



Anxious with Reason:
The Future of the American Worker
Presentation to the New America Foundation

October 14, 2008

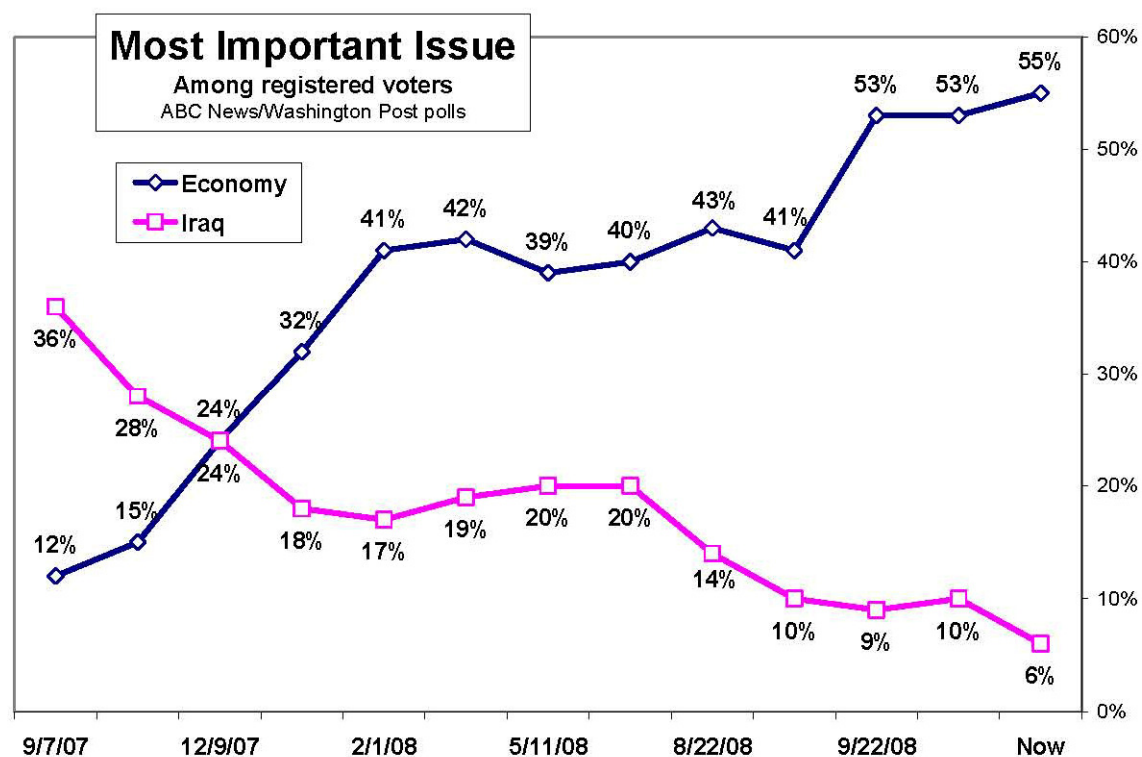
Cliff Zukin, Ph.D.
Carl Van Horn, Ph.D.

