



American Staffing Association

ASA Workforce Monitor – Summer 2022

# Employment Trends and Inflation



# Background and Methodology

## Methodology

This survey was conducted online within the U.S. by The Harris Poll on behalf of ASA from June 2–6, 2022, among a total of 2,027 U.S. adults age 18 and older of whom 1,165 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.

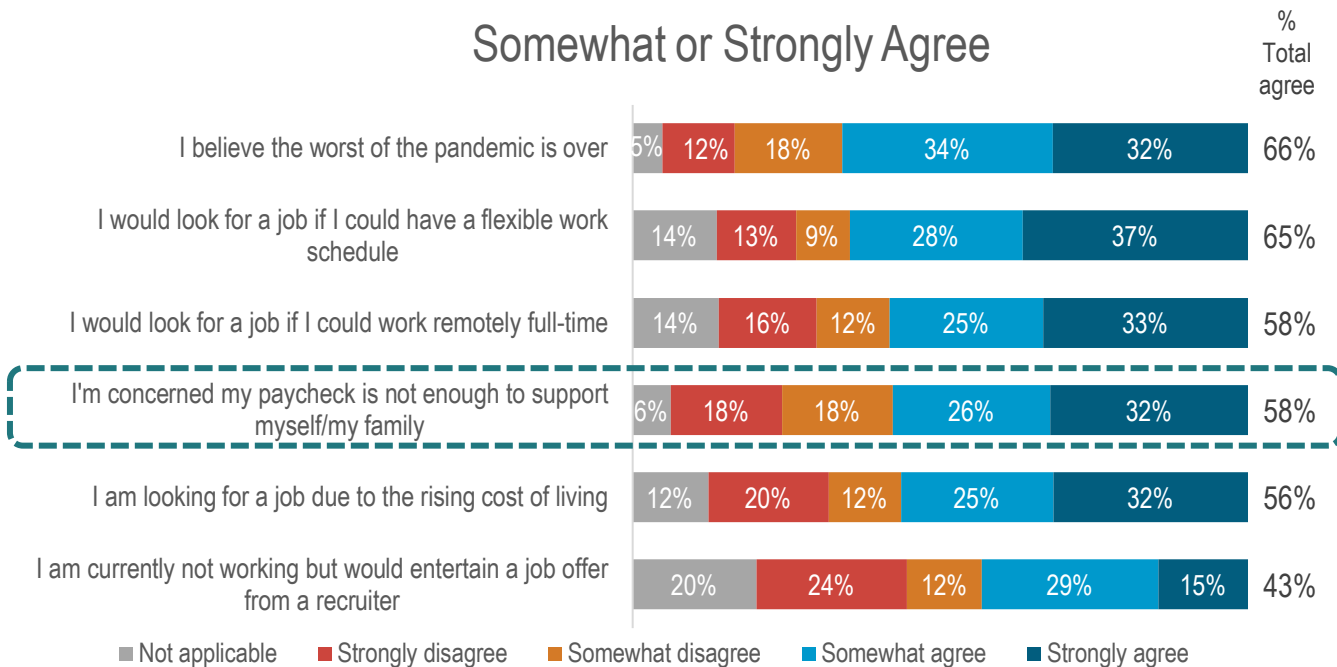
## Note when reading tables

Circles on data points represent a statistical significance



# Majority of Employed Americans Are Concerned Paycheck Not Enough to Support Their Family

## Somewhat or Strongly Agree



Q10 How much do you agree or disagree with each of the following statements?  
 Base = varies; n = 862 to 2027

# Millennials Most Likely Generation to Have Paycheck Concerns

% Somewhat or strongly agree	Gen Z	Millennial	Gen X	Baby Boomer	Silent Generation
I believe the worst of the pandemic is over	67%	71%	65%	63%	61%
I would look for a job if I could have a flexible work schedule	79%	82%	63%	50%	27%
I would look for a job if I could work remotely full-time	68%	74%	62%	41%	25%
I'm concerned my paycheck is not enough to support myself/my family	65%	71%	51%	38%	15%
I am looking for a job due to the rising cost of living	70%	68%	50%	37%	24%
I am currently not working but would entertain a job offer from a recruiter	72%	70%	44%	31%	22%

Oval indicates significant difference. Only items with significant differences shown



# Hispanic Workers More Concerned Their Paycheck is Not Enough

% Somewhat or strongly agree	White	Hispanic	Black
I believe the worst of the pandemic is over	69%	66%	58%
I would look for a job if I could have a flexible work schedule	60%	76%	73%
I would look for a job if I could work remotely full-time	54%	65%	66%
I'm concerned my paycheck is not enough to support myself/my family	55%	69%	59%
I am looking for a job due to the rising cost of living	51%	67%	68%
I am currently not working but would entertain a job offer from a recruiter	36%	60%	59%

