The Harris Poll

Harris Insights & Analytics LLC, A Stagwell Company

American Staffing Association Workforce Monitor®

Perspectives on Job Hunting, Career Changes, and the Perfect Job

November 5, 2019

ASA Workforce MONITOR®
CURRENT TRENDS AND ISSUES

Research Method

This survey was conducted online within the U.S. by The Harris Poll between August 27 and 29, 2019 on behalf of the American Staffing Association among 2,022 U.S. adults ages 18+, of whom 1,111 are employed full-time or part-time, or self-employed.

Data were weighted by age, gender, race/ethnicity, education, region and household income, where necessary, to bring them into line with their actual distributions based on 2017 CPS data. A second layer of weighting was also used to adjust for differences between the online and offline populations.
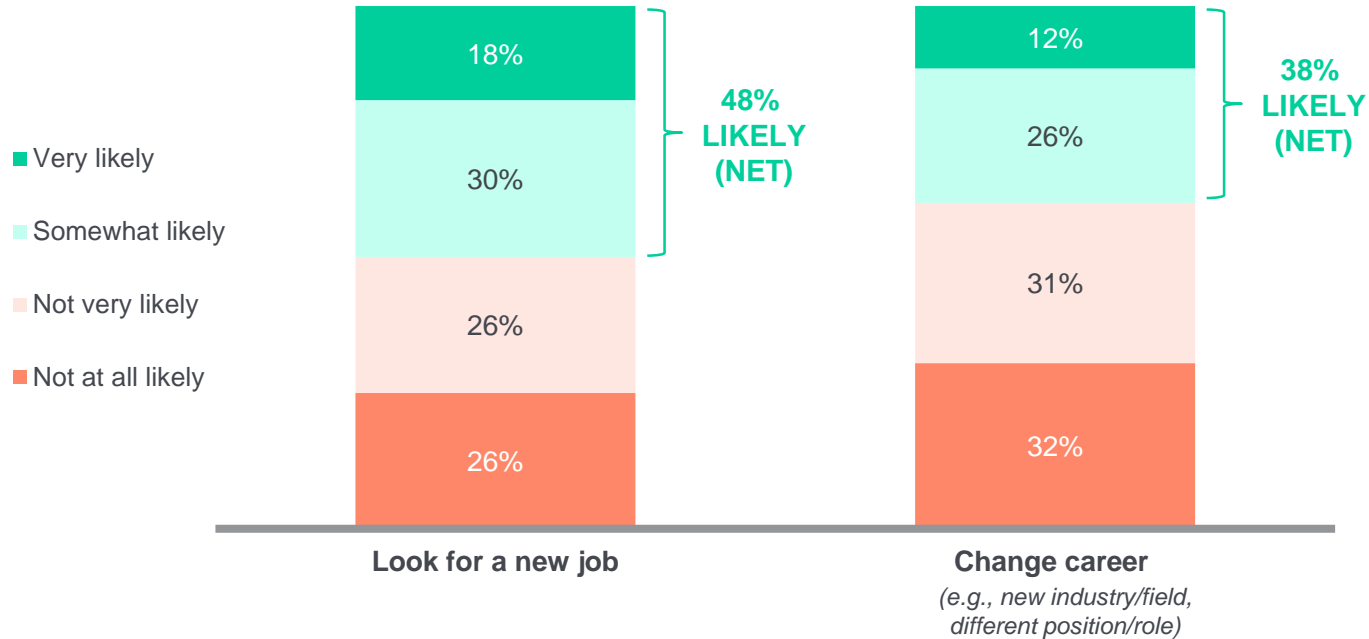
All sample surveys and polls, whether or not they use probability (purely random) sampling, are subject to multiple sources of error which are most often not possible to quantify or estimate, including sampling error, coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.

Nearly Half of Employed Adults Likely to Look for Job in Next Year

Four in 10 (38%) say they are likely to change career.

