



American Staffing Association

ASA Workforce Monitor – Winter 2024

Age Outlook

INDUSTRY jobs research Candidates education ADVOCACY CLIENTS
Advocacy SKILLS SOLUTIONS WORKFORCE FLEXIBLE JOBS Publication resource

Background and Methodology

Methodology

This survey was conducted online within the U.S. by The Harris Poll on behalf of ASA from January 5-9, 2024, among a total of 2,094 U.S. adults age 18 and older of whom 1,294 were employed.

The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within +/- 2.7 percentage points using a 95% confidence level. Contact ASA with further questions about the methodology.

Note when reading tables

Circles on data points represent a statistical significance

78% of Baby Boomers Believe Age a Factor When Being Considered for a New Role

Is Age a Contributing Factor When Being Considered for New Position

	Gen Z (n=336)	Millennials (n=588)	Gen X (n=513)	Baby Boomers (n=577)
Yes	55%	39%	51%	78%
No	34%	49%	35%	15%
Don't know	11%	13%	13%	7%

Oval indicates significant difference. Only items with significant differences shown.



68% of Baby Boomers Believe Their Age Puts Them at a Disadvantage When Searching for a New Position

“Total Agree” by Generation

	Gen Z (n=336)	Millennials (n=588)	Gen X (n=513)	Baby Boomers (n=577)
My age puts me at a disadvantage when searching for a new position	48%	29%	53%	68%
My age is limiting my career opportunities	40%	27%	45%	53%
I am hesitant to search for a new position due to my age	41%	30%	38%	44%

Oval indicates significant difference. Only items with significant differences shown.

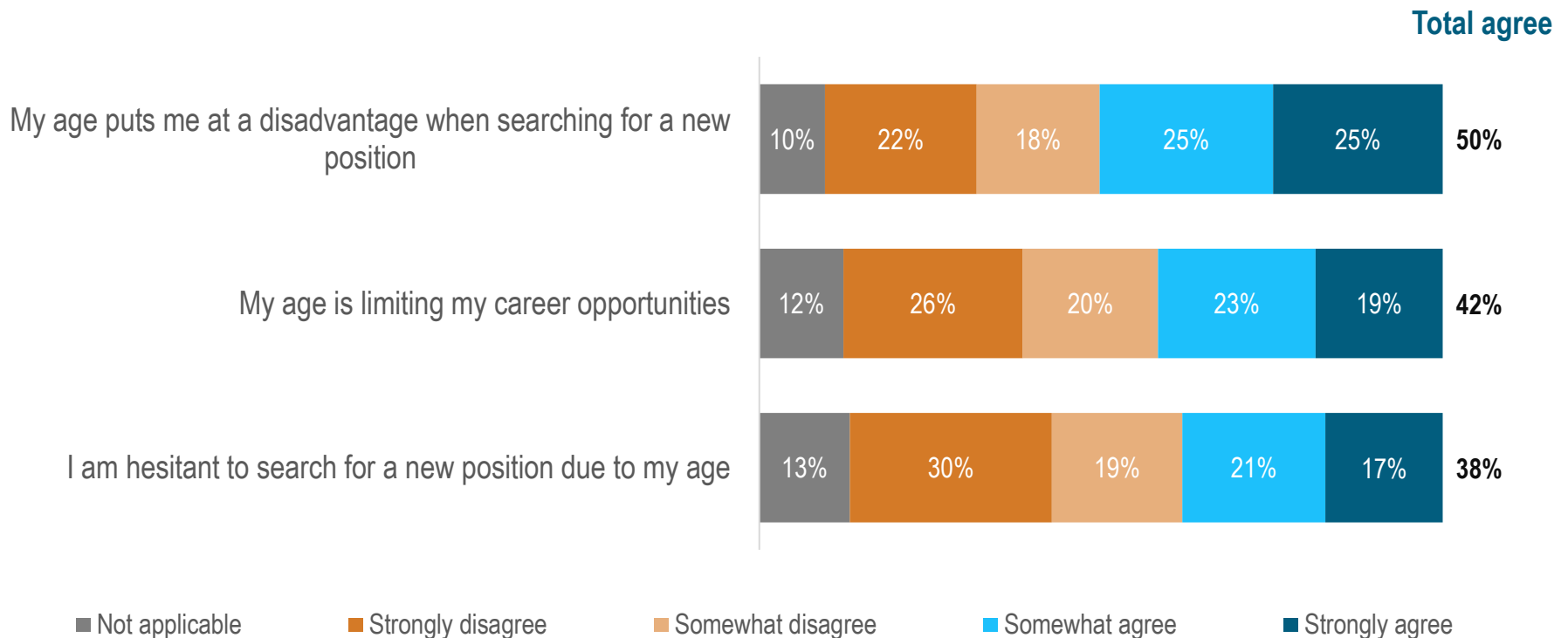


Q . How much do you agree or disagree with each of the following statements?