WORKTRENDS: Americans' Attitudes About Work, Employers, and Government

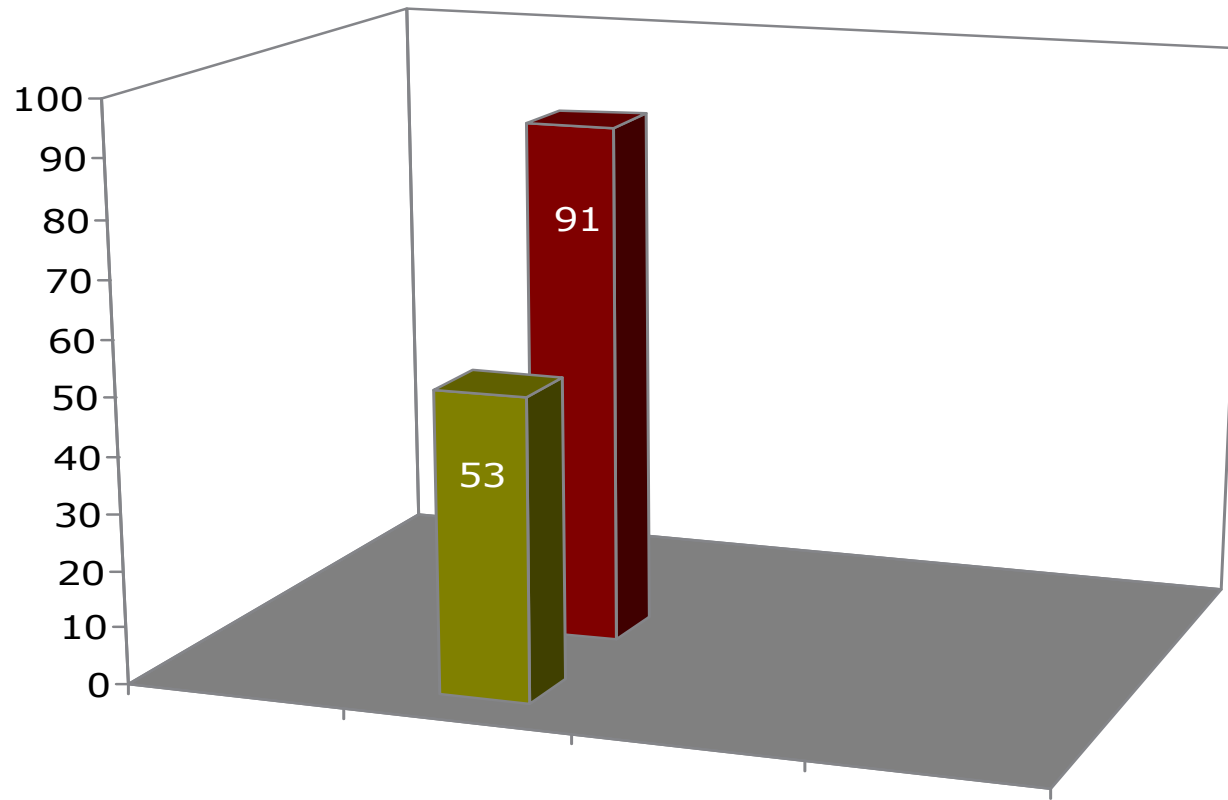
The Anxious American Worker

- 1,000 person national sample
- 587 in workforce
- Conducted May 14-25, 2008