Oval indicates significant difference. Only items with significant differences shown



# Parents of a Child Under 18 More Likely to be Concerned About Paycheck

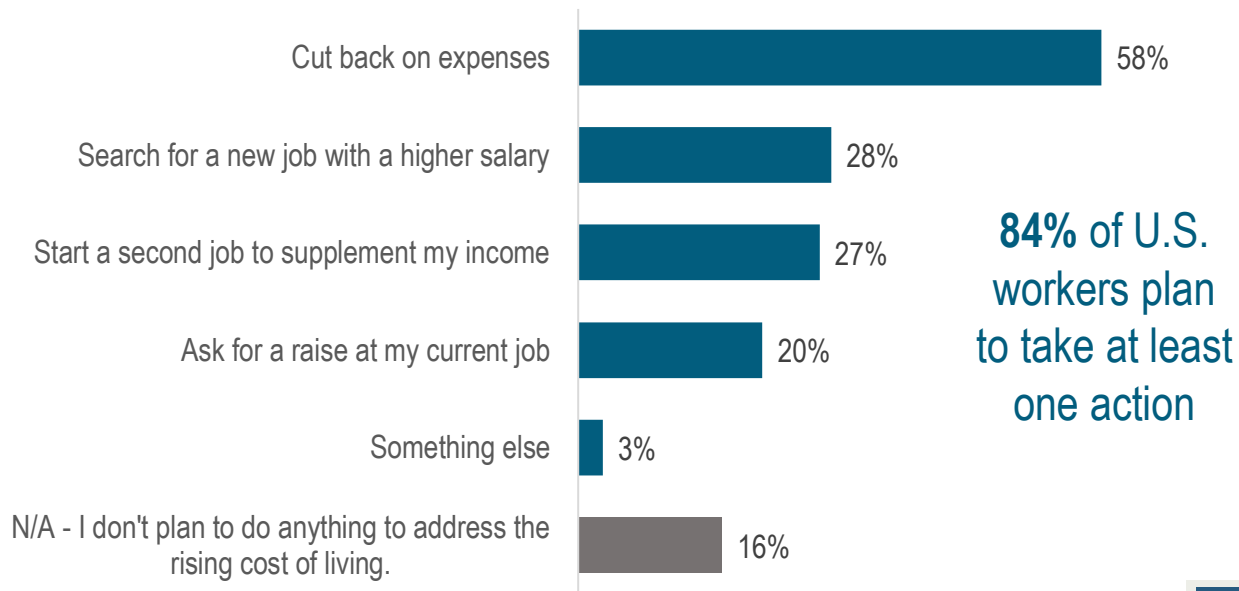
% Somewhat or strongly agree	Child under 18	Not a parent of a child under 18
I would look for a job if I could have a flexible work schedule	78%	59%
I would look for a job if I could work remotely full-time	71%	53%
I'm concerned my paycheck is not enough to support myself/my family	66%	52%
I am looking for a job due to the rising cost of living	64%	52%
I am currently not working but would entertain a job offer from a recruiter	57%	41%

Oval indicates significant difference. Only items with significant differences shown



# Nearly Six in 10 Employed Adults Plan to Cut Back on Expenses in Next 6 Months

## Plans to Address Rising Inflation in Next 6 Months



# Employed Rural Dwellers More Likely to Trim Expenses in Response to Inflation

% Planning to take action in next 6 months	Urban (n=355)	Suburban (n=587)	Rural (n=223)
Ask for a raise at my current job	29%	18%	12%
Search for a new job with a higher salary	34%	26%	24%
Start a second job to supplement my income	34%	25%	19%
Cut back on expenses	51%	59%	69%
N/A - I don't plan to do anything to address the rising cost of living.	11%	19%	18%

Oval indicates significant difference. Only items with significant differences shown





# Employed People of Color More Likely to Seek New Higher-paying or Second Job

% Planning to take action in next 6 months	White (n=763)	Hispanic (n=179)	Black (n=144)
Ask for a raise at my current job	17%	29%	24%
Search for a new job with a higher salary	24%	29%	45%
Cut back on expenses	60%	59%	46%
N/A - I don't plan to do anything to address the rising cost of living.	18%	9%	11%

Oval indicates significant difference. Only items with significant differences shown



