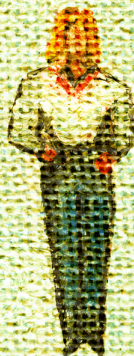
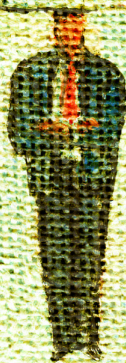


STAFFING success



American Staffing Association

© 2016 by the American Staffing Association





Exclusive Industry Research & Data

This is the third in a yearlong *Staffing Success* series from the industry's research and data leader—the American Staffing Association. Tell us what you think on Twitter—follow @StaffingTweets and use the hashtag #ASAresearch.

Why Job Seekers Disengage—And How to Bring Them Back

New industry research offers valuable insights from currently unemployed individuals: why they think they can't find work, and what could help them get back into the U.S. workforce. Here's a look at some of the numbers from the latest installment of the ASA Workforce Monitor™.

By Cynthia Poole

Views are split on whether the labor market is improving, slowing, or contracting. Wherever your perspective lands on the spectrum, however, unemployed adults in the U.S. are clear on what they believe is preventing them from securing a job and what will get them re-engaged in the workforce.

ASA commissioned Harris Poll to conduct a survey to delve deeper into these workforce trends and issues, which uncovered barriers to finding a job for unemployed job seekers as well as factors keeping those not seeking work on the sidelines.

Lack of Experience Cited as Top Barrier

Forty percent of unemployed U.S. adults (excluding retirees) are currently looking for work, according to the study. The two most common reasons for their current state of joblessness are that they were laid off (22%) or they voluntarily quit their jobs (19%).

Most Common Reasons for Unemployment

Unemployed and Looking for Work

Laid-off **22%**

Voluntarily quit last job **19%**

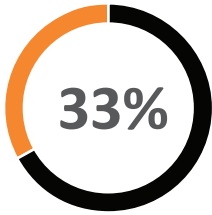
Unemployed and Not Looking

Left workforce to take care of a family member **23%**

Voluntarily quit last job **13%**

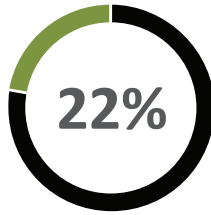
Top Five Obstacles

Unemployed adults looking for work say lack of job experience is the main obstacle to finding a job.



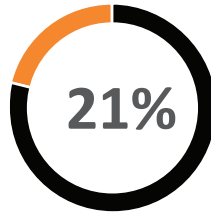
1

Not enough job experience



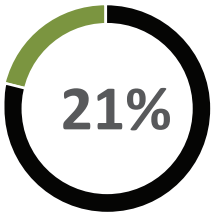
2

Gaps in work history



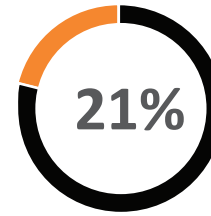
3

Not enough education



4

No jobs in my city/town



5

I'm too old

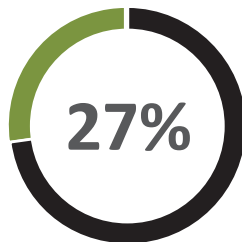


Top Two Reasons Not Looking For Work



1

Have enough money, don't need to work



2

Ongoing health issues



What's keeping unemployed job seekers from taking advantage of job opportunities? They say lack of experience is the main obstacle that prevents them from finding a job. Other barriers to securing work, according to unemployed job seekers, include gaps in work history, lack of education, lack of available jobs in their city/town, and being too old.

These job seekers are optimistic about their work future despite being unemployed, on average, for over three years. Nearly three in four (72%) are confident that they will find a job within the next year.

Certain Factors Encourage Job Seeker Engagement

The U.S. unemployed (excluding retirees) not seeking work have been out of the labor force, on average, for six years. The two explanations cited most often for why they are not looking for a job are that they have enough money (30%) or because of ongoing health issues (27%).

What would it take to get disengaged adults off the workforce sidelines? Half of these survey respondents say schedule flexibility, good benefits, and a livable wage would encourage them to look for a job.

