORKERS

- Being treated with respect and dignity
- Positive relationships with coworkers and supervisors
- Regular increases in salary and/or benefits



Top 3 REASONS INDIVIDUALS QUIT

a job within the last year

MIDDLE-AGED WORKERS

- Experienced harassment or bullying
- Schedule was unpredictable
- Not using skills