# Employed Gen Z and Millennials More Likely to Seek New Higher-Paying or Second Job

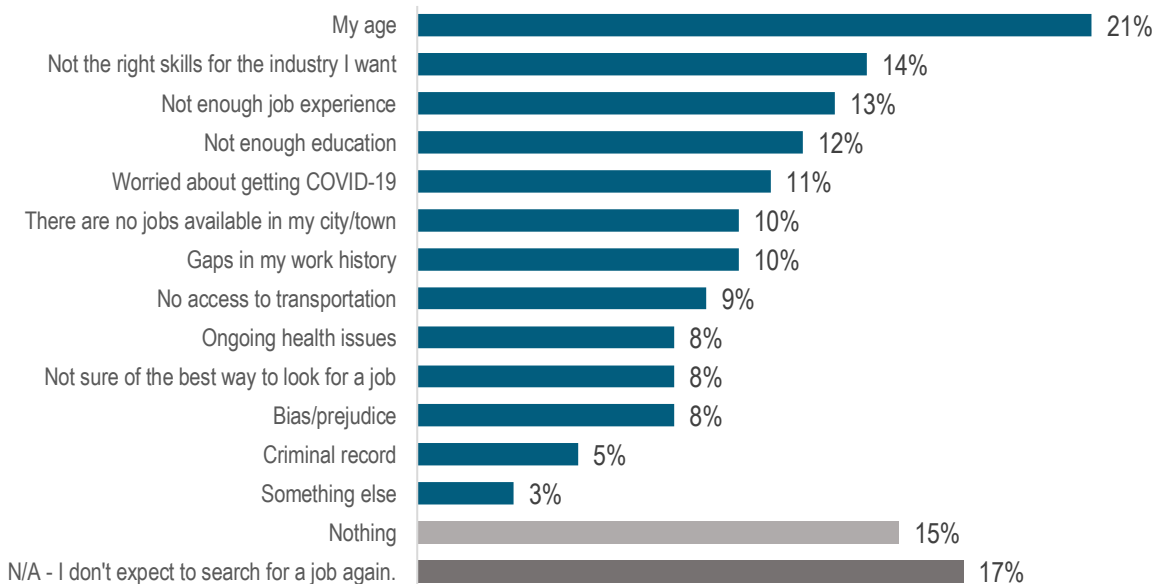
% Planning to take action in next 6 months	Gen Z (n=195)	Millennial (n=412)	Gen X (n=324)	Baby Boomer (n=215)
Ask for a raise at my current job	23%	29%	17%	8%
Search for a new job with a higher salary	36%	40%	20%	13%
Start a second job to supplement my income	32%	36%	23%	13%
N/A - I don't plan to do anything to address the rising cost of living.	14%	9%	17%	28%

Oval indicates significant difference. Only items with significant differences shown



# Among Employed, Age is the Most Commonly-Cited Barrier to Getting a New Job

% Say Could Prevent Them From Finding A New Job if Desired



Q8 Which of the following reasons, if any, do you feel could prevent you personally from finding a new job if you wanted one?

Base = employed; n = 1165

# Nearly Half of Employed Baby Boomers Say Age Would be a Barrier to Getting a New Job

% Say Could Prevent Them From Finding A New Job if Desired	Gen Z (n=195)	Millennial (n=412)	Gen X (n=324)	Baby Boomer (n=215)
My age	15%	10%	22%	46%
Not the right skills for the industry I want	20%	17%	14%	5%
Not enough job experience	26%	18%	8%	4%
Not enough education	15%	18%	10%	2%
Worried about getting COVID-19	19%	15%	6%	4%
Gaps in my work history	13%	14%	8%	2%
No access to transportation	19%	12%	5%	2%
Criminal record	6%	9%	3%	0%
N/A - I don't expect to search for a job again.	10%	10%	20%	33%

Oval indicates significant difference. Only items with significant differences shown

