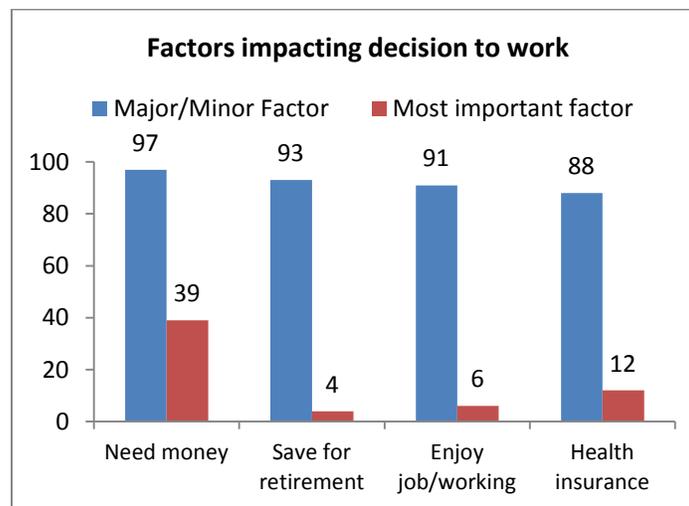


**Staying Ahead of the Curve 2013:
AARP Multicultural Work and Career Study
African American Snapshot – Ages 45-74**

- **Recent job loss is a reality for almost a quarter of African Americans.** Approximately a quarter of African Americans have lost a job within the past five years (26%) and 16 percent are currently looking for work.
- **Financial motives are important reasons why African Americans work.** African Americans rate needing money (97%), saving for retirement (93%), and enjoying the job (91%) as the top reasons for working.

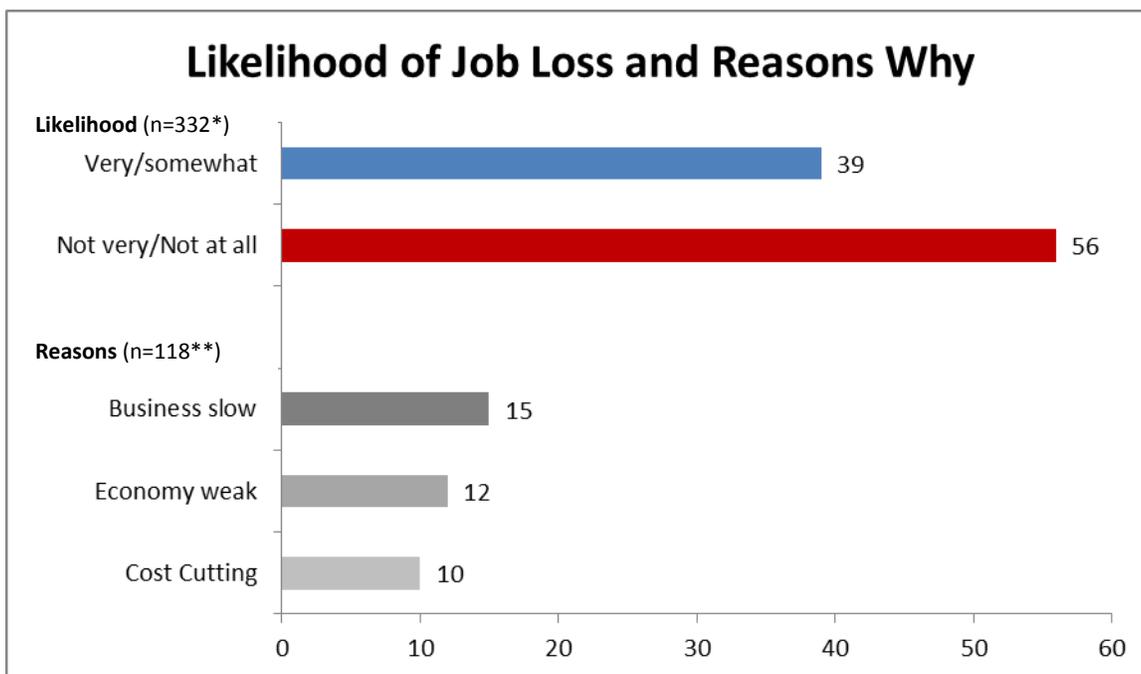


*In percent; Sample: African Americans (n=402); “For each item, please tell me if it is a major factor, a minor factor, or no factor at all in your decision to be working.”

- **When describing an ideal job, African Americans cite job characteristics related to camaraderie, work environment, and accomplishment in addition to compensation.** Specifically, approximately nine in ten African Americans indicate that essential parts of the ideal job (which may not be the job they currently have) include using skills and talents (92%), having a friendly work environment (91%), and doing work that allows them to help others (89%), all of which were more frequently selected than competitive pay (86%).

Respondents’ feelings about where they are in their work lives vary, but the following statements resonate most: “my job is an important part of who I am” (83% strongly/somewhat agree), “I am continuing to grow in my work” (82%), “there is a lot I still plan to accomplish in my work” (82%), and “the only reason I continue to work is because I need the money” (76%). Similar to essential elements of the ideal job, these statements also show that African Americans see value in accomplishment and work environment, together with money and pay.

