



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

October 14, 2008

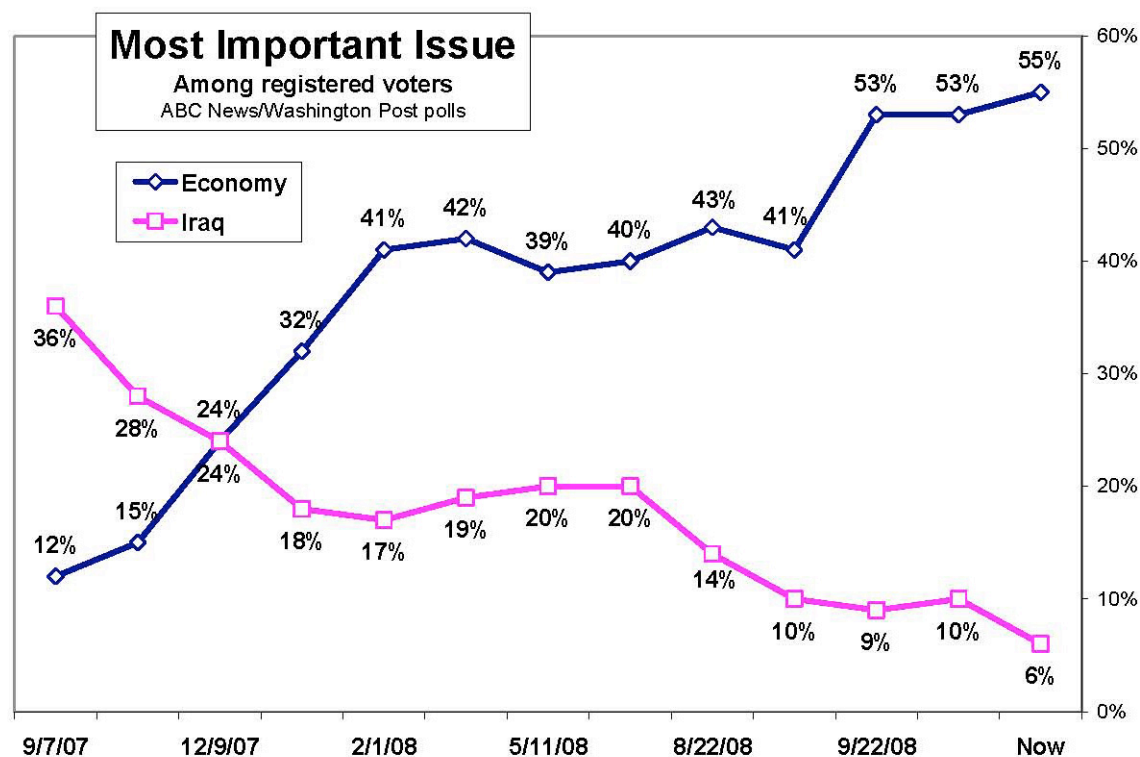
Cliff Zukin, Ph.D.  
Carl Van Horn, Ph.D.

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