Likelihood of Doing in Next Year (Among Employed)

Legend:
- ■ Very likely
- ■ Somewhat likely
- ■ Not very likely
- ■ Not at all likely

Look for a new job
- 18% Very likely
- 30% Somewhat likely
- 26% Not very likely
- 26% Not at all likely
- **48% LIKELY (NET)**

Change career
(e.g., new industry/field, different position/role)
- 12% Very likely
- 26% Somewhat likely
- 31% Not very likely
- 32% Not at all likely
- **38% LIKELY (NET)**

BASE: EMPLOYED (FULL/PART TIME, SELF) (n=1111)
Q705   How likely are you to do each of the following in the next year?

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Gen Z, Millennials, and Gen X Are More Likely than Baby Boomers and the Silent Generation to Look for a New Job or Change Careers in the Next Year
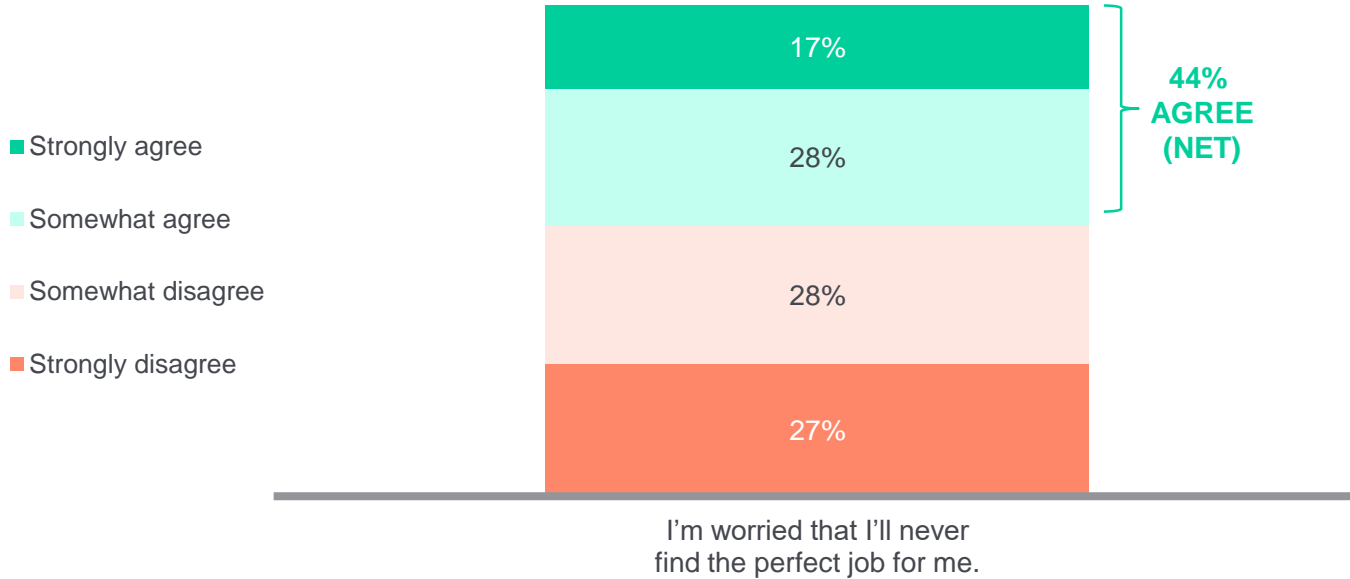
Likelihood of Doing in Next Year
(% VERY/SOMEWHAT LIKELY):
BY GENERATION

	Gen Z Age 18-22 (n=121)	Millennial Age 23-38 (n=599)	Gen X Age 39-54 (n=501)	Baby Boomer Age 55-73 (n=700)	Silent Generation Age 74-91 (n=100)
Look for a new job	72%	61%	46%	16%	8%
Change career	39%	51%	34%	12%	5%

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BASE: ALL RESPONDENTS
Q705   How likely are you to do each of the following in the next year?

Four in 10 Working Adults Are Worried They'll Never Find the Perfect Job

Agreement with Statements About Job/Career

- ■ Strongly agree
- ■ Somewhat agree
- ■ Somewhat disagree
- ■ Strongly disagree

17%

28%

44% AGREE (NET)

28%

27%

I'm worried that I'll never
find the perfect job for me.