Methodology: How the Survey Was Conducted

The American Staffing Association Workforce Monitor survey series focuses on current U.S. workforce trends and issues. Harris Poll conducted the unemployment focused survey on behalf of ASA online among a total of 1,000 unemployed U.S. adults age 18 and older (519 looking for work, 118 not looking for work, and 363 unemployed and disabled). Results were weighted on age, education, race/ethnicity, household income, and geographic region where necessary to bring them into line with their actual proportions in the population.

To learn more about the ASA Workforce Monitor and to download high-resolution infographics on survey results, visit americanstaffing.net/workforcemonitor.

Training Key to Workforce Re-engagement

Unemployed job seekers say that training is critical to their ability to re-enter the workforce. Four in five (82%) agree training would increase their chances of receiving job offers, and nearly nine in 10 (88%) would be willing to work in a new field if training were provided.

Training is also important to those who are unemployed and not currently looking for a job—seven in 10 agree training would increase their chances of receiving job offers, and nearly three in four (73%) would be willing to work in a new field if training were provided.

Training can come in a variety of forms including—but definitely not limited to—on-the-job training, topic-specific webinars and seminars, apprenticeships, and professional certification programs.

Many businesses are grappling with workforce supply issues due to the skills gap and shrinking pool of talent. There is an opportunity for companies and the unemployed alike, if businesses are willing to consider increased investment in training to help fill the millions of job openings in the U.S.

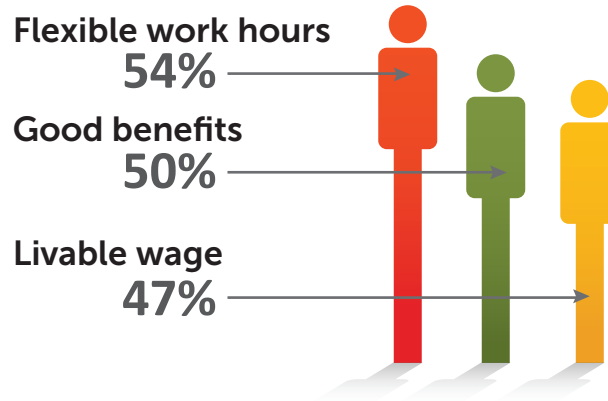
Stay tuned for results from the next ASA Workforce Monitor survey, which will focus on training options and preferences. ■

Cynthia Poole is director of research for ASA. Tim Hulley, research manager for ASA, contributed to this article. The source for all the graphics presented here is the ASA Workforce Monitor.

Send feedback on this article to success@americanstaffing.net. Follow ASA on Twitter @StaffingTweets.

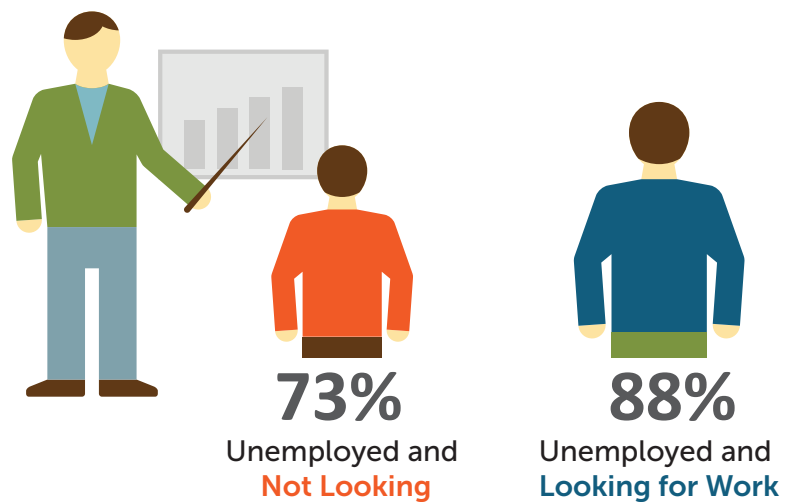
Getting Off the Workforce Sidelines

What would it take to get unemployed adults not looking for a job to seek work?



Unemployed Open to Training

Unemployed adults willing to work in a new field if training were provided



Training=More Job Offers?

Unemployed adults agree training would increase their chances of receiving job offers.

