

# Hiring Mature WORKERS

## INFORMATION AND TIP SHEET

### We learned that Mature Workers are staying in the workforce longer.

Workforce participation rates of mature adults (55+ years) have been increasing as Baby Boomers experience greater health and longevity than previous generations.

### Mature workers value interesting and fulfilling work in a positive work environment.

The top three factors that mature workers consider when taking on new employment include:

1

**Preferences for work**  
(i.e., Is the work interesting and fulfilling?)

2

**The need for income and accruing retirement income**

3

**Existence of constraints**  
(i.e., health issues, impact of ageism, caregiving duties)

### The most desired workplace features for mature workers included:

A positive, respectful, and supportive work environment.

Flexibility in scheduling and the ability to work from home.

A competitive wage.

Extended health benefits.

Leadership opportunities.

Other perks (discounts, memberships, etc.).

### Digital skills and ageism are the biggest challenges mature workers face when job searching.

Familiarity with digital skills and modern technology were noted as an area of weakness.

Online recruitment and application forms were considered daunting.

Those consulted in roundtable discussions cited examples of facing ageism.

# Tips for hiring mature workers in your business

## Expand the tools and networks you use to advertise your jobs:

Consider accepting resumes and job inquiries in person and advertise postings with age friendly organizations like your local CARP Association, PROBUS Club, Legion or Employment Ontario Service Provider.

**Focus on creating an age-inclusive culture at work:** Ensure your managers are actively removing age bias from the hiring and management processes and create opportunities for connection and respectful interaction between all generations of employees. Empower mature workers with autonomy and meaningful work where possible.

**Explore employee mentorship programs:** Mature workers have a lot of skills, knowledge, and behaviours that can be shared with younger workers who can help improve their digital skills.

**Consider ways to make your workplace more physically age-friendly:** Explore ways to enable more opportunities for rest and comfort into your physical workspace. Assign mature workers tasks that are less physically onerous.

**Promote flexible work arrangements:** Flexible work arrangements enable mature workers to continue to be caregivers or manage health. Consider how you can embed flexibility in scheduling, hybrid work opportunities, and even the benefits you offer to address those needs.



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