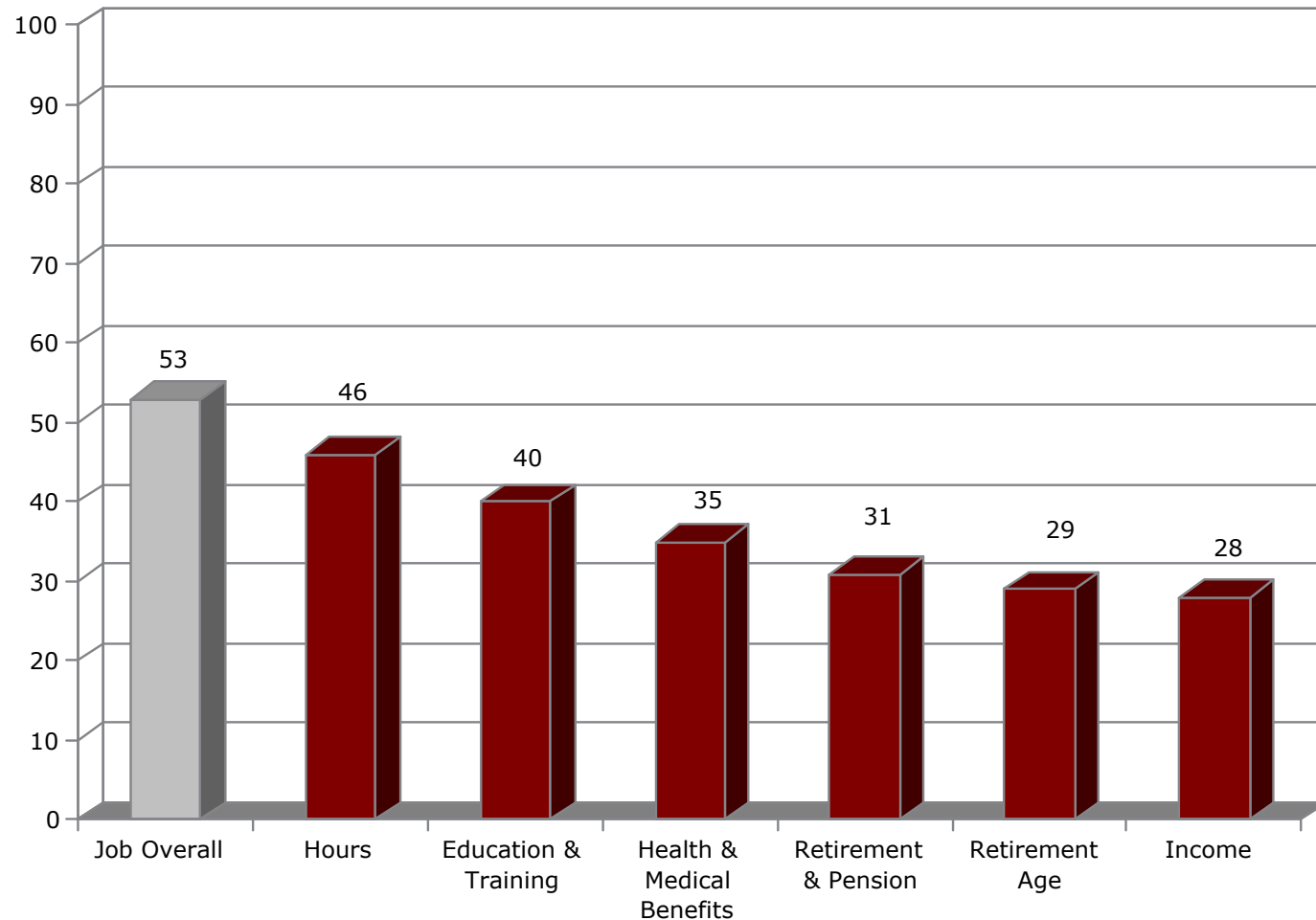
ABC News/Washington Post Poll 10/08-11



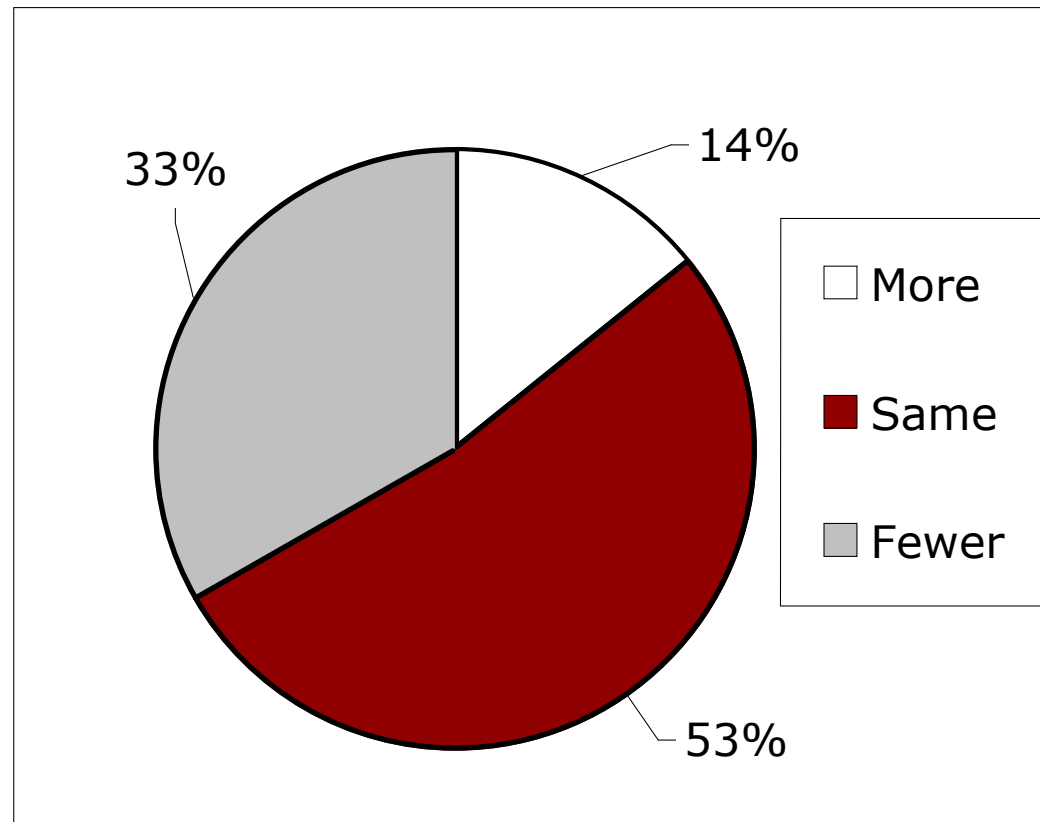
Overall Job Satisfaction = 91%



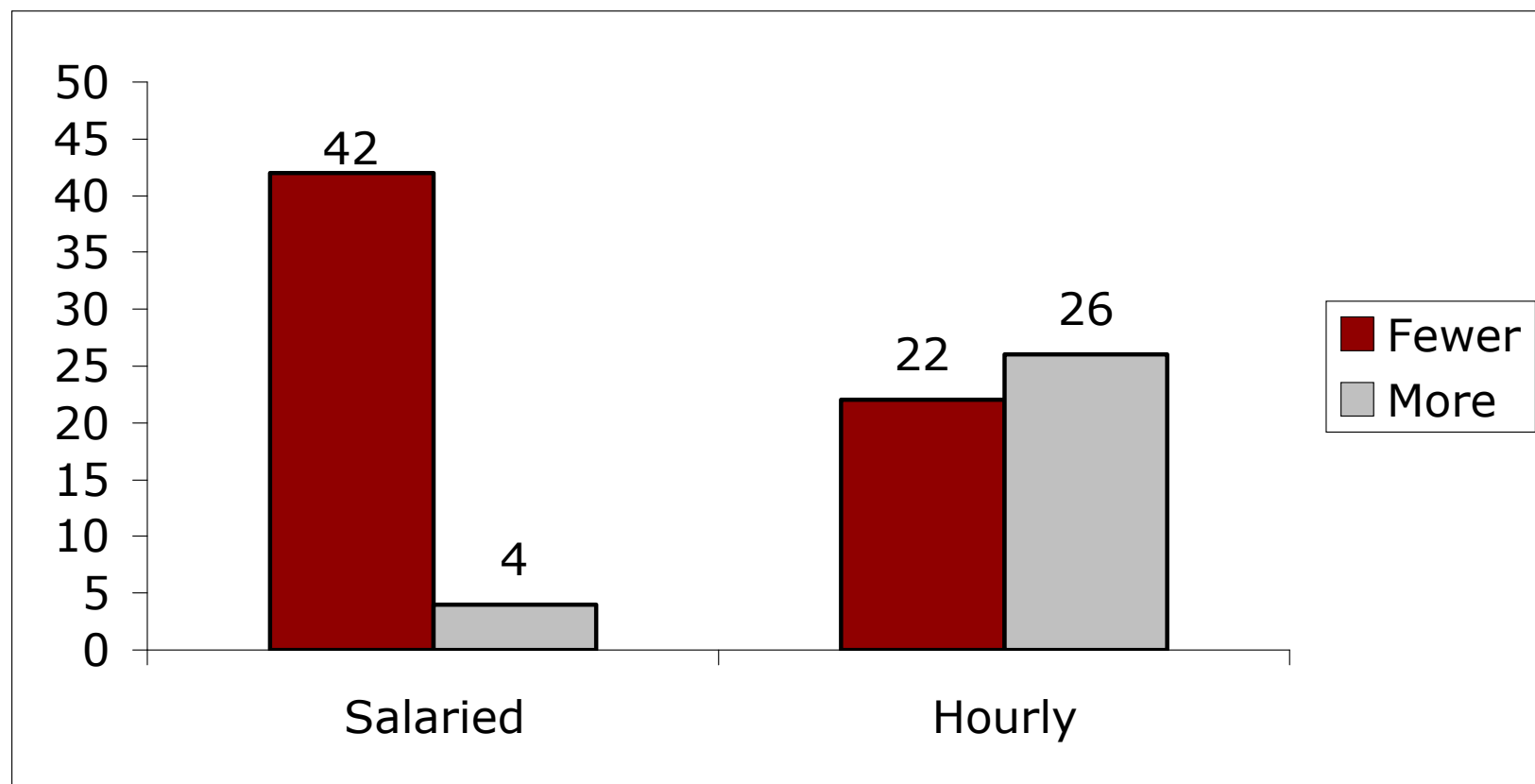
Percent Very Satisfied with Job Attributes



