

ASA Workforce Monitor[®]

Job Seeking Perspectives

American Staffing Association



Research Method

This survey was conducted online within the U.S. by The Harris Poll between October 28 and November 1, 2021, on behalf of the American Staffing Association of 2,042 U.S. adults ages 18+.

Figures for age, sex, race/ethnicity, education, region and household income were weighted where necessary to bring them into line with their actual proportions in the population. Propensity score weighting was used to adjust for respondents' propensity to be online.

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.

Note when reading tables:

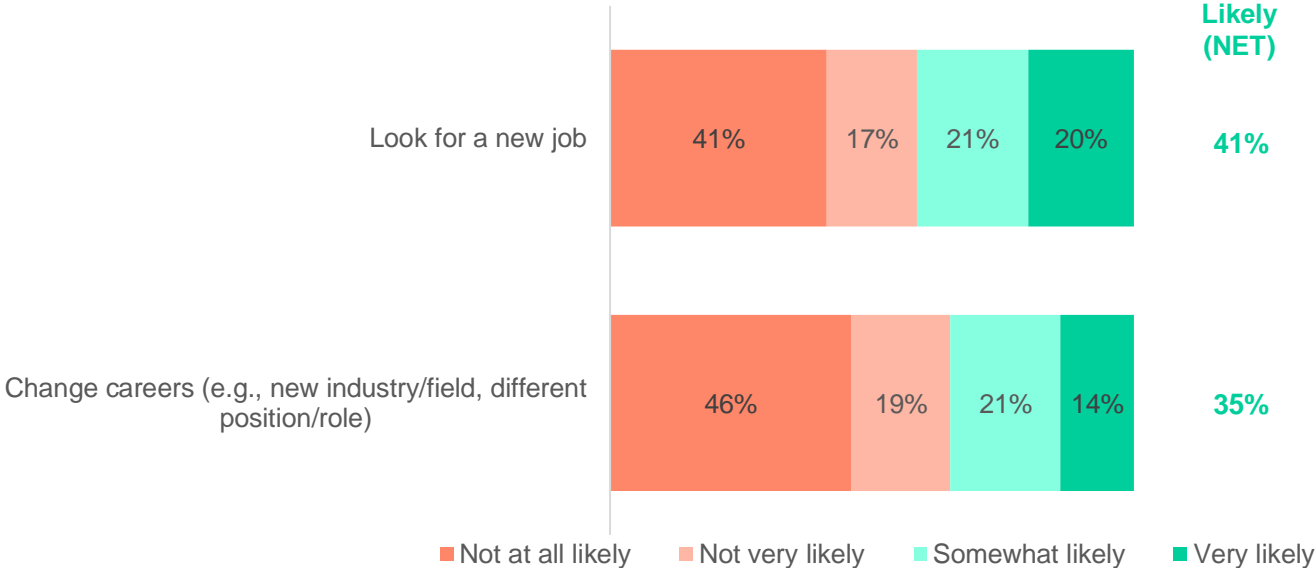
Circles on data points represents a statistical significance

* by base size denotes a base smaller than 100



Four In 10 U.S. Adults Likely To Look For New Job In The Next Year

Job/Career Change Likelihood



BASE: ALL QUALIFIED RESPONDENTS (n=2,042)

Q1 How likely are you to do each of the following in the next year?

Q5 Which of the following are true for you? Please select all that apply.



Hispanic/Latino & Black/African Americans are More Likely to Search for a New Job or Plan to Change Careers In Next Year

Likelihood To Make Job/Career Change In Next Year BY RACE/ETHNICITY*

	Hispanic (n=220)	Black (Not Hispanic) (n=217)	White (Not Hispanic) (n=1,447)
Look for a new job	64%	49%	34%
Change careers (e.g., new industry/field, different position/role)	50%	46%	29%

BASE: ALL QUALIFIED RESPONDENTS (n=2,042)