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Concern About Finding Perfect Job Differs Based on Industry Sector

Agreement with Statement:
BY SECTOR

% AGREE (NET)	Office-clerical/admin (n=146)	Industrial (n=167)	Health Care (n=135)	Eng./IT/Sci. (n=146)	Prof./Mgr (n=496)
I'm worried that I'll never find the perfect job for me.	51%	48%	39%	32%	47%

Seven in 10 Students Worry They'll Never Find the Perfect Job

Agreement with Statement:
BY EMPLOYMENT STATUS

% AGREE (NET)	Full time (n=780)	Part time (n=220)	Self (n=122)	Looking (n=86)	Student (n=94)	Retired/Disabled/Homemaker/Not looking (n=802)
I'm worried that I'll never find the perfect job for me.	45%	50%	29%	61%	69%	36%

BASE: ALL RESPONDENTS
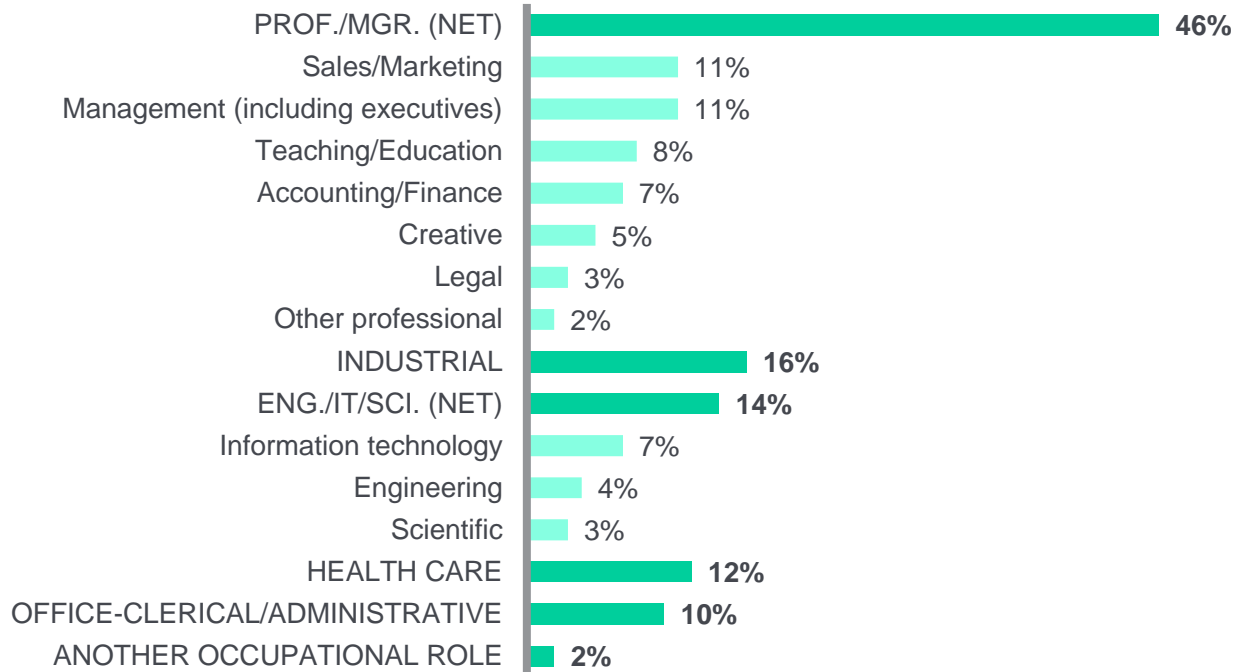Q743   How much do you agree or disagree with each of the following statements?

Demographics

Current Industry

Current Profession/Industry

Category	Percentage
PROF./MGR. (NET)	46%
Sales/Marketing	11%
Management (including executives)	11%
Teaching/Education	8%
Accounting/Finance	7%
Creative	5%
Legal	3%
Other professional	2%
INDUSTRIAL	16%
ENG./IT/SCI. (NET)	14%
Information technology	7%
Engineering	4%
Scientific	3%
HEALTH CARE	12%
OFFICE-CLERICAL/ADMINISTRATIVE	10%
ANOTHER OCCUPATIONAL ROLE	2%