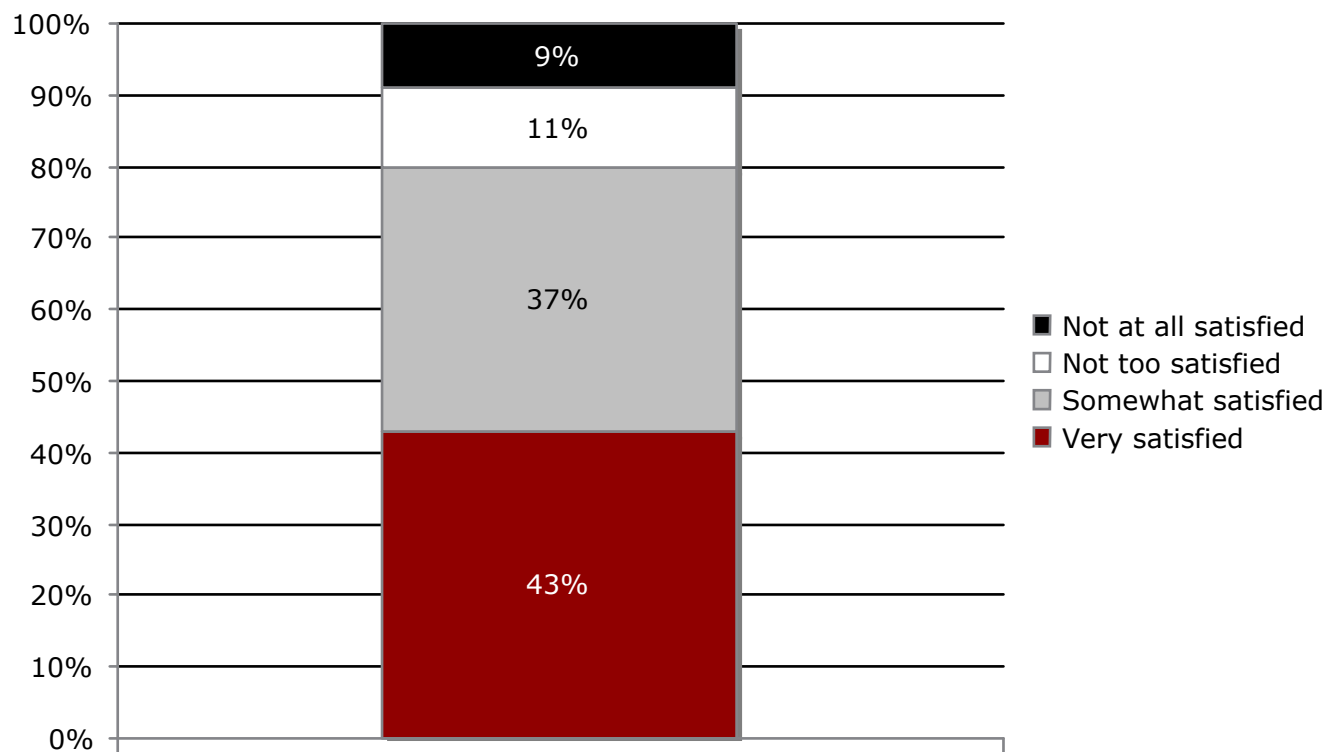
Preferred Hours Worked



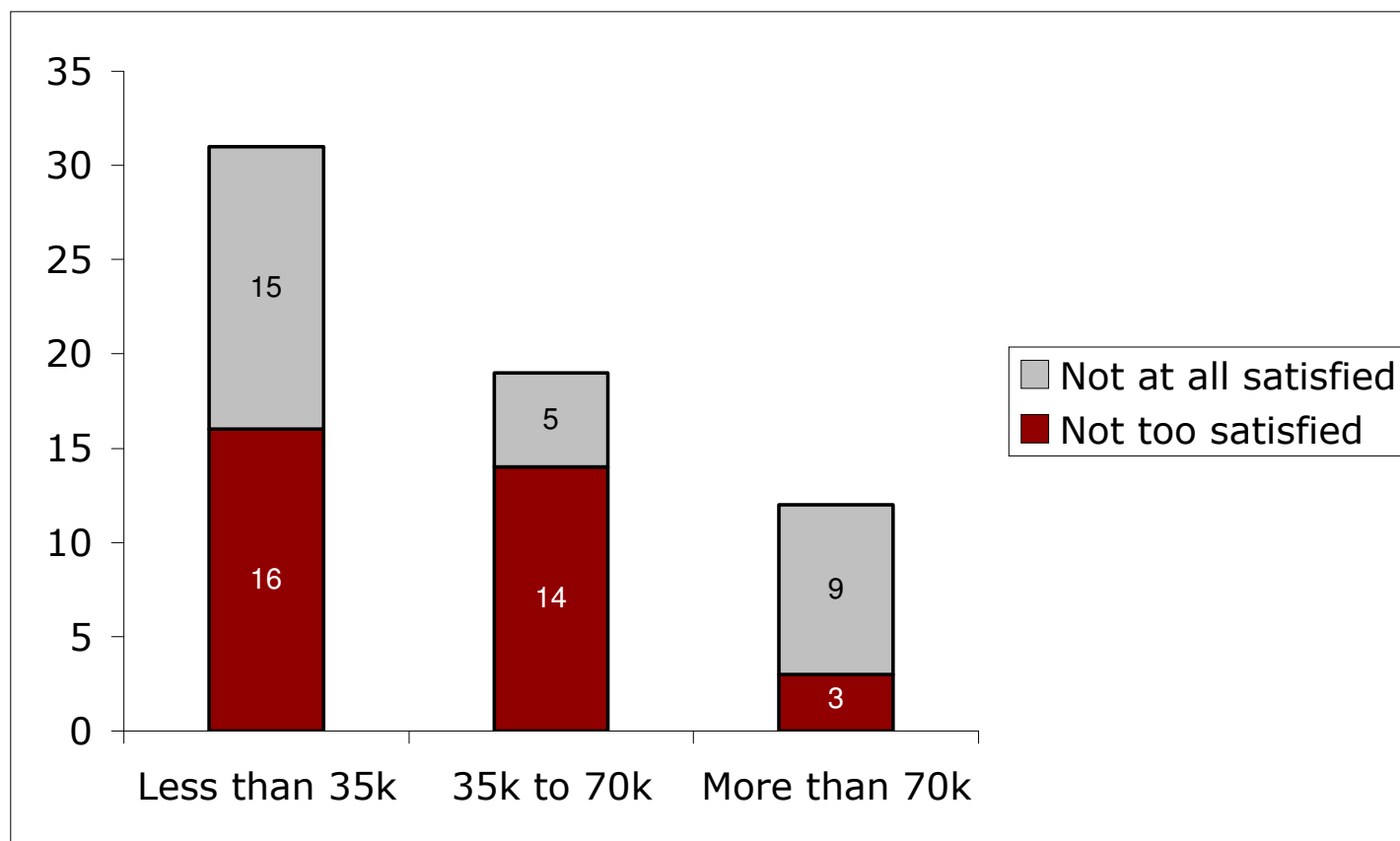
Preferred Hours Among Salaried and Hourly Workers



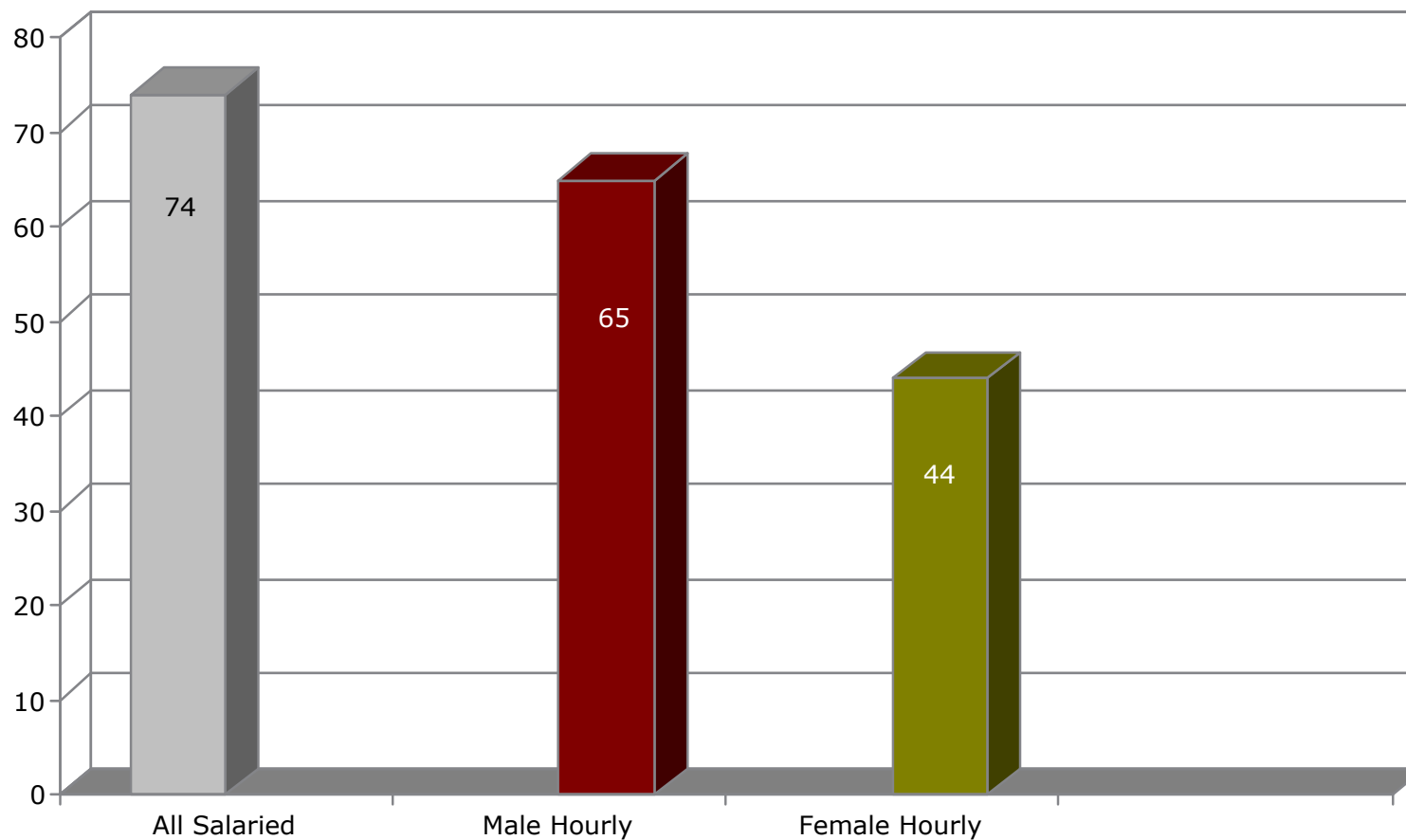
Satisfaction with Education and Training for Getting a Job



