

Snapshot on Skills Use in the Workplace



Employed survey respondents were asked how often their skills are a good match for their current employment. These responses were divided into low skills use (25% of the time or less); average skills use (about 50% of the time) and high skills use (at least 75% of the time). The majority of respondents (63%) were in the high skills use category:


LOW • 16%

AVERAGE • 21%

HIGH • 63%

- Key Findings*
- Of those who are employed but do not currently have full-time jobs, those in the low skills use category were the most likely to prefer full-time employment if it were available
 - Job seeking respondents in the high skills use category were the least likely to report that they have been looking for work for over a year
 - Respondents in the high skills use category were the only ones to report that “ability to use my skills/experience/training/education” was a key consideration when looking for new employment
 - Respondents in the low skills use category were the only ones to report “there were no opportunities for variety at work” as a key reason for which they had quit a job within the last year
 - Job seeking respondents in the low skills use category were the only ones to report that “ability to learn new things and feel challenged in my role” was a top factor when staying in a job

LOW

19% 
hold more than one job

85% *would prefer*
A FULL-TIME JOB

27%
have been
looking for
WORK FOR
OVER A YEAR

87% *feel it is*
**EXTREMELY IMPORTANT/
SOMEWHAT IMPORTANT**
to use their skills in the workplace

AVERAGE


24% 
hold more than one job

72% *would prefer*
A FULL-TIME JOB

33%
have been
looking for
WORK FOR
OVER A YEAR

94% *feel it is*
**EXTREMELY IMPORTANT/
SOMEWHAT IMPORTANT**
to use their skills in the workplace

HIGH

20% 
hold more than one job

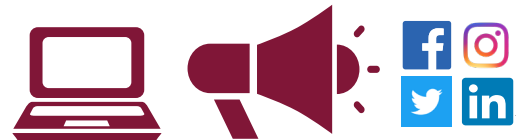
71% *would prefer*
A FULL-TIME JOB

21%
have been
looking for
WORK FOR
OVER A YEAR

95% *feel it is*
**EXTREMELY IMPORTANT/
SOMEWHAT IMPORTANT**
to use their skills in the workplace

Top 3 JOB SEEKING METHODS

for respondents who are currently looking for work



LOW	AVERAGE	HIGH
Online job boards	Online job boards	Online job boards
Word of mouth*	Word of mouth	Word of mouth
Company's internet site*	Social media	Company's internet site

*Tied for second most frequent response

Top 3 MOST IMPORTANT THINGS

when looking for a job



LOW	AVERAGE	HIGH
Pay or salary	Pay or salary	Pay or salary
Hours of work	Hours of work	Hours of work
Work that is meaningful	Non-salary benefits*	Ability to use skills
	Location*	

*Tied for third most frequent response

Top 3 MOST IMPORTANT THINGS

when staying in a job



LOW	AVERAGE	HIGH
Being treated with respect and dignity	Being treated with respect and dignity	Being treated with respect and dignity
Positive relationships with coworkers and supervisors	Positive relationships with coworkers and supervisors	Positive relationships with coworkers and supervisors
Ability to learn new things and feeling challenged	Regular increases in salary and/or benefits	Feeling role is valued and work is recognized

Top 3 REASONS INDIVIDUALS QUIT

a job within the last year



LOW	AVERAGE	HIGH
Experienced harassment or bullying	Schedule was unpredictable	Found a different job that paid more
Not using skills	Experienced harassment or bullying	Schedule was unpredictable
No opportunities for variety at work	Not using skills	Not given enough hours*
		Experienced harassment or bullying*

*Tied for third most frequent response