



American Staffing Association

ASA Workforce Monitor – Winter 2022

Recession Outlook



Background and Methodology

Methodology

This survey was conducted online within the U.S. by The Harris Poll on behalf of ASA from October 27–31, 2022, among a total of 2,019 U.S. adults age 18 and older of whom 1,140 were employed.

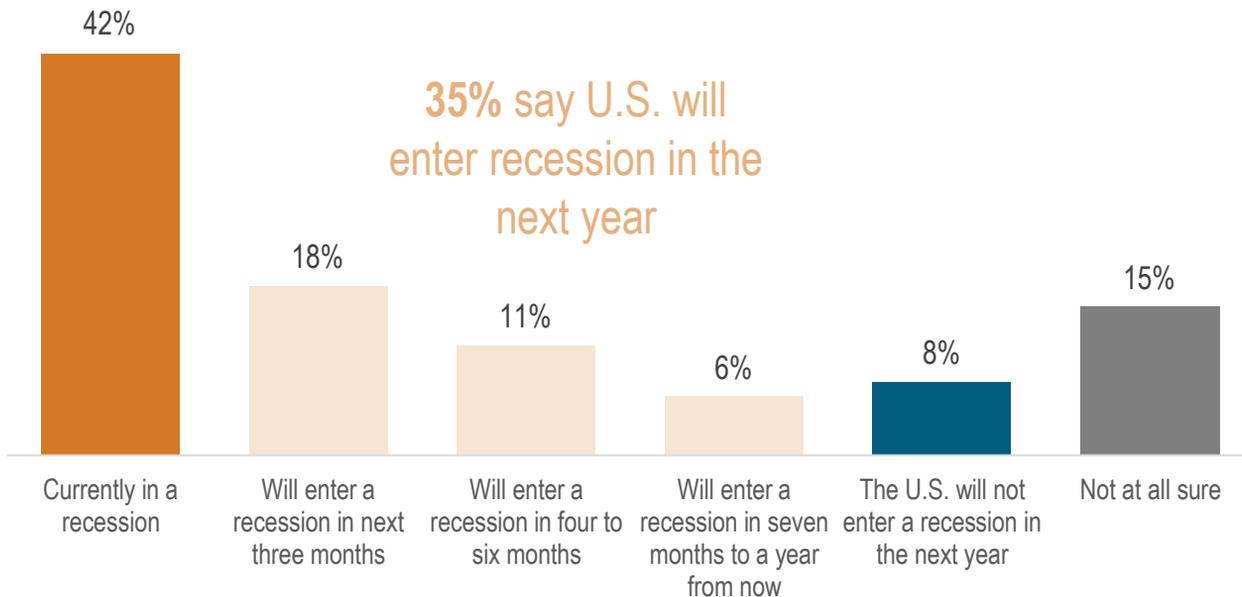
The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within +/- 2.8 percentage points using a 95% confidence level. Contact ASA with further questions about the methodology.

Note when reading tables

Circles on data points represent a statistical significance

3 in 4 Say U.S. is Now or Will Be In Recession Within a Year

View on the U.S. Economy



Q1 Which of the following best describes your view on the U.S. economy?
Base = U.S. adults; n = 2,019

Men are More Likely to Believe the U.S. is Currently in a Recession

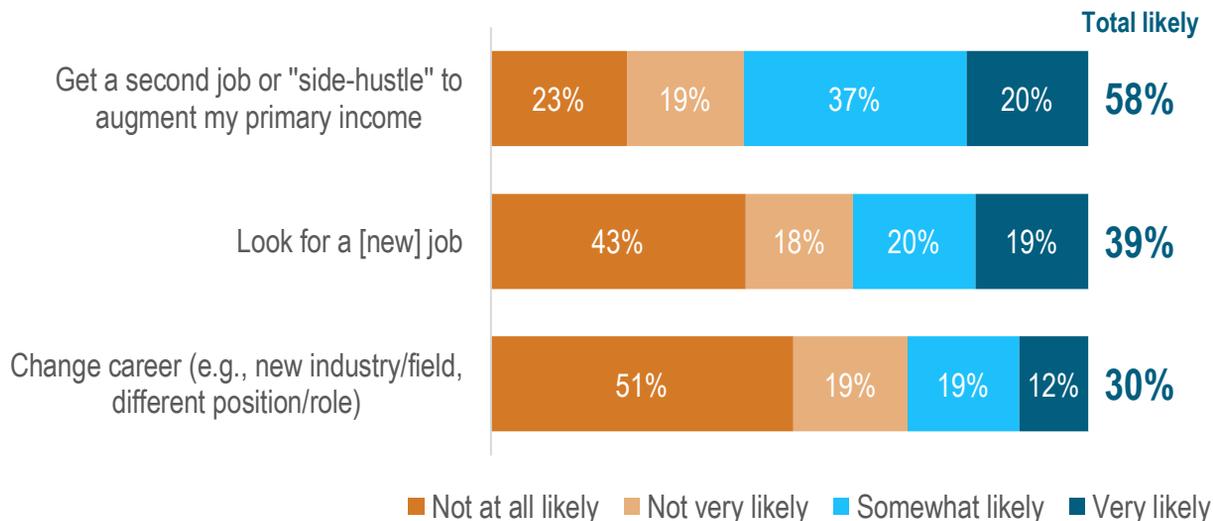
% Sharing view on U.S. economy	Male (n= 917)	Female (n= 1,088)
Currently in a recession	45%	39%
Will enter a recession in next three months	17%	18%
Will enter a recession in four to six months	11%	12%
Will enter a recession in seven months to a year from now	6%	6%
The U.S. will not enter a recession in the next year	9%	6%
Not at all sure	11%	19%