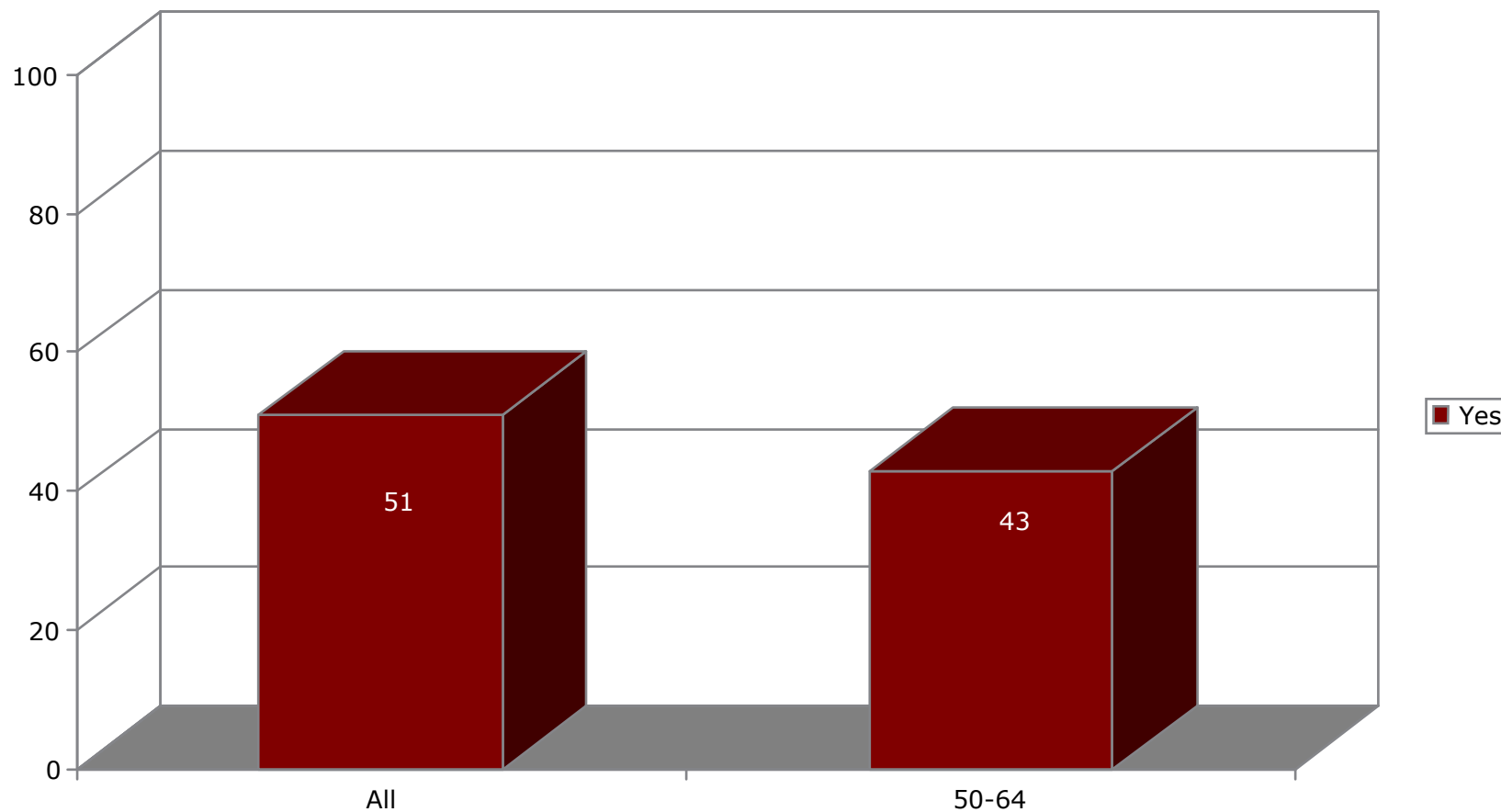
Dissatisfaction with Education and Training for Job Preparation by Yearly Income



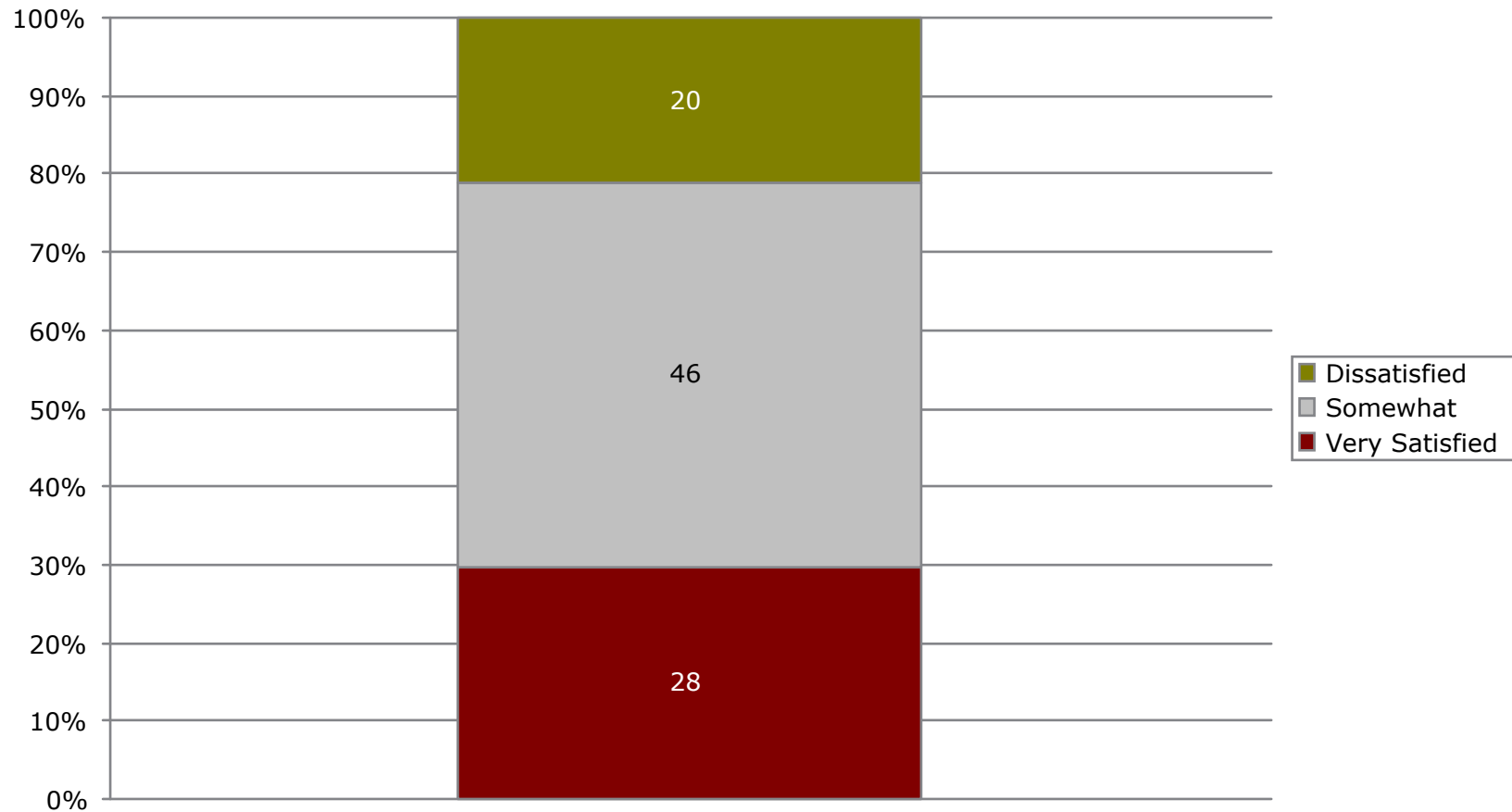
Satisfaction with Health Benefits by Job and Gender



