

Summary of Drake Webinar - Online Client Survey Results

February 2006 Survey: The Mature Workforce – Putting Experience to Work

Questions								
1. How many employees are there in your organization?	0-10	11-50	51-100	101-1000	1000+			
% of Respondents	25%	27%	8%	24%	16%			
2. What percentage of your employees do you estimate are over 50 years of age?	0-5%	6-10%	11-20%	Over 21%				
% of Respondents	25%	17%	19%	40%				
3. Considering the demographic change in the workforce are you considering retaining and/or recruiting more 50+ age employees?	Yes	No						
% of Respondents	59%	41%						
4. Have you experienced significant turnover with younger employees?	Yes	No						
% of Respondents	53%	47%						
5. Have you experienced any of the following perceptions of the 50 age group? (Check all that apply).	They want too much money	Their benefit costs are much higher	They are too slow	They don't have computer skills	They are too set in their ways	They won't stay on the job long	They make younger managers uncomfortable	They are not trainable
% of Respondents	12%	14%	10%	26%	19%	2%	8%	8%

6. Does your organization have specific policies that govern the older worker?	Yes	No						
% of Respondents	2%	98%						
7. Assuming that you have not recruited older workers in the past, please check off why? (Check all that apply)	No compelling business purpose	More pressing need for younger workers	Greater affordability of younger workers	Abundant supply of workers under current arrangements	Have not considered it	Opposition from other workers and/or managers	Retention of all workers is of equal importance	Pension, benefit and compensation issues
% of Respondents	18%	12%	13%	12%	14%	3%	22%	5%
8. Please check off any of the following statements which describe your reasons for hiring and/or retaining older workers. (Check all that apply)	Experience	Loyalty	Can mentor younger workers	Value to the organization	Hard working and dedicated	Identifies with clients of the company	More productive	Other (indicate)
% of Respondents	19%	15%	14%	16%	15%	9%	9%	3%
9. Have you downsized or laid off employees over the last year?	Yes	No						
% of Respondents	32%	68%						
10. If yes, what % of these employees were in the 50+ age group?	0-5%	6-10%	11-20%	Over 21%				
% of Respondents	74%	6%	3%	17%				

11. What % of these employees were given outplacement counseling?	0-5%	6-10%	Over 21%					
% of Respondents	68%	3%	29%					
12. Were the employees downsized offered earlier retirement an/or bridging to early retirement with your company's pension program?	Yes	No						
% of Respondents	20%	80%						
13. Would you consider retaining some of these employees on a part-time or special project basis through a third party if this would balance your workload?	Yes	No						
% of Respondents	71%	29%						
14. Do you have any of the following programs in place for your 50+ workers? (check all that apply).	A mentoring program whereby older workers mentor younger workers	Flexible working arrangements	Job sharing	Contract engagements	Training and/or development	Recruitment and retention	Phased retirement	
% of Respondents	10%	30%	11%	18%	14%	8%	9%	

15. Would you consider posting job opportunities with a job board whose database specializes in the 50+ age group?	Yes	No						
% of Respondents	70%	30%						
16. Is a diversified workforce important to you?	Yes	No						
% of Respondents	91%	9%						
17. Would you like to hear more about the advantages of hiring the 50+ age group?	Yes	No						
% of Respondents	55%	45%						