

Experiences with Work

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AARP Research

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Executive Summary

Introduction

AARP Research contracted with Phi Power Communications, Inc. to conduct a survey among U.S. adults ages 35-64 to learn about their experiences with work. This survey mirrored a 2015 study with a few minor refinements. The 10-minute online, unbranded survey was in field from November 10 to November 14, 2016. The nationally-representative sample of 1,727 adults 35-64 was quota-matched to 2015 U.S. Census figures on age, gender, and race/ethnicity (nested); education, and region. The 2015 survey of 1,291 adults ages 35-64 was fielded November 8 to November 14, 2015.

Respondents were asked about job search topics such as how they found their current job and the likelihood of their looking for a new job next year, satisfaction with aspects of their work environment, reasons they might consider looking for another job, what obstacles they anticipate and worries they have about looking for a new job, and what tools they have used in a recent job search.

Key Findings

- Almost six-in-ten respondents ages 35-64 are currently employed (58%) while the remainder are unemployed and looking for a job or not currently in the labor force.
- Over four-in-ten (43%) of those ages 35-64 anticipate looking for a job in 2017.
- Among those respondents who are currently working, almost two-thirds (63%) have been in their job for five or more years. Many report being satisfied with multiple aspects of their job, but less than half are satisfied with their salary (44%) or their opportunities to advance (43%).
- As seen last year, current and future job seekers are primarily after the same thing: more money. Furthermore, those likely to look for a new job in 2017 are less satisfied than those who intend to stay in their current job in terms of finding fulfillment in their work, the level of challenge, the relationship with their boss, and the recognition/reward for their work effort.

Key Findings

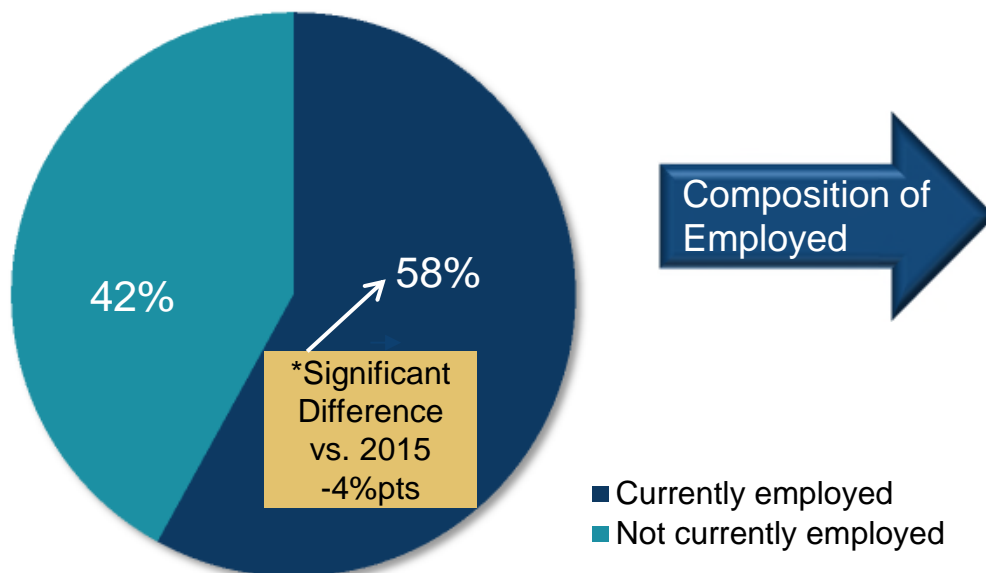
- Finding a new job may be quick for most, but not for others. Almost a quarter (23%) took six months or longer to find their current job.
- Among recent hires and current job seekers, online job listing sites are the most commonly used job search tool (68%). And, as with last year, online job listing sites are considered to be the most effective tool. Using personal contacts/referrals also ranks highly as a common and effective means to find a new job.
- Most future job seekers (63%) prefer a full-time position, but those who favor part-time like its flexible schedules, work-life balance, and supplemental income.
- When asked to think about retirement, almost half (45%) of those currently employed express interest in working part-time once retired.
- When assessing obstacles that stand in the way of finding a new job, four in ten cite fear of age discrimination. This figure rises to two-thirds (65%) among those ages 55-64.

Detailed Findings: Today's Workforce

Employment Status

- Most adults 35-64 work
 - More men than women are employed
 - The employed population skews younger; more 35-44 than 55-64
 - The majority (56%) earn over \$50k a year

Employment Status



By Gender

56% Males
45% Females

By Age

38% 35-44
35% 45-54
27% 55-64

By Income

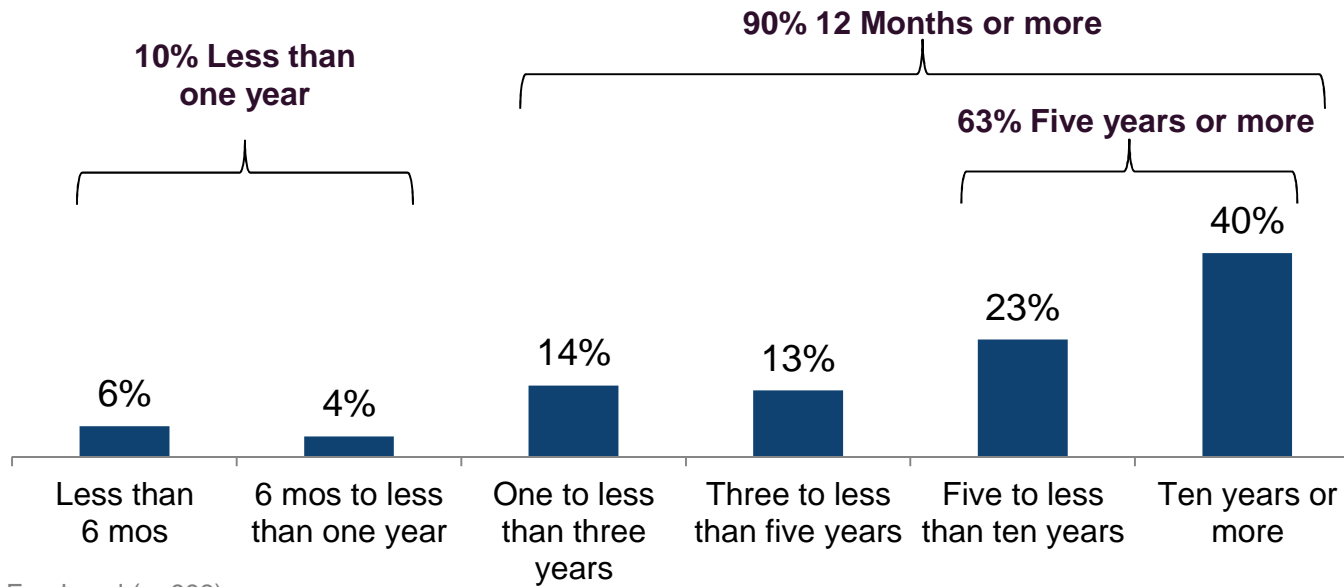
13% <\$25k
29% \$25k-\$50k
38% \$50k-\$100k
18% \$100k+

Base: Total Respondents (n=1,727)
Q5. Are you currently employed?