Oval indicates significant difference.



Nearly 6-in-10 Employees Likely to Get Second Job or “Side Hustle” to Augment Income

Likelihood to Do Each of the Following in the Next Year



Those With Lower Household Income are More Likely to Seek New Opportunity

% Somewhat or very likely, by household income	Less Than \$50k	\$50k-\$74.9k	\$75k-\$99.9k	\$100k+
Get a second job or "side-hustle" to augment my primary income	68%	66%	56%	49%
Look for a [new] job	52%	39%	31%	33%
Change career (e.g., new industry/field, different position/role)	41%	30%	23%	24%

Oval indicates significant difference.



Parents With Children Under 18 are More Likely to Seek a New Role

% Somewhat or very likely	Parent of child under 18	No child under 18
Get a second job or "side-hustle" to augment my primary income	67%	51%
Look for a [new] job	52%	33%
Change career (e.g., new industry/field, different position/role)	41%	25%

Oval indicates significant difference.



Hispanic and Black Adults More Likely to Make Job/Career Move

% Somewhat or very likely	Hispanic	Black	White
Get a second job or "side-hustle" to augment my primary income	66%	64%	52%
Look for a [new] job	54%	51%	31%
Change career (e.g., new industry/field, different position/role)	46%	41%	23%

Oval indicates significant difference.



Likelihood to Make Work Change Decreases With Age

% Somewhat or very likely	Gen Z (18-25)	Millennials (26-41)	Gen X (42-57)	Baby Boomers (58-76)
Get a second job or "side-hustle" to augment my primary income	72%	67%	55%	30%
Look for a [new] job	64%	58%	41%	16%
Change career (e.g., new industry/field, different position/role)	51%	46%	31%	11%

Oval indicates significant difference.



1-in-5 Say They Heard About or Experienced Hiring Freezes At Their Company

Heard About/Experienced at Their Company

(Last 3 Months)



Q6 Which of the following have you experienced or heard about happening at your company in the past three months? Please select all that apply

Base = Employed U.S. adults; n = 1,140



Workers With Lower Household Income More Likely to Have Experienced or Heard About Cost Cutting Measures at Work

Column %	Less Than \$50k (n=348)	\$50k-\$74.9k (n=212)	\$75k-\$99.9k (n=200)	\$100k+ (n=369)
Reduction in hours	32%	33%	26%	15%
Hiring freezes	19%	29%	25%	16%
Raise/bonus freezes	21%	31%	17%	18%
Reduction in pay	21%	18%	11%	13%
Nothing	31%	29%	43%	43%

Oval indicates significant difference.



Black and Hispanic Workers More Likely to Have Experienced or Heard About Reductions in Hours or Pay

Column %	Hispanic (n=161)	Black (n=165)	White (n=730)
Reduction in hours	31%	28%	21%
Reduction in pay	25%	25%	10%



Oval indicates significant difference.



Younger Workers More Likely to Have Experienced or Heard About Cost Cutting Measures at Work

Column %	Gen Z (n=169)	Millennials (n=403)	Gen X (n=359)	Baby Boomers (n=200)
Reduction in hours	38%	26%	20%	15%
Raise/bonus freezes	26%	25%	15%	14%
Reduction in sending employees to attend conferences	24%	14%	18%	10%
Reduction in pay	32%	19%	10%	5%
Reduction in other non-conference work travel	17%	12%	14%	6%
Canceled or decreased work-sponsored social activities	19%	11%	13%	10%
Reduction in training opportunities	21%	15%	10%	6%
Received communication from employer about their preparations for an upcoming recession	21%	16%	9%	5%
Nothing	14%	35%	42%	57%

Oval indicates significant difference.

