

TO: Jobs for the Future (JFF)
 FR: Morning Consult
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2023 QUALITY JOBS SURVEY HIGHLIGHTS

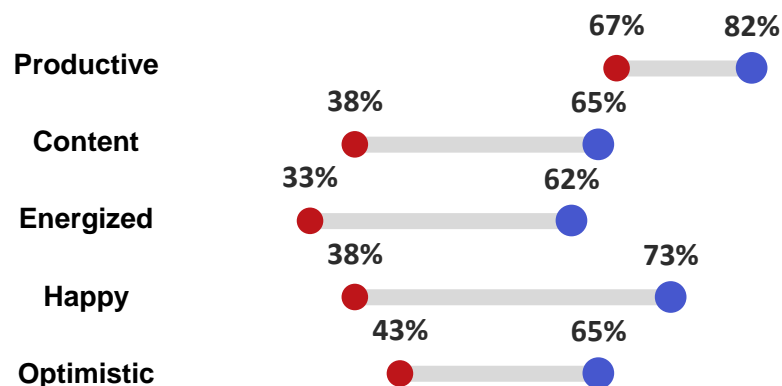
Importance of job quality to quality of life and intention to leave a job

- Almost 2 in 5 workers (38%) say they are in a “low” or “medium” quality job, defined as a combination of tangible (e.g., salary and benefits) and intangible factors (e.g., workplace culture and advancement) that are important to the overall employee experience
- Over half of workers (51%) have considered leaving their job in the last 12 months and more than 1 in 4 (28%) have considered leaving at least every month or more frequently. Those with high-quality jobs (42%) are 30 points less likely to have considered leaving their job than those with low-medium quality jobs (72%). Black workers, workers with less experience, low-medium quality job holders, and unvalued employees attest to considering leaving their current jobs most often.
- 9 in 10 workers (90%) say that when considering all the components of their lives, the quality of their job is Very or Somewhat important. However, only 3 in 5 Workers (58%) say that the quality of their current or most recent job is Very or Somewhat high-quality.

Impact of job quality on productivity and wellbeing

- Workers who report having high-quality jobs are consistently more likely to say that they feel Productive (+15 points), Content (+27 points), Energized (+29 points), Happy (+35 points), and Optimistic (+22 points) than those with low-medium quality jobs.

Share of respondents with **high-quality** jobs are more likely to say that they feel each of the following positive emotions *most of the time or often* than those holding **low-medium** quality jobs