Length of Employment

- Of those employed, one in ten (10%) started a new job within the last year.
- Those at least age 45 who are employed are more likely than their younger counterparts to have been at their job for 10 years or more (42% of those ages 45-54 and 52% of those ages 55-64 vs. 30% of those ages 35-44).
- Almost three-in-ten (28%) of those ages 55-64 have been in their job for 20-plus years.

Length of Employment in Current Job



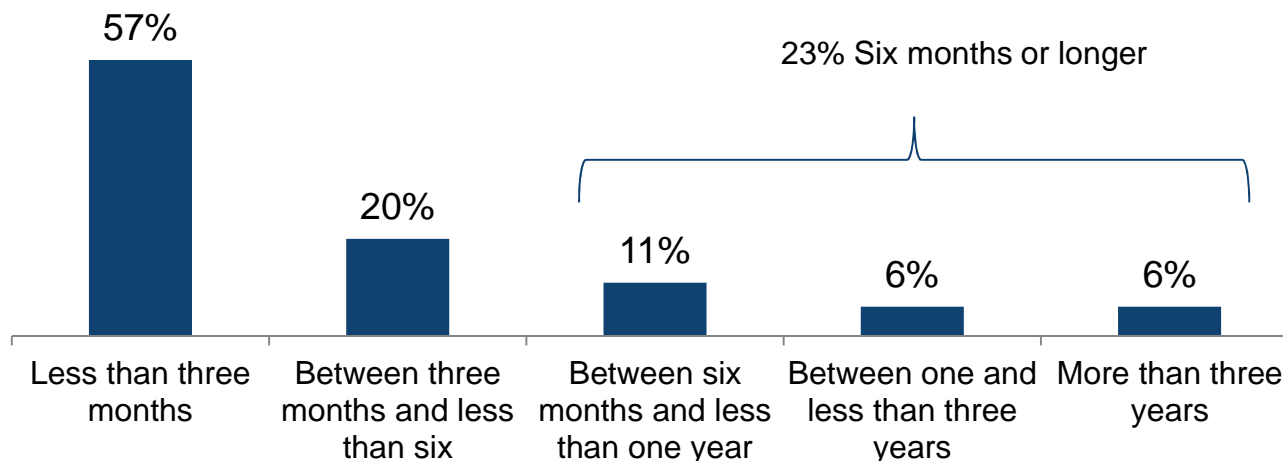
Base: Currently Employed (n=998)

Q6. How long have you been in your current job?

Job Search Time

- Three-quarters (77%) of those employed found their current job in less than six months, including more than half (57%) who found it in less than three months. However, almost a quarter (23%) took six months or longer and about one-in-eight (12%) took a year or longer.

Length of Time to Find Current Job

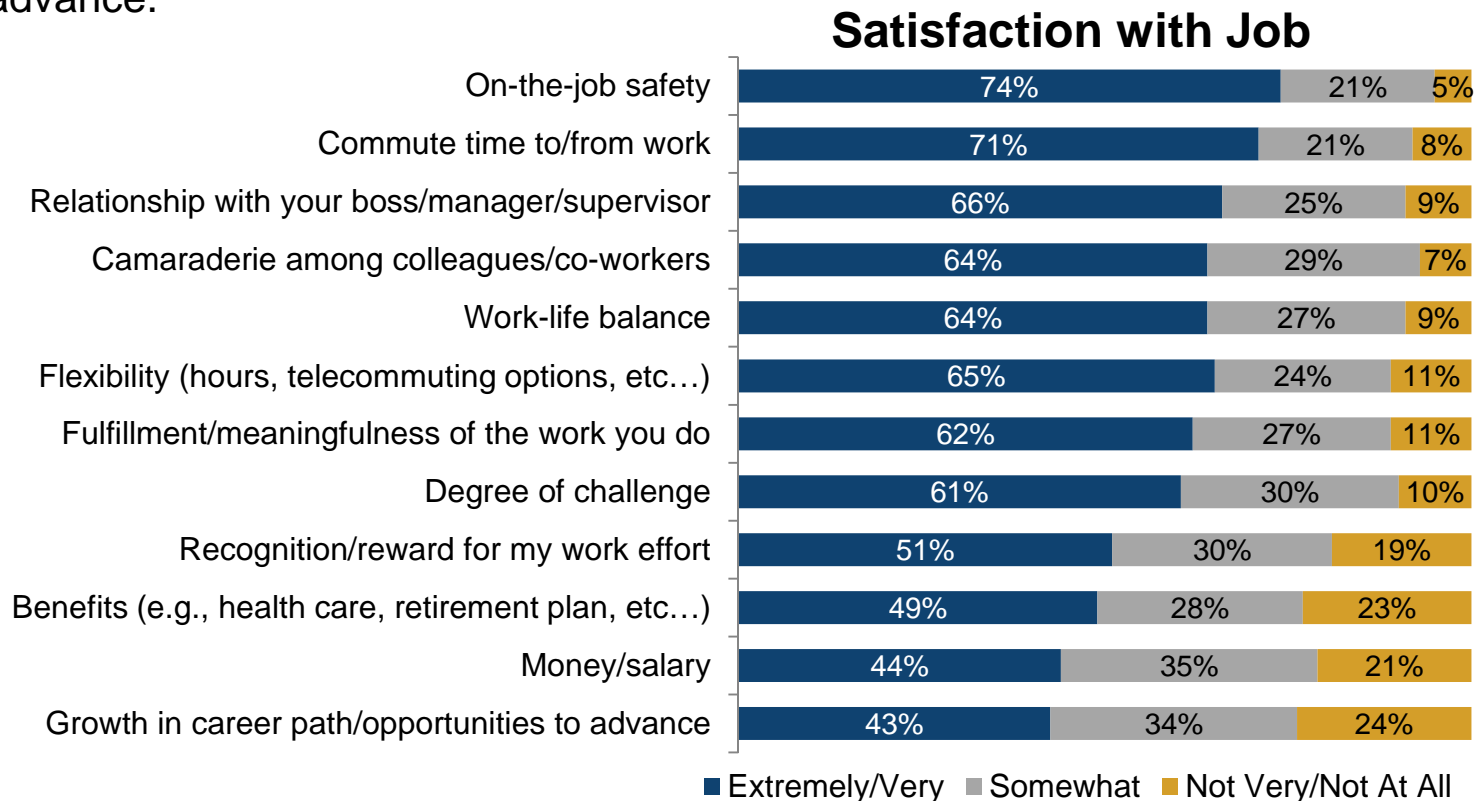


Base: Currently Employed (n=998)

Q8. How long were you looking for your current job?

Satisfaction with Current Job

- While many have found a safe job with an easy commute and a satisfactory relationship with their boss, less than half feel fairly compensated or satisfied with their opportunities to advance.