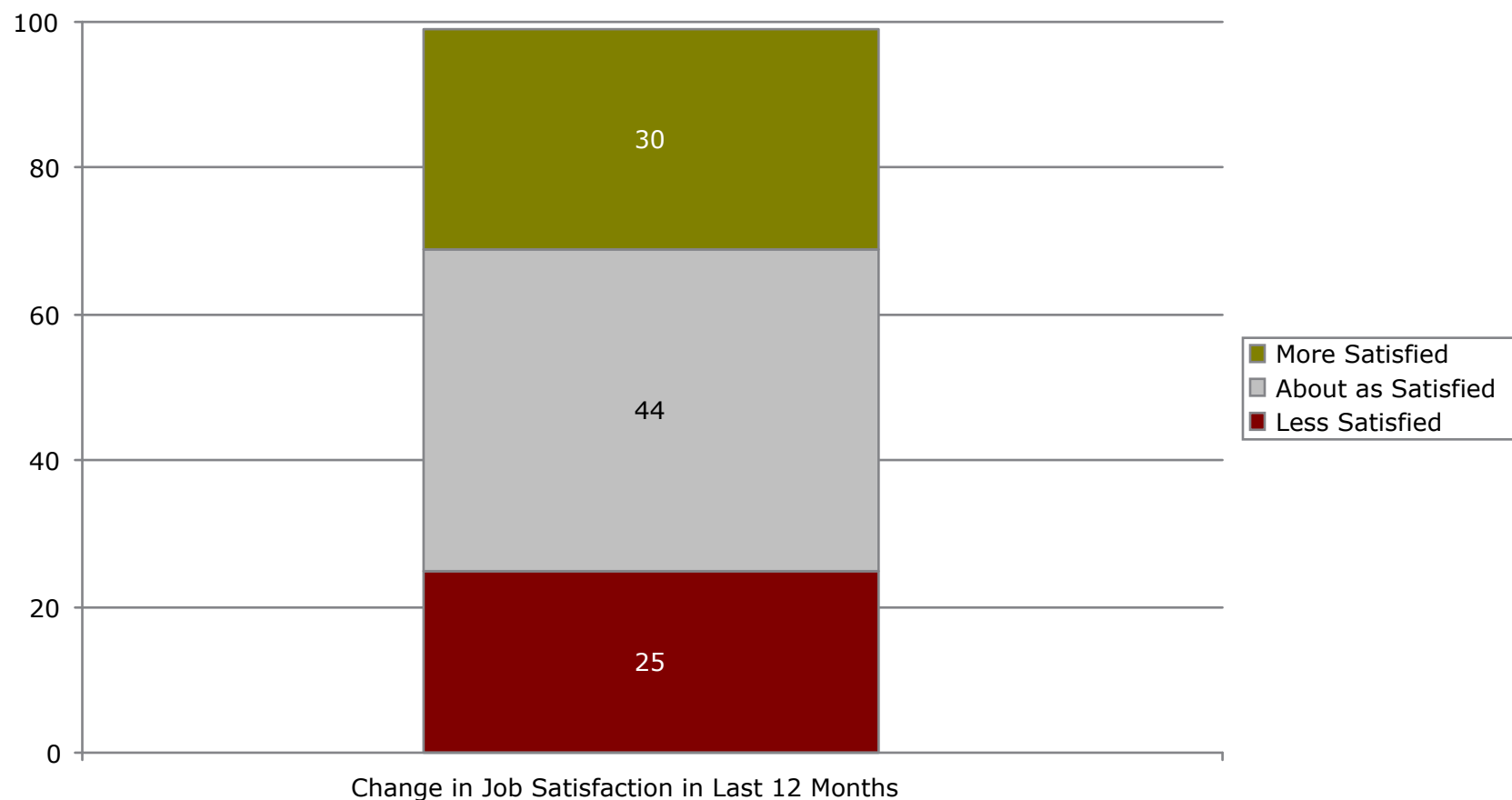
Will You Be Able to Retire Financially?



Satisfaction with Income



Roiling of the Workforce



Roiling of the Workforce

- 13% were laid off in the last three years
- 28% said others were laid off in their workplace
- 15% anticipate layoffs occurring in the next 12 months in their workplace

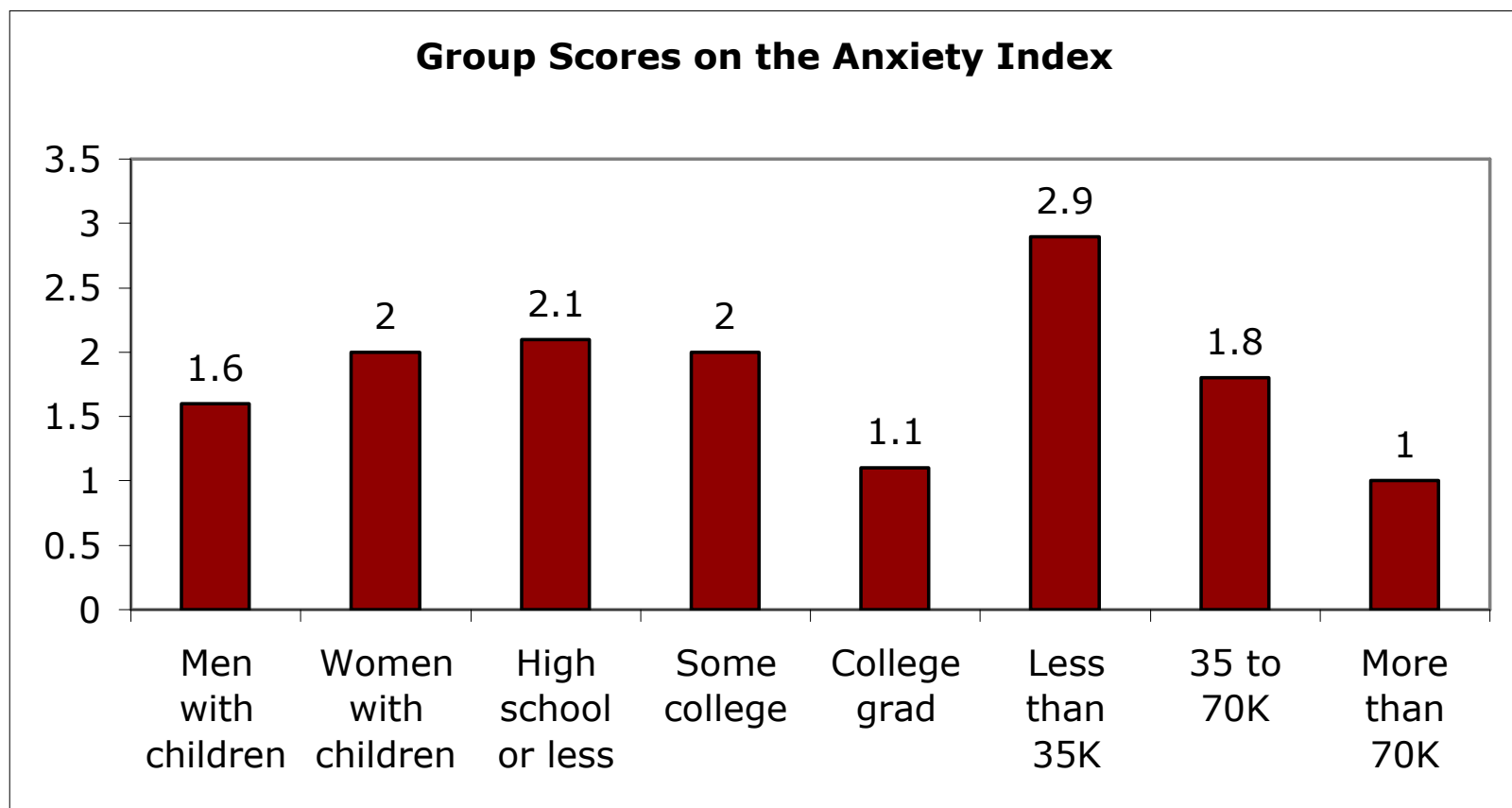
8 Truly Horrible Things

- Unemployed and looking for work **or** Working part time and would prefer full time **or** Dissatisfied with current job
- Feel paid a **lot** less than worth
- Have more in credit card debt than retirement savings
- Feel they will never be able to retire or not until at least 70 years of age
- Often don't have enough to make ends meet
- Dissatisfied with formal education
- Dissatisfied with health care or medical coverage
- Very concerned with job security **or** Have been laid off in the past 12 months