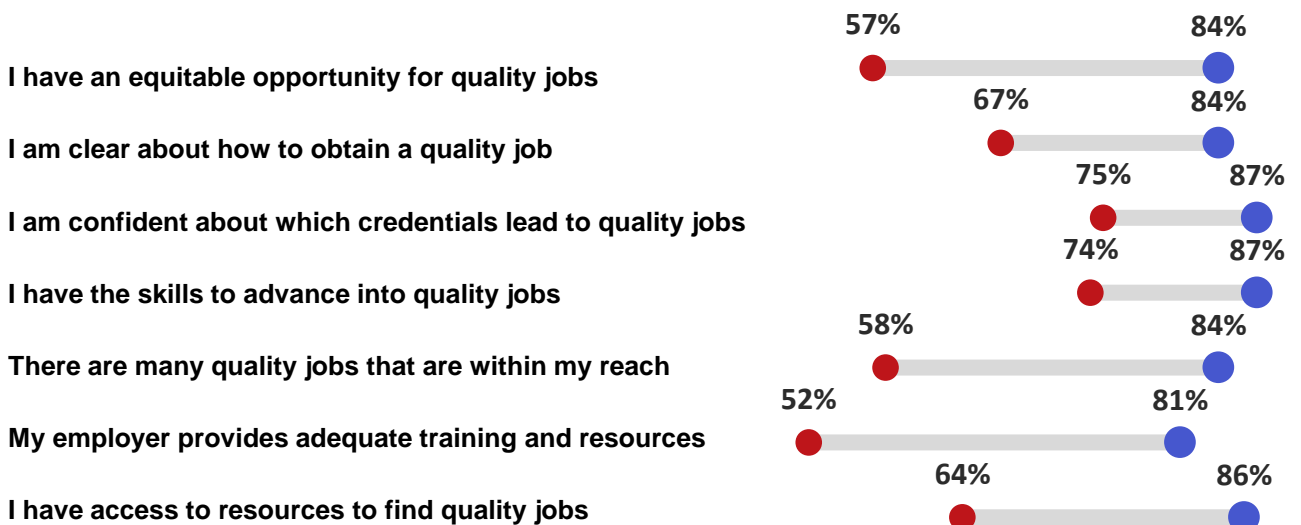


JOBS FOR THE FUTURE SURVEY HIGHLIGHTS (CONTINUED)

Opportunities for advancement and access to higher quality jobs

- Workers with low-medium quality jobs (15%) are less likely to strongly agree that “the education and career pathway I pursued helped me achieve a quality job” than those with high-quality jobs (43%).
- Workers with high-quality jobs are more likely than low-medium quality job holders to say they have an equitable opportunity for quality jobs (+27 points), know how to obtain a quality job (+17 points), and have the skills to advance into quality job (+13 points).
- Low-medium quality job holders express much lower confidence when it comes to their ability to obtain a better job. They are 26 points less likely to believe a quality job is within their reach and 5 points more likely to be worried about the future of their career compared to high-quality job holders.
- There is an apparent resource and opportunity gap between high and low-medium quality job holders, as lower quality job holders are 22 points less likely (64% to 86%) to feel they have access to resources to find a quality job. Lower quality job holders are also 29 points less likely (52% to 81%) to say their employer provides them with the training and resources necessary to get a better job.

Share of respondents with **high-quality** jobs report a higher level of agreement (strongly or somewhat agree) with each of the following statements than those holding **low-medium** quality jobs



JOBS FOR THE FUTURE SURVEY HIGHLIGHTS (CONTINUED)

Most desired aspects to improve job quality

- While higher salary and wages (30%) is by far the one aspect adults say would improve their job quality the most if implemented now, the majority of workers (70%) identified a combination of non-salary/wage aspects.
- The top 5 non-financial aspects include a better work life balance (11%), flexible scheduling (8%), more paid time off (8%), a safer workplace (5%) and the option to work from home (5%). Those with a higher level of work experience are more likely to prioritize higher wages and salary while those with less work experience place higher value on better work/life balance and flexible scheduling.

Which of these aspects would improve the quality of your job the most if implemented right now?				
		Work Experience		
	Adults	<5 Years	6-20 Years	>20 Years
<i>Higher salary/wages</i>	30%	19%	26%	42%
<i>Non-financial aspects</i>	70%	81%	74%	58%
Top 5 non-financial aspects				
<i>Better Work/life balance</i>	11%	13%	12%	8%
<i>Flexible scheduling</i>	8%	12%	8%	6%
<i>More paid-time off/Vacation time</i>	8%	5%	10%	8%
<i>Safer workplace</i>	5%	6%	8%	1%
<i>Option to work from home</i>	5%	6%	6%	4%

Methodology

- This poll was conducted between August 12– August 13, 2023 among a sample of 2,199 adults. The interviews were conducted online and the data were weighted to approximate a target sample of adults based on age, gender, race, educational attainment, region, gender by age, and race by educational attainment. Results from the full survey have a margin of error of plus or minus two percentage points.

Notes

- “Workers” [N=1,133] are defined as adults who identify as being employed in the government sector, private sector or are self-employed.
- Quality of jobs: For this research, job quality is defined as a combination of tangible (e.g., salary and benefits) and intangible factors (e.g., workplace culture and advancement) that are important to the overall employee experience.
 - High-quality jobs: Workers saying that the quality of their current or most recent job is very high-quality or somewhat high-quality. (N = 665)
 - Low-medium quality jobs: Workers saying that the quality of their current or most recent job is medium quality, somewhat low quality or very low quality. (N = 429)
- “Unvalued Employees” [N=217] are defined as workers who feel “somewhat unvalued” or “highly unvalued” by their employers.