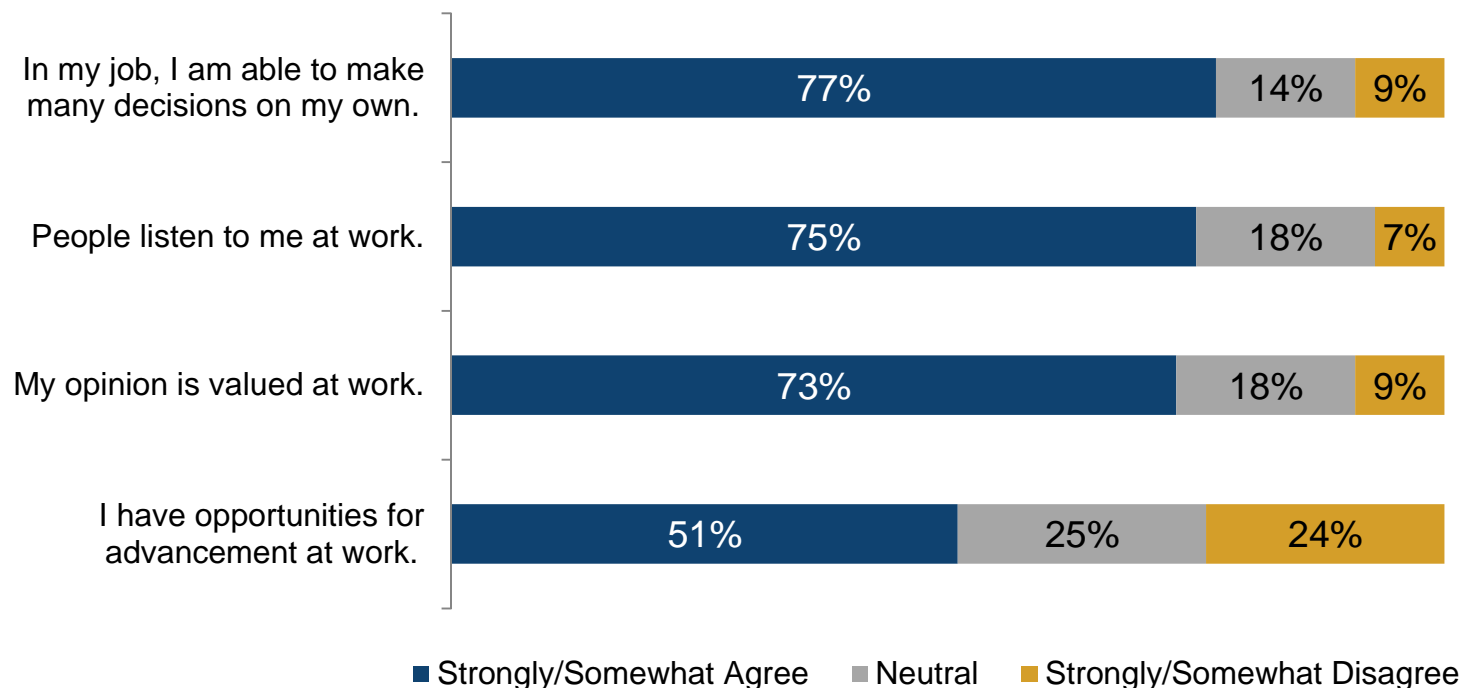
Base: Currently Employed (n=998)

Q9. How satisfied would you say you are with your current job in terms of...?

Work Environment

- Three-fourths of those employed feel a sense of independence at work and believe they are valued, but only about half believe they have opportunities for advancement.

How They Perceive Their Work Environment



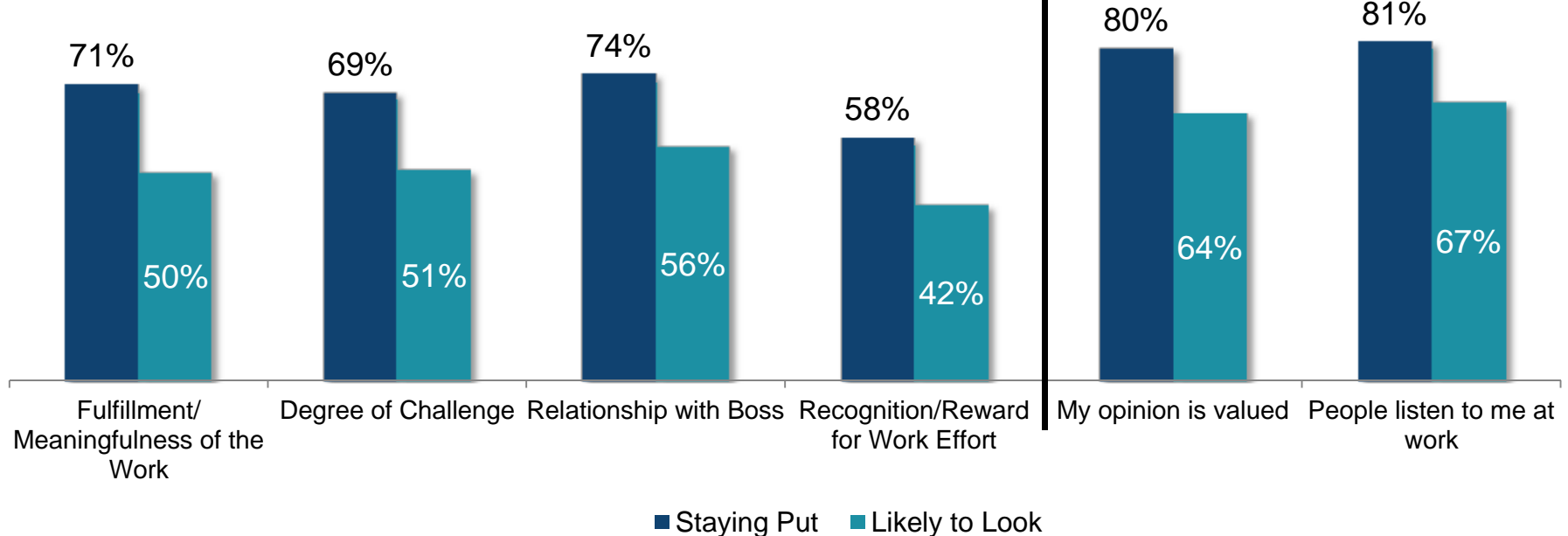
Base: Currently Employed (n=998)

Q10. For each of the following statements, please check your level of agreement with it.

Satisfaction Varies by Intent to Look for New Job

- Among those currently employed, slightly more than four-in-ten (44%) are likely to be looking for a new job in the coming year. Those likely to look are less satisfied and feel less valued than those who are planning to stay put.