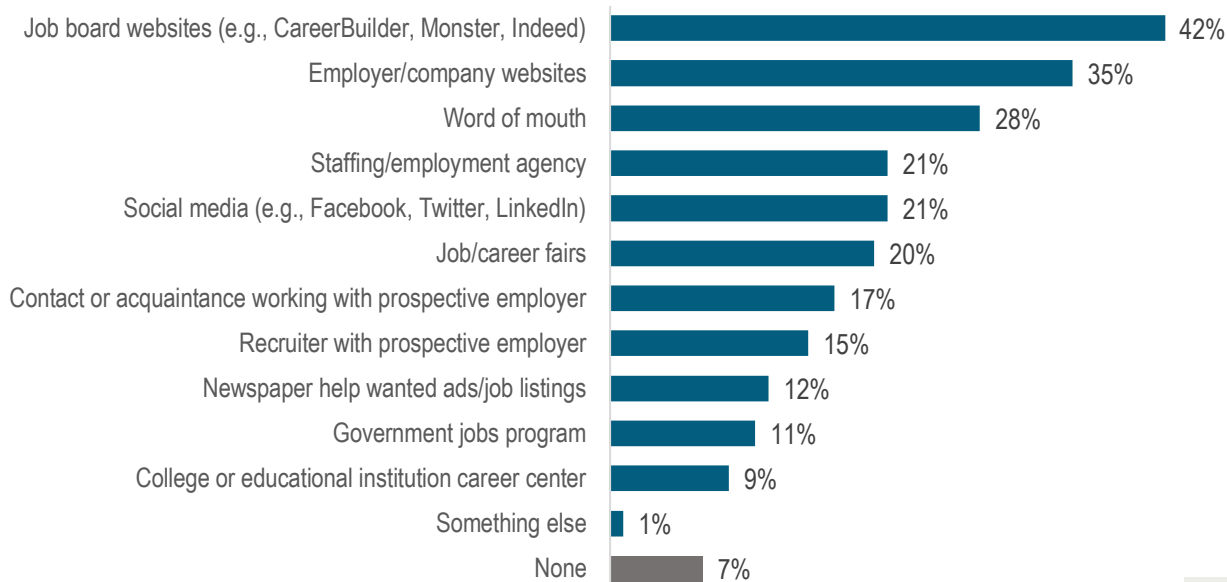


Q8 Which of the following reasons, if any, do you feel could prevent you personally from finding a new job if you wanted one?

Base = employed

# Job Board Websites, Employer Websites, and Word of Mouth are Top Job Hunt Resources

% Would Use Resource To Look For Job



Q9 Which of the following resources would you use to look for a job if you wanted one? Please select up to 3 responses.

Base = employed; n = 1165

# Employed Millennials Are the Generation Most Likely to Use Staffing/Employment Agency

% Would Use Resource To Look For Job	Gen Z (n=195)	Millennial (n=412)	Gen X (n=324)	Baby Boomer (n=215)
Job board websites (e.g., CareerBuilder, Monster, Indeed)	35%	39%	53%	41%
Staffing/employment agency	16%	26%	18%	19%
Social media (e.g., Facebook, Twitter, LinkedIn)	29%	26%	18%	10%
College or educational institution career center	22%	10%	4%	3%
None	6%	4%	5%	16%

Oval indicates significant difference.

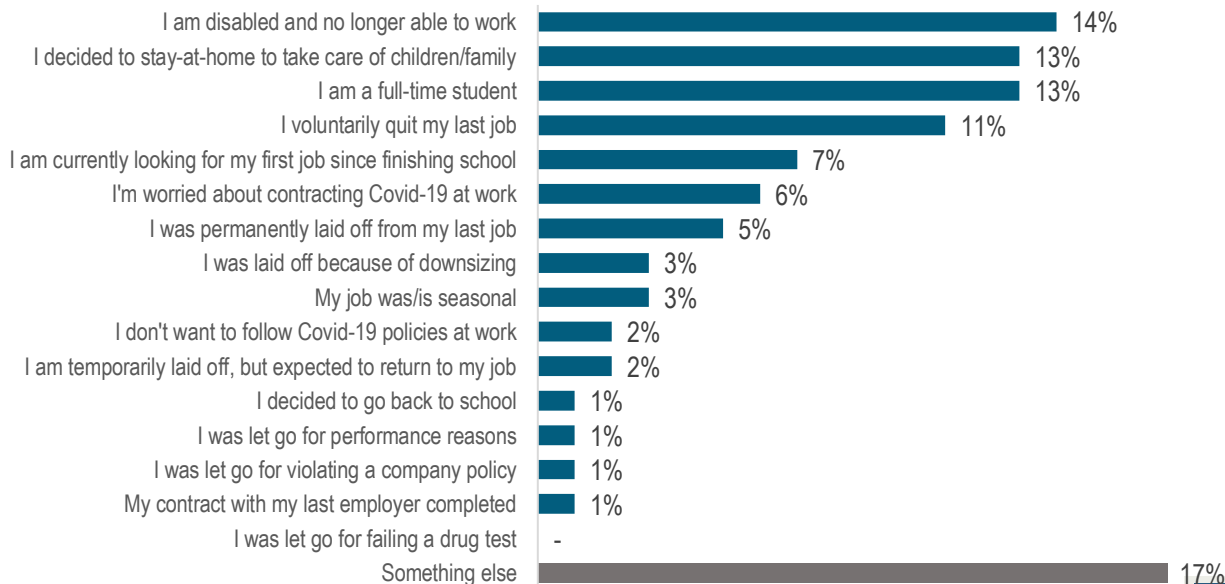


Q9 Which of the following resources would you use to look for a job if you wanted one? Please select up to 3 responses.

Base = employed

# Disability and Need to Take Care of Children or Other Family Top Reasons for Unemployment

## Reason Not Employed



Q6 Which of the following best describes why you are currently not employed?  
 Base = unemployed and not retired; n = 449