Base varies

Half of U.S. Adults Say Age Puts Them at a Disadvantage When Looking for a New Position

How much do you agree with the following:



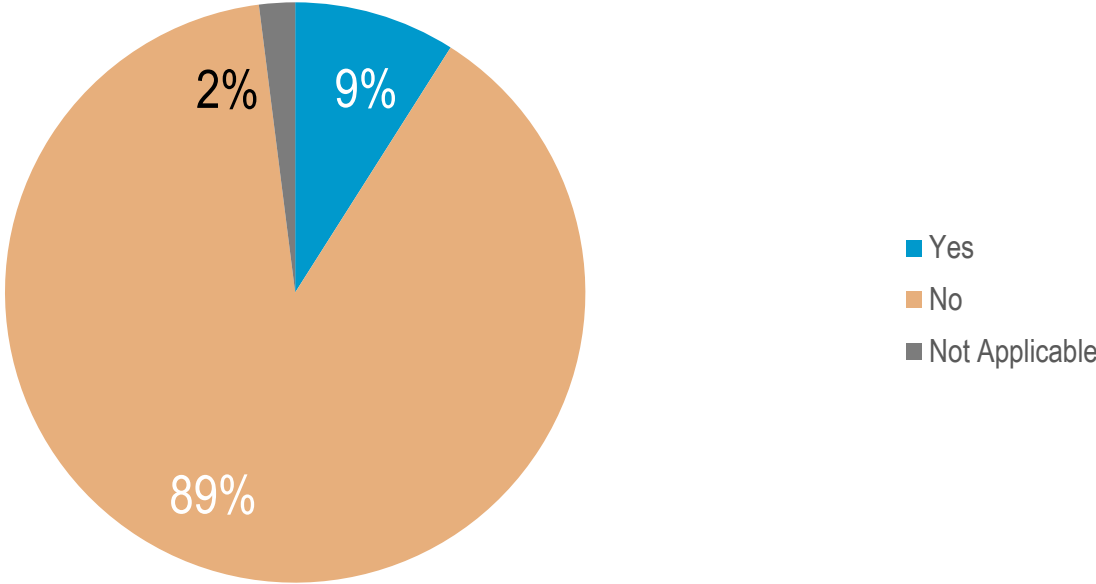
Base: U.S. adults; n=2,094

Q: How much do you agree or disagree with each of the following statements?



Almost One in 10 Americans Say They've Hidden Their Age to Apply For a Job

Have Hidden Age When Applying for a Job

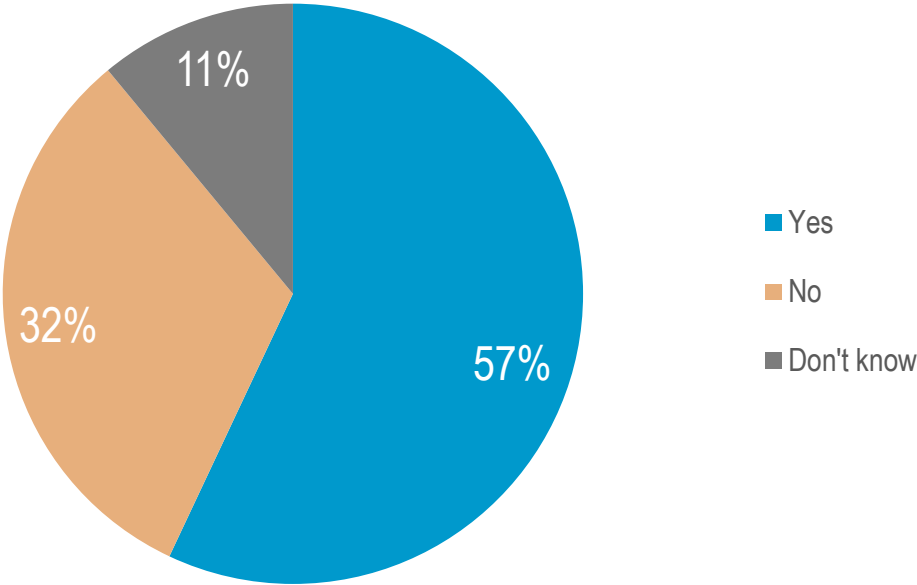


Base = U.S. adults ; n = 2,094
Q: Have you ever tried to hide your age when applying for a job?



Majority of Americans Believe Their Age Affects Their Job Prospects

Age a Contributing Factor in Being Considered for Job



Base: U.S. adults ; n = 2,094

Q: Do you think your age would be a contributing factor if you were being considered for a new position.