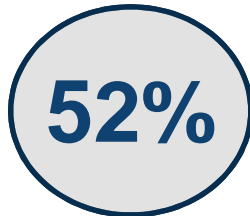
Top-2-Box Satisfaction



Base: Employed and staying put in current job (n=562) and Employed and likely to look in coming year (n=436)
Q9/Q10: Attributes of greatest variance between segments

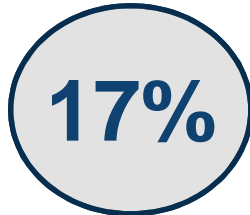
The Employment Audience

Adults 35-64

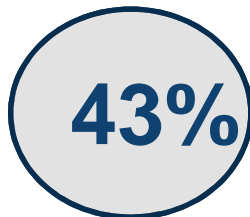


Currently Employed 12+ Months

- 5%pts vs. 2015



Currently Looking for a Job



Total Likely to be Looking in 2017

Base: Total Respondents (n=1,727)

Q5. Are you currently employed? Q11. How long ago were you actively looking for another job? Q15. How likely are you to be actively looking for a new job in 2017?

Detailed Findings: Recently Hired/Current Job Seekers

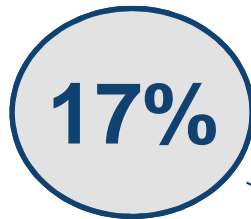
Composition of Recently Hired/Current Seekers

- Current job seekers include those who are employed (7% of the total sample) and unemployed (10% of the total sample), totaling about one-sixth (17%).
- Combining those currently seeking a job (17%) with those who were recently hired (the 6% who landed a job within the last year) comes to almost a quarter (23%) of the total sample.

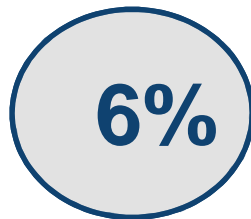
Who's Looking

Base: Total Respondents (n=1,727)

Current Seekers
Employed (n=128) +
Unemployed (n=172)



Recently Hired
(n=103)



23%



By Gender

52% Males
48% Females

By Age

40% 35-44
39% 45-54
21% 55-64

By Income

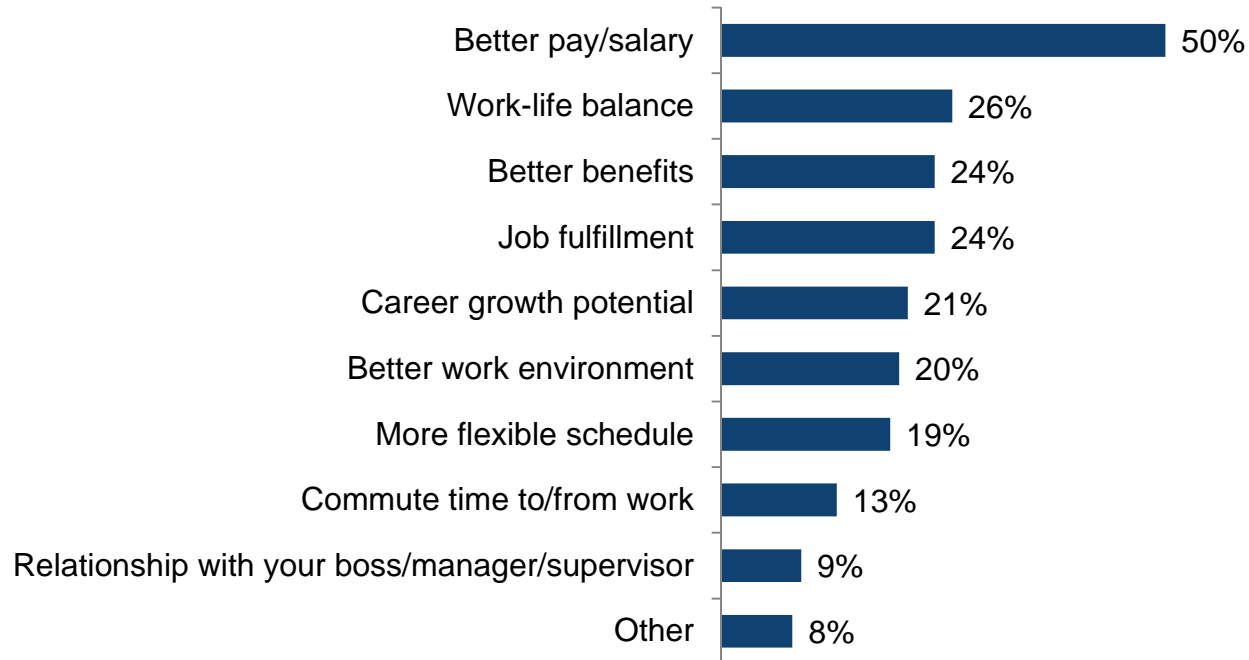
27% <\$25k
32% \$25k-\$50k
31% \$50k-\$100k
7% \$100k+

Q5. Are you currently employed? Q6. How long have you been in your current job?
Q11. How long ago were you actively looking for another job? [Identifies current seekers]

Job Search Motivation

- Among those who were recently hired or are currently looking for a job, **Better Pay** is a key driver. After that, though, their motivation is highly individualized with many different reasons cited: **Work-Life Balance** and **Better Benefits** are relatively high on the list.