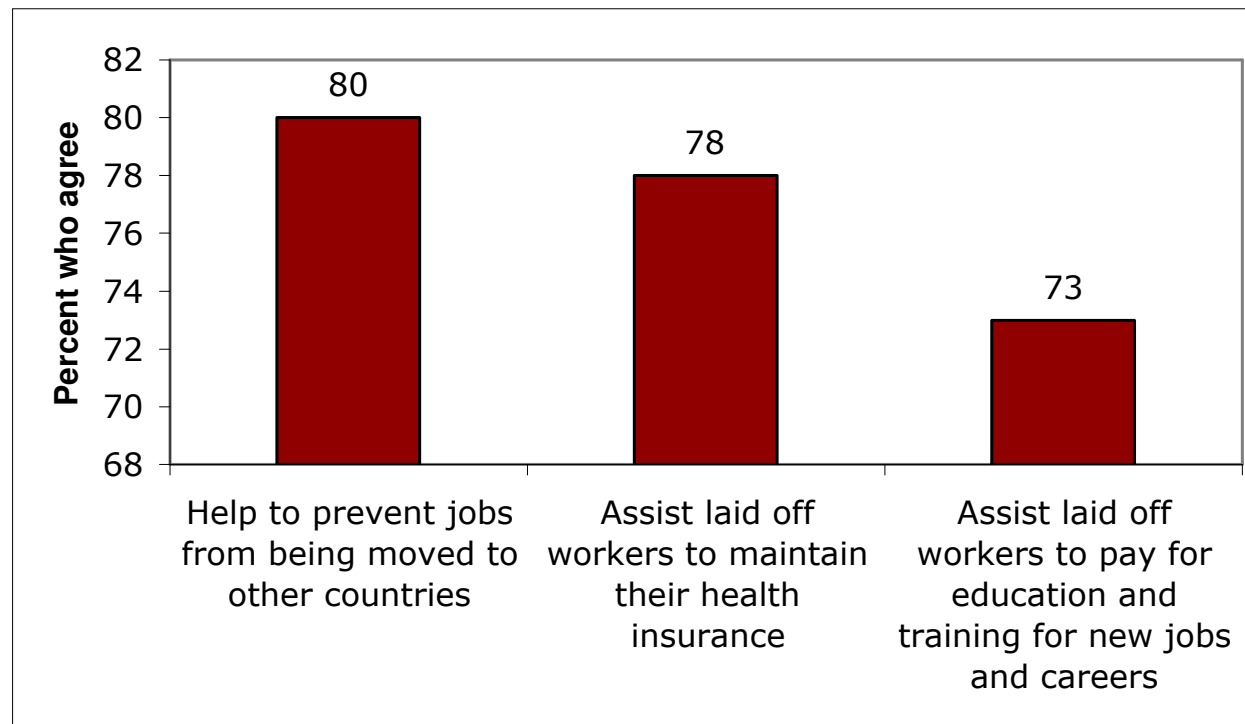
8 Truly Horrible Things

- 0 Score = 29%
- 1 to 2 = 44%
- 3 or more = 27%
- 1.8 Score = Average

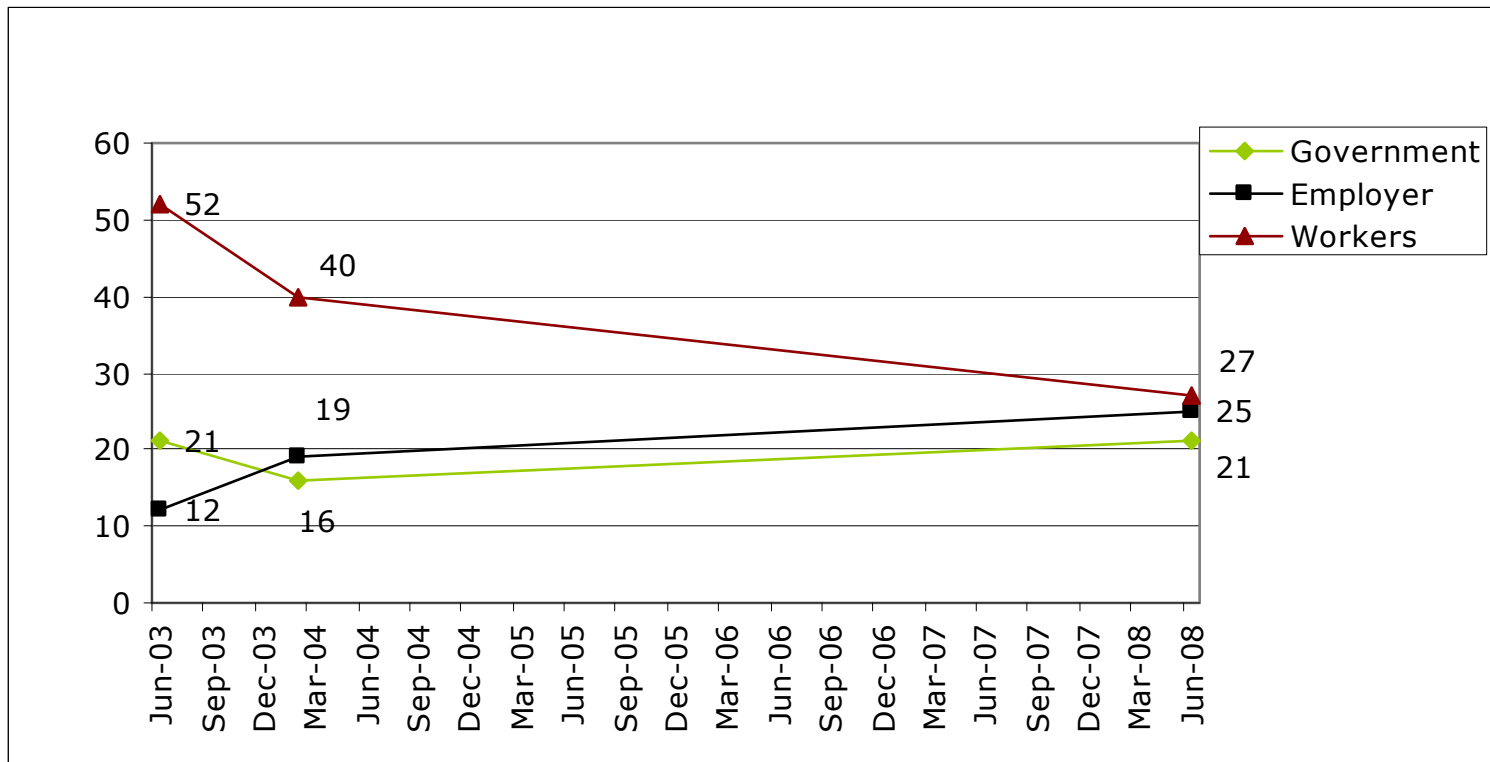
8 Truly Horrible Things



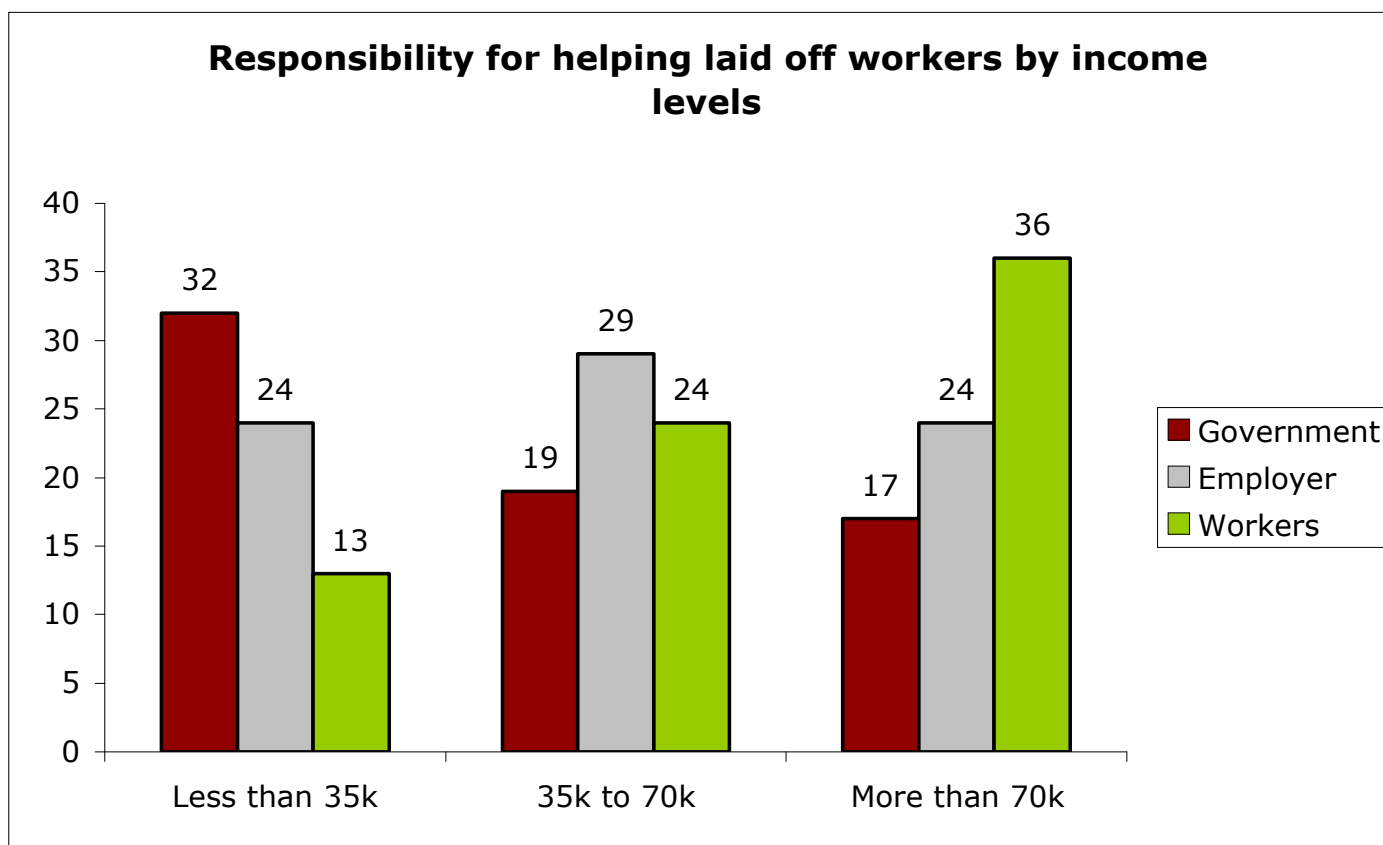
Belief in Governmental Assistance



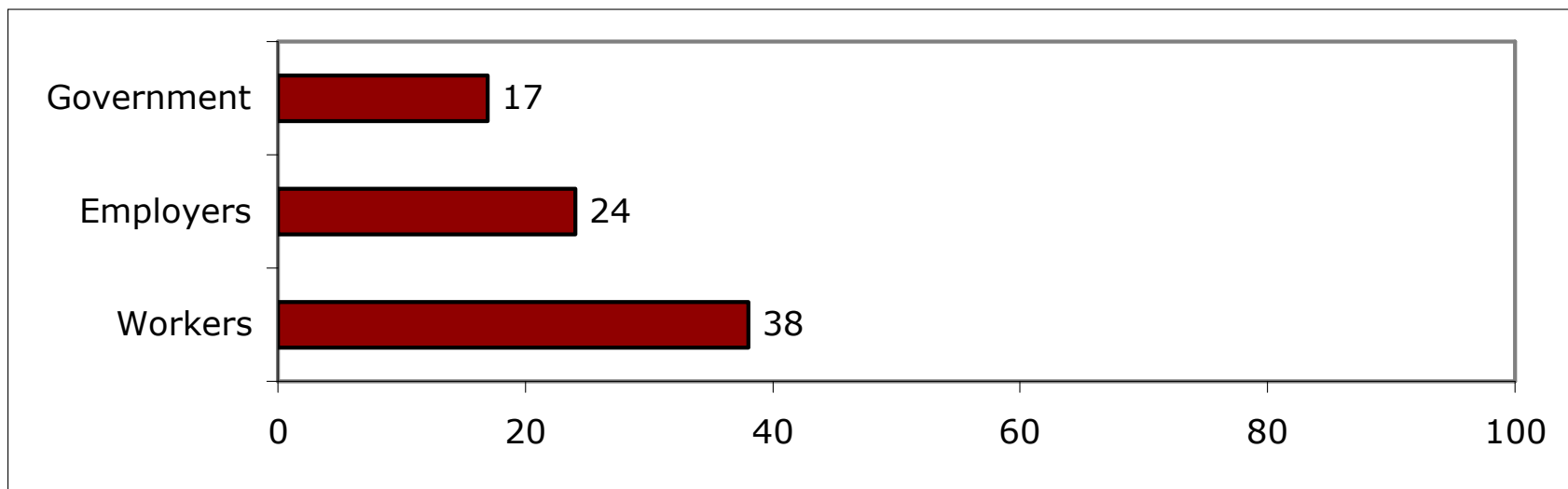
Who's Responsible for Helping Laid Off Workers?



Who's Responsible for Helping Laid Off Workers?



Who Should Help Workers Prepare for Retirement?



The Changing Realities of Work in the 21st Century Economy

Mid 20th Century

- Permanent
- Stable
- Advancement
- Loyalty
- One and Done Education
- Health Care from Employer
- Defined Benefit Pension
- “Early” Retirement
- Safety Net for Most

Early 21st Century

- Temporary/Contingent
- Volatile
- Stagnation
- Disaffection
- Lifelong Learning
- Shared HC Responsibility
- Defined Contribution
- “Never” Retire
- Safety Net for Few

A New Paradigm for Workforce Development Policy and Practice

Aligning Workforce Programs with Market Realities

- Unemployment Insurance
- Portable Health Benefits
- Rapid Transition for Laid Off Workers

A New Paradigm for Workforce Development Policy and Practice

Creating a Competitive Economy with Competitive Workers

- Demand/Supply Connections
- Lifelong Learning
- Employer-Based Training
- Steering the Education Establishment

A New Paradigm for Workforce Development Policy and Practice

Adjusting to Work-Filled Retirement

- Reforming Social Security
- Encouraging Retirement Glide-Paths

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<http://www.heldrich.rutgers.edu/News/NewsDetail.aspx?id=1336>

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