- The majority of African Americans have held their current job for more than five years and say they can use their skills and talents in their current job.** Approximately two-thirds (67%) of African Americans have been at the same job for more than five years. Of those, almost half say they haven't changed jobs recently because they like their job (43%), followed less commonly by the fact that their current job pays them well (16%). Approximately three in five (61%) African Americans say their current job allows them to use their skills and talents a lot.
- Concerns exist among African Americans related to job security but they have confidence about reemployment.** Approximately four in ten African Americans say it is likely that they will lose their job or have to give up working for themselves in the next year. Reasons given include business is slow (15%), the economy is weak (12%), and their employer is cutting costs (10%). If they were to lose their job, they do feel relatively confident (65% say very or somewhat confident) that they would get another job soon without having to move or take a cut in pay. Among the 32 percent who do not feel confident (not very or not at all confident) the most common reasons were a tight labor market or economy (47%), age discrimination (16%), and age limitations (14%).

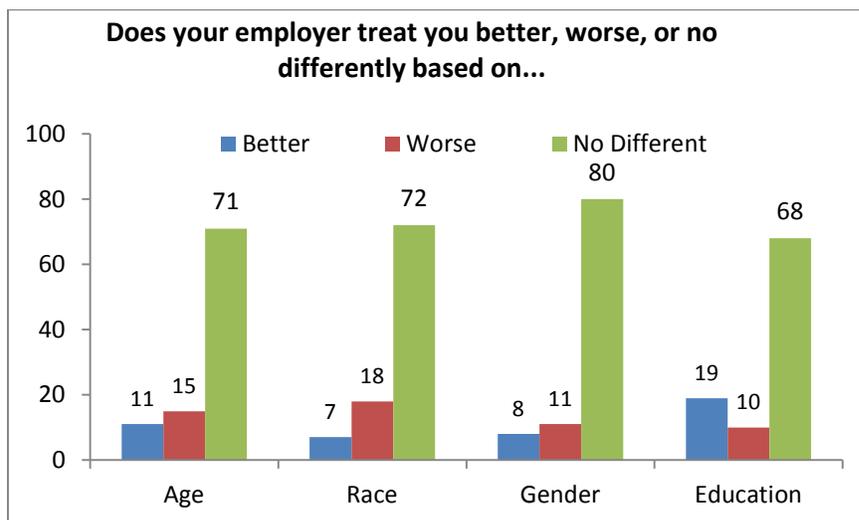


In percent.

*Sample: Employed African Americans (n=332); "How likely is it that you [could lose your job or your job could be eliminated/will have to give up working for yourself] within the next year";

**Sample: Employed African Americans selecting very/somewhat likely (n=118); "Why do you feel [your job is likely to be eliminated/you will have to give up working for yourself] in the next year?"

- Most African Americans believe their age and race/ethnicity are not factors that lead to different treatment by employers.** When considering topics related to discrimination, the majority of African Americans say that they are treated no differently than other employees based on their age, race, gender, or education level. Nearly two in ten (18%) indicate that their race/ethnicity and 15 percent say their age leads to them being treated worse. Nearly one in five (19%) say they have experienced not getting hired for a job they applied for because of their age and 13 percent believe they were passed up for a promotion due to their age.



In percent; Sample: African Americans, excluding those who are self-employed (n=357); "Thinking about how you are personally treated in the workplace, would you say the following generally causes your employer to treat you better, worse, or no differently than other workers?" (If unemployed and if necessary: "Please think overall about your experiences in your previous job or jobs.")

- Caregiving responsibilities affect African Americans' work and career.** Two in ten (20%) African Americans have taken leave from a job and 8 percent have quit a job in the last five years to care for an adult family member. Additionally, approximately one quarter (26%) expect to take leave from their job within the next five years for the same reason. Caregivers are most commonly caring for a spouse or partner (46% of those who are married or living with a partner), a child (34%), a grandchild (19%), or a parent (16%).

This telephone survey was fielded in November 2012 and December 2012 with a national sample of 1502 adults ages 45-74 who were working full-time, part-time, self-employed, or looking for work. Oversamples were also collected in order to yield a total of 402 African Americans and 410 Hispanics. This fact sheet focuses on only African American results and is the first in a series of fact sheets that will be released throughout 2013. A full report of all results, including results for the national sample, African Americans, and Hispanics, inclusive of data from 2002, 2007, and 2012 is anticipated in late 2013. All fact sheets and full reports are available from www.aarp.org/StayingAheadoftheCurve2013.

For any questions about this fact sheet or the Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study, please contact AARP Media Relations (202-434-2560 or media@aarp.org) or Rebecca Perron (rperron@aarp.org).

Fact Sheet Revised May 2014



AARP is a nonprofit, nonpartisan organization, with a membership of nearly 38 million, that helps people turn their goals and dreams into real possibilities, strengthens communities and fights for the issues that matter most to families such as healthcare, employment and income security, retirement planning, affordable utilities and protection from financial abuse. We advocate for individuals in the marketplace by selecting products and services of high quality and value to carry the AARP name as well as help our members obtain discounts on a wide range of products, travel, and services. A trusted source for lifestyle tips, news and educational information, AARP produces AARP The Magazine, the world's largest circulation magazine; AARP Bulletin; www.aarp.org; AARP TV & Radio; AARP Books; and AARP en Español, a Spanish-language website addressing the interests and needs of Hispanics. AARP does not endorse candidates for public office or make contributions to political campaigns or candidates. The AARP Foundation is an affiliated charity that provides security, protection, and empowerment to older persons in need with support from thousands of volunteers, donors, and sponsors. AARP has staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. Learn more at www.aarp.org.