Reasons for Job Search

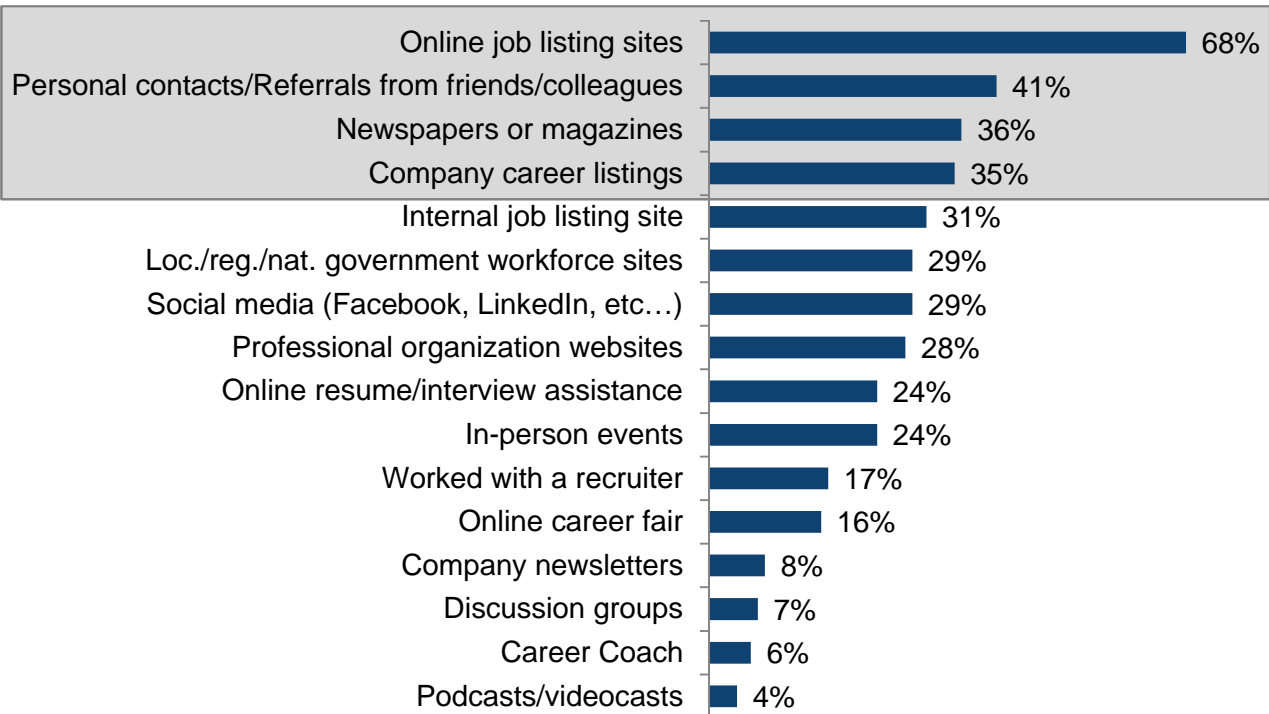


Base: Recently Hired/Current Job Seekers (Employed or Not); n=403
Q12. Why did you decide to look for another job?

Job Search Tools Used

- **Online Job Listing Sites** are the most commonly used tool among job seekers and are considered the most effective tool.
- **Personal contacts, Newspapers or Magazines and Company Career Listings** also top the list of commonly used tools.

Job Search Tools Used



Most Effective Tools % Ranked First



Base: Recently Hired/Current Job Seekers (Employed or Not); n=403

Q13. Which of the following tools did you use in your most recent job search?

Q14. Please select three tools you found to be most effective for you in your most recent job search.

Most Successful Tools

- Among those who recently found a job, Online Job Listing Sites were the most frequently credited tool with personal contacts the runner up.
- That said, almost one-quarter (24%) do not appear to have found their current job with any of these tools.

Tools Successful In Finding Current Job



Base: Employed 1 Year or Less (n=103)

Q7. How did you find your current job? Multiple responses allowed.

Detailed Findings: Future Job Seekers

Composition of Future Seekers

- Of those who anticipate looking for a job in 2017, around six-in-ten (59%) are currently employed, while four-in-ten (41%) are currently unemployed.

Who Will be Looking

Base: Total Respondents (n=1,727)

Currently
Employed
(n=436)

25%

Currently
Unemployed
(n=299)

17%

43%

Composition

By Gender

52% Males
48% Females

By Age

45% 35-44
37% 45-54
18% 55-64

By Income

24% <\$25k
30% \$25k-\$50k
34% \$50k-\$100k
9% \$100k+

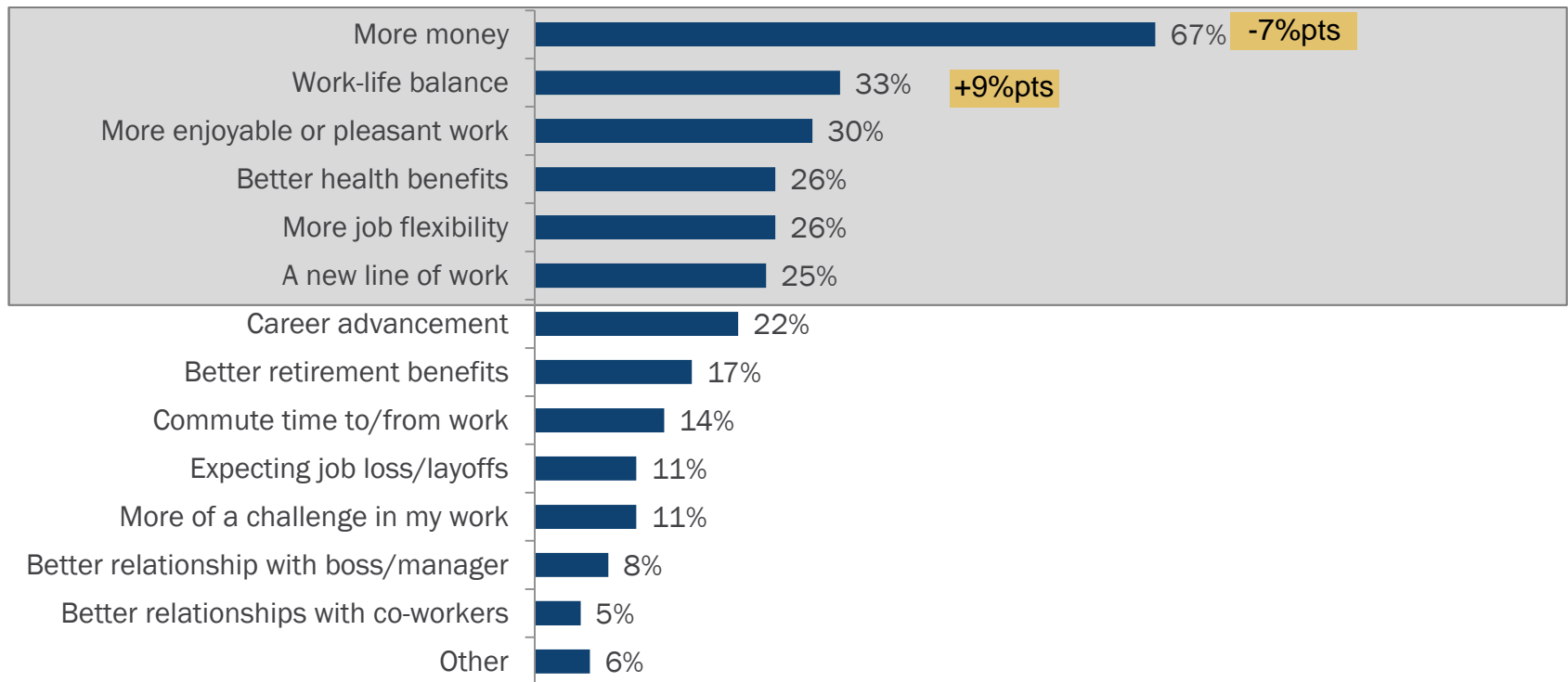
Q5. Are you currently employed?

Q15. How likely are you to be actively looking for a new job in 2017?

Reasons for Future Job Search

- Future Job Seekers are overwhelmingly looking for **Better Pay**, though that decreased by 7%pts since last year. Beyond money, they are looking for work-life balance (which was up 9%pts) and more enjoyable work among other things.

Why Plan to Look for New Job



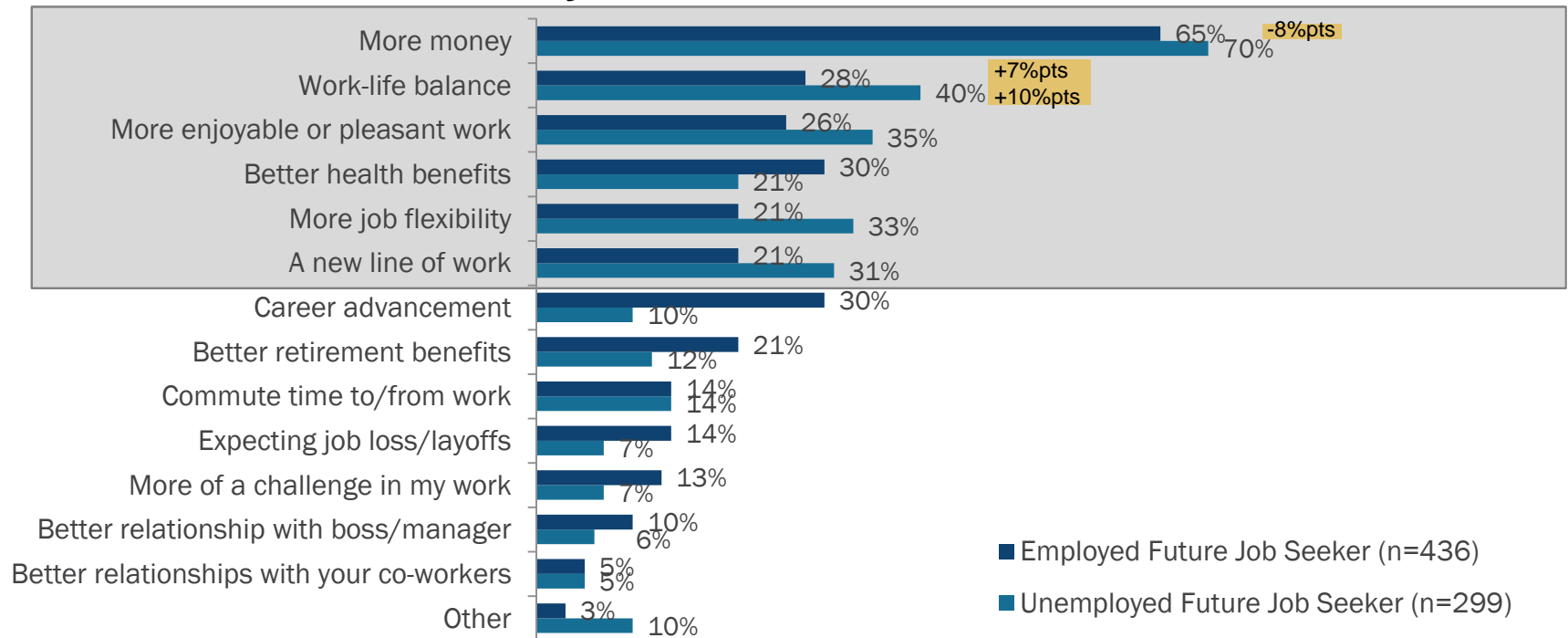
Base: Future Job Seekers (n=735)

Q16. You said you are (somewhat/very/extremely) likely to be actively looking for a new job in 2017. From the list below, please select the top three reasons you expect to look for a new job.

Reasons for Future Job Search by Employment Status

- Motivation for a new job differs by current employment status. Although both are looking for more money, those who are **currently employed** are more focused on career advancement, health benefits, and retirement benefits than unemployed future job seekers. **Unemployed future job seekers** are more likely than employed future job seekers to cite work-life balance, more flexibility, more enjoyable work and a new line of work as top reasons they expect to look for a new job.

Why Plan to Look for New Job



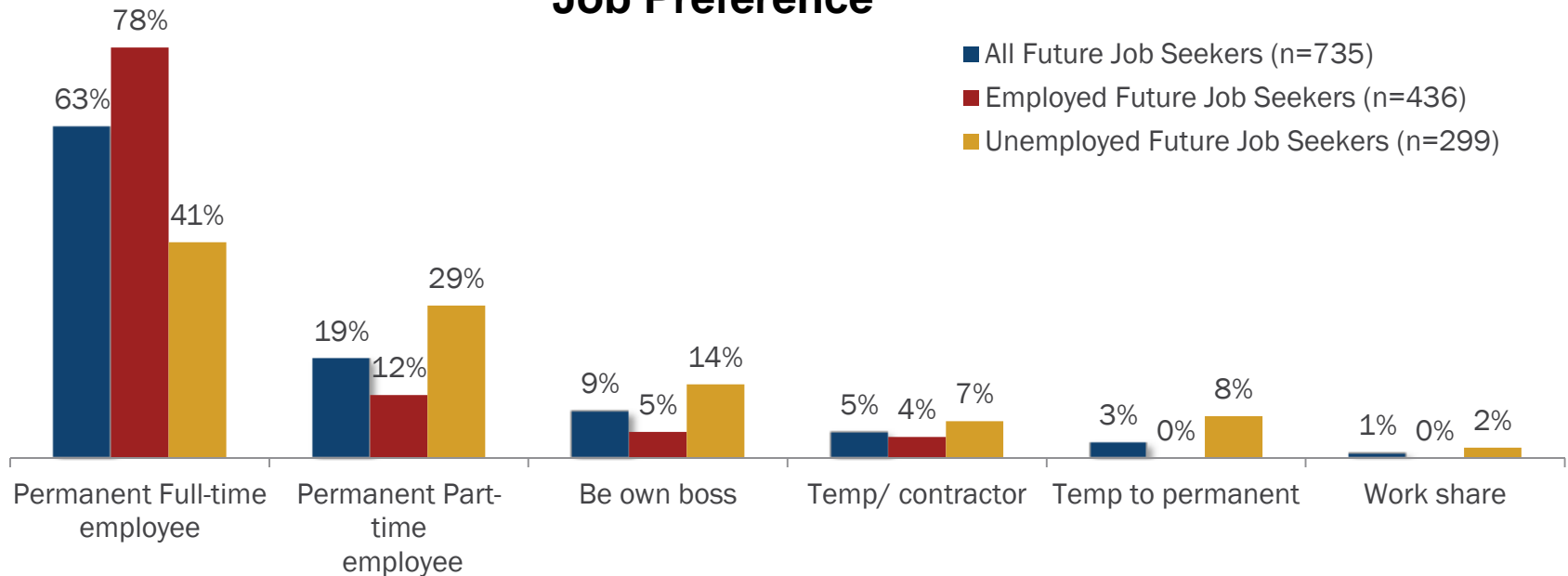
Base: Future Job Seekers (n=735)

Q16. You said you are (somewhat/very/extremely) likely to be actively looking for a new job in 2017. From the list below, please select the top three reasons you expect to look for a new job.

Type of Position

- The type of job desired is also significantly influenced by whether the person is currently employed or not. While **currently employed future job seekers** are primarily looking for traditional full-time work, **unemployed future job seekers** appear to be more open to a variety of work scenarios.

Job Preference



Base: Future Job Seekers

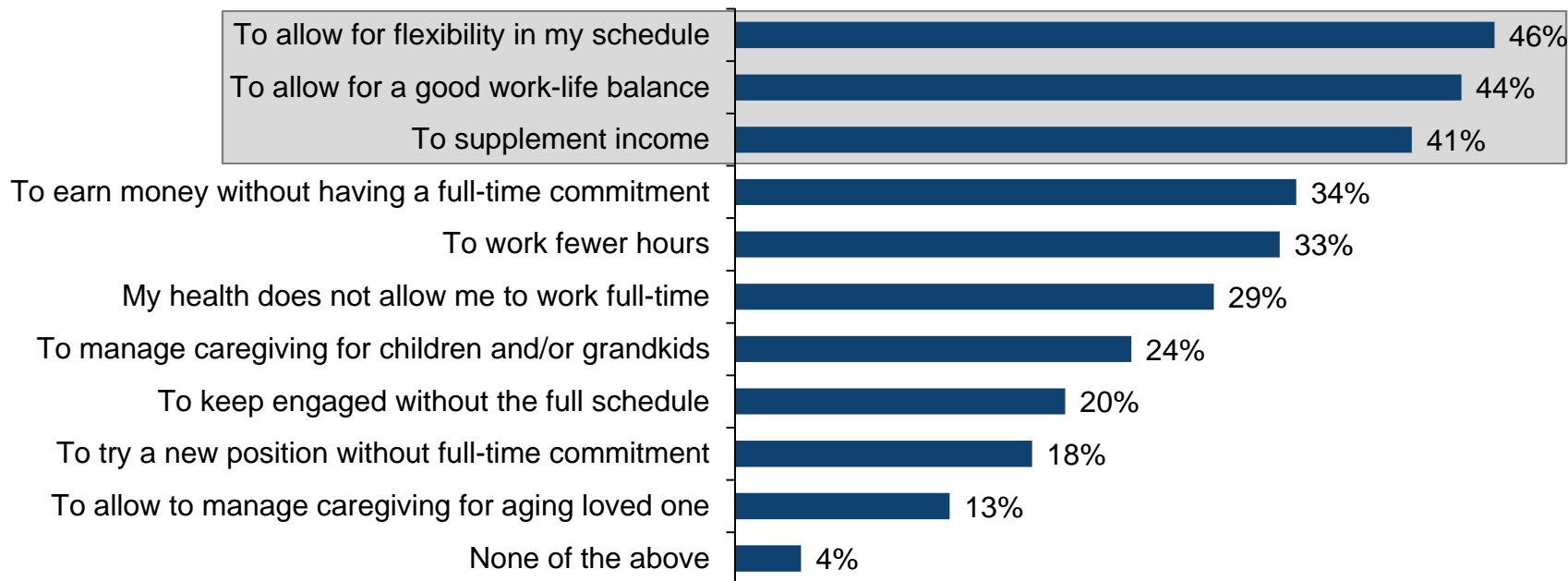
Q18. What sort of job would you prefer to have?

Q18A. You mentioned you would prefer to work {as a temporary/contract worker, as a work-share with another person, as a temporary employee with ability to move into a permanent position, as your own boss/have your own company}. Would you prefer this to be full-time or part-time?

Why Prefer Part-time Work

- Looking at the relatively small contingent favoring part-time over full-time work, the leading attractions are flexible schedules, permitting a good work-life balance, and providing supplemental income.
- Almost half (45%) of those employed are interested in working part-time in retirement.

Reasons Prefer Part-Time Work



Base: Prefer to Work Part-Time (n=186)

Q021B. Earlier you mentioned you would prefer to work part-time. Why would you prefer to work part-time?

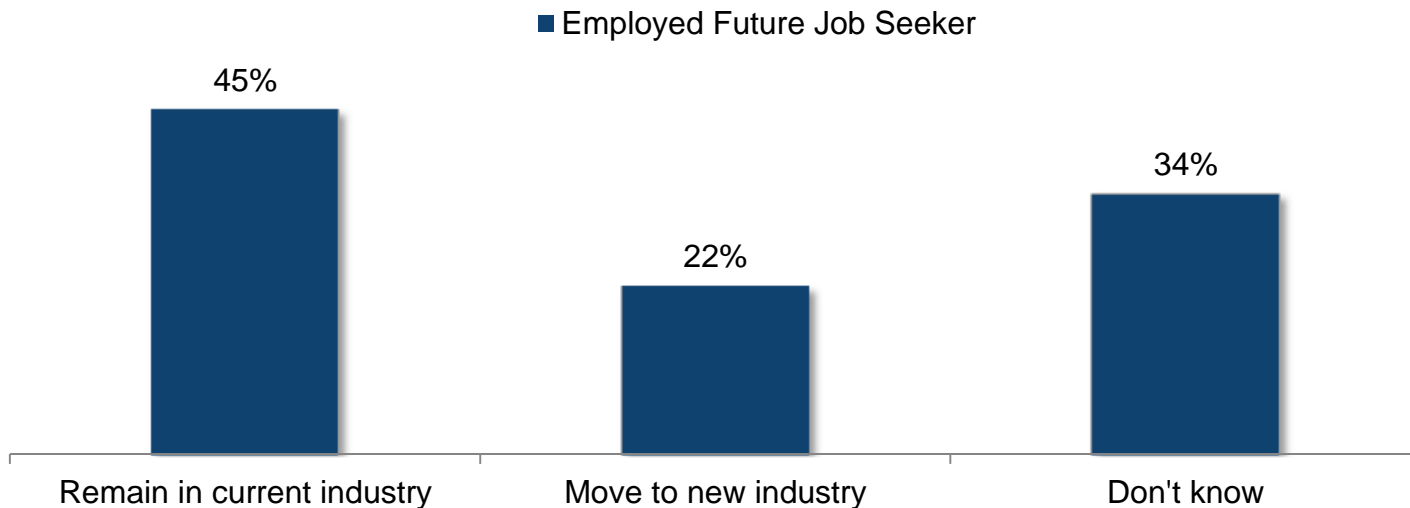
Base: Currently Employed (n=998)

Q022A. How interested are you in working part-time in retirement? (Interest = Top-2, Extremely and Very interested)

Line of Work

- Although those currently working and planning to look for a new job are more likely to stay in the same industry than move to a new one, it is important to note that roughly one-third (34%) are not sure which direction they want to go yet.

Plans to Stay or Leave Current Industry



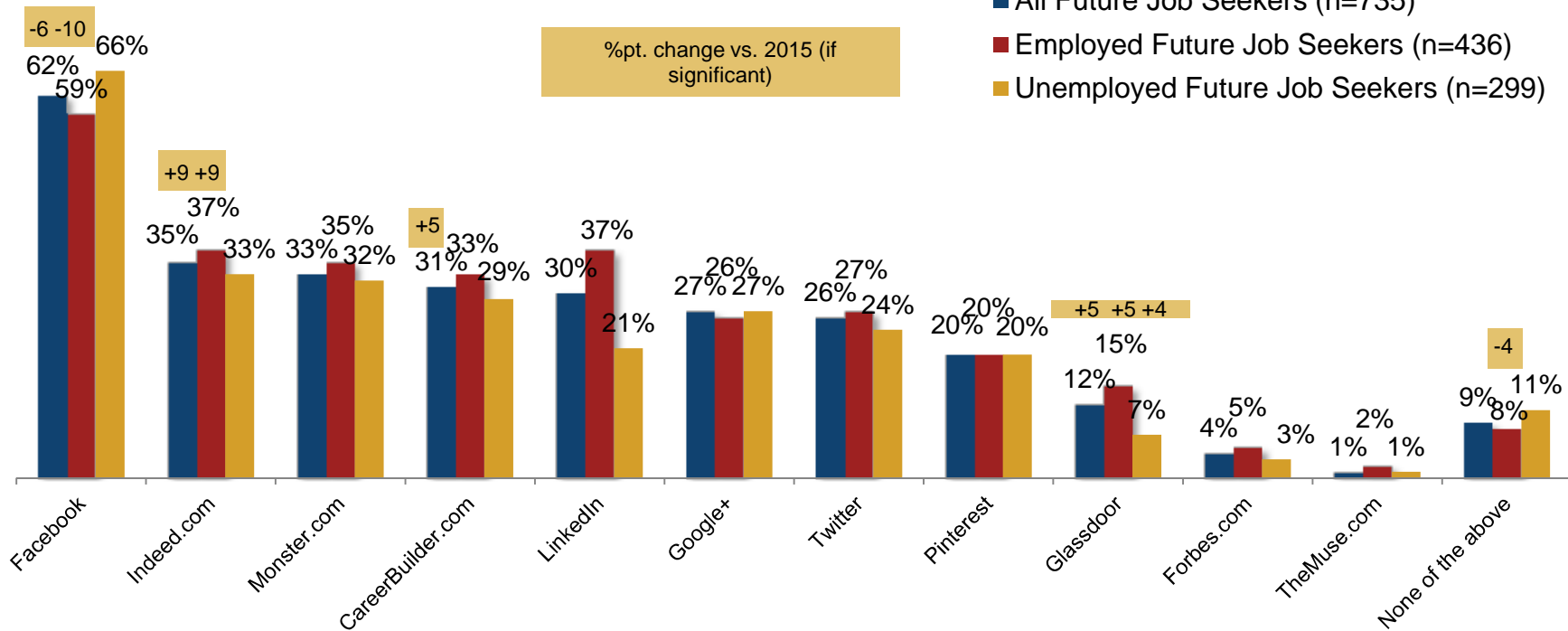
Base: Employed Future Job Seeker (n=436)

Q17. Do you expect to remain in the same industry where you work now?

Online Sources

- Use of the following sites does not vary much by employment status, except for LinkedIn which is used more by employed than unemployed future job seekers.
- Since 2015, use of the Indeed.com website increased.

Online Sources Used

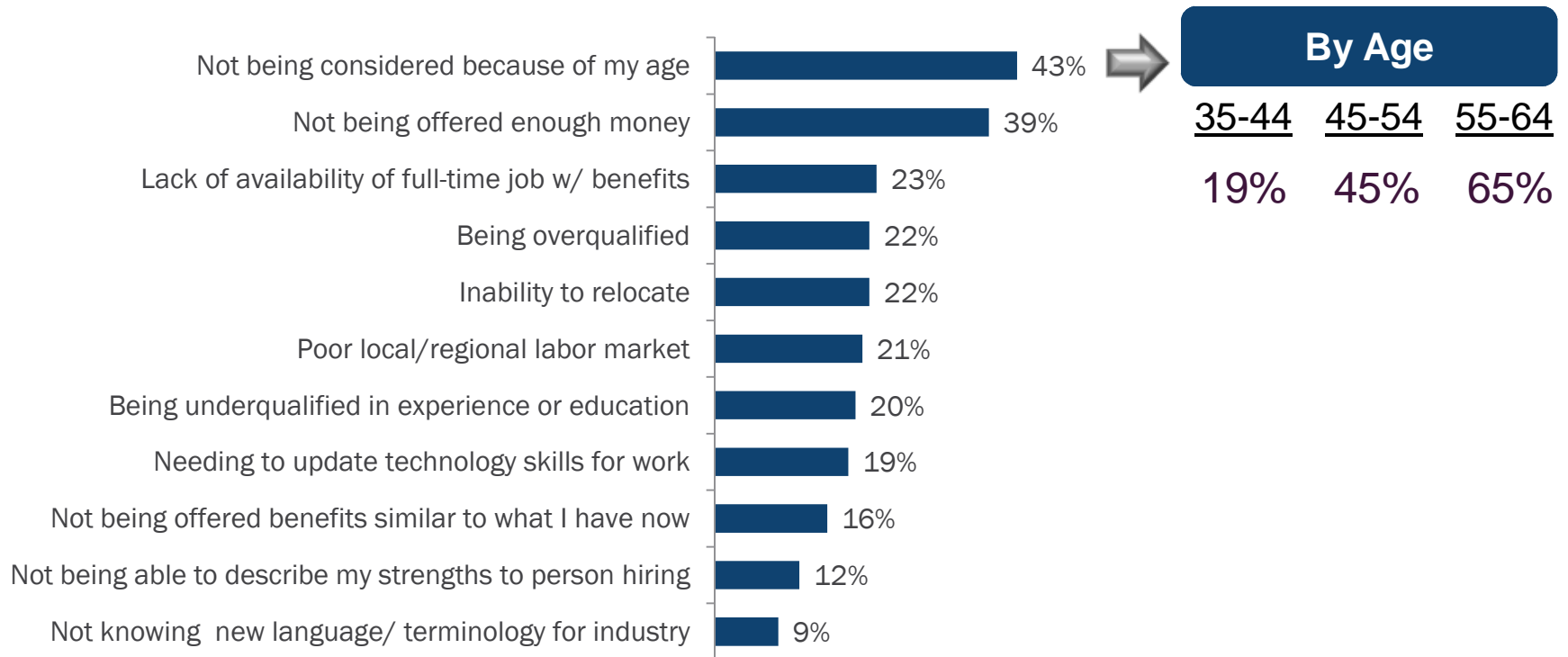


Base: Future Job Seekers
 Q21. Which of the following do you currently use?

Obstacles – Total Respondents

- Regardless of the respondent's desire to find a new job, the overwhelming obstacle people anticipate is **Age Discrimination**. This sense of discrimination increases with age.

What May Hinder Getting a New Job



Base: Total Respondents (n=1,727)

Q19. When looking for a new job, what do you think may be an obstacle?

Obstacles – Future Job Seekers

- Among those who anticipate looking for a job in 2017, similar obstacles surface, with **Not Enough Money** and **Age Discrimination** continuing to be cited most as to what may hold them back from getting a new job.

What May Hinder Getting a New Job



Base: Future Job Seekers (n=735)

Q19. When looking for a job, what do you think may be an obstacle?

Worries about Job Search

- Leading concerns about searching for a job among future job seekers are that it will take a considerable amount of time, and will be disappointing, frustrating, and stressful.

Worries About Job Search



Base: Future Job Seekers (n=735)

Q019A. When it comes to looking for a new job, which of the following worries you about the search process?