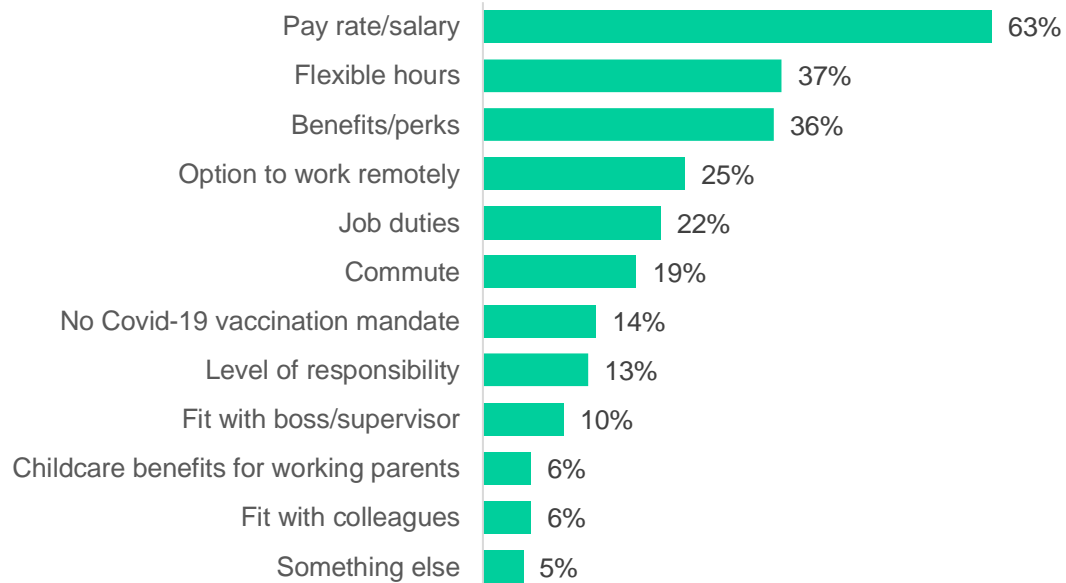
Q1 How likely are you to do each of the following in the next year?

*Data among Likely (NET)



Pay Is Most Important Factor For Potential Job Seekers

Important Job Factors



BASE: ALL QUALIFIED RESPONDENTS (n=2,042)

Q2 If you were looking for a new job within the next year, which of the following factors would be most important to you?
Please select up to three responses.



Hispanic/Latino and Black/African Americans More Likely to Consider Lack of Covid-19 Vaccination Mandate an Important Factor in Job Search

Important Factors BY RACE/ETHNICITY*

Factors	Hispanic (n=220)	Black (Not Hispanic) (n=217)	White (Not Hispanic) (n=1,447)
No Covid-19 vaccination mandate	19%	24%	11%

*Only items showing statistical significance included

BASE: ALL QUALIFIED RESPONDENTS (n=2,042)

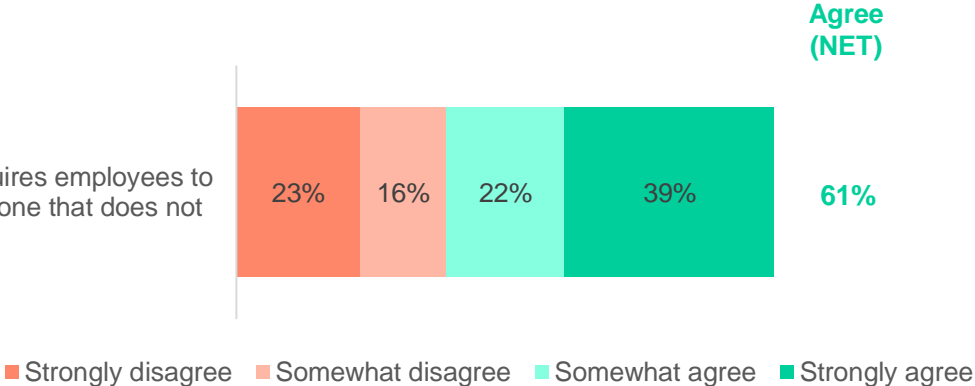
Q2 If you were looking for a new job within the next year, which of the following factors would be most important to you? Select up to three.



Six in 10 Would Rather Work For a Company With Covid-19 Vaccine Mandate

Covid-19 Vaccination In Workplace

I'd rather work for a company that requires employees to be vaccinated against Covid-19 than one that does not



BASE: ALL QUALIFIED RESPONDENTS (n=2,042)

Q4 How much do you agree or disagree with each of the following statements?

Q5 Which of the following are true for you? Please select all that apply.



Older Generations Would Prefer Employers With Vaccine Requirements

Covid-19 Vaccination In Workplace **BY: GENERATION***

	Gen Z (n=239)	Millennials (n=557)	Gen X (n=479)	Baby Boomers (n=688)	Silent Generation (n=79*)
I'd rather work for a company that requires employees to be vaccinated against Covid-19 than one that does not	55%	59%	56%	68%	73%

*Data among Agree (NET)

BASE: ALL QUALIFIED RESPONDENTS (n=2,042)

Q4 How much of you agree or disagree with each of the following statements?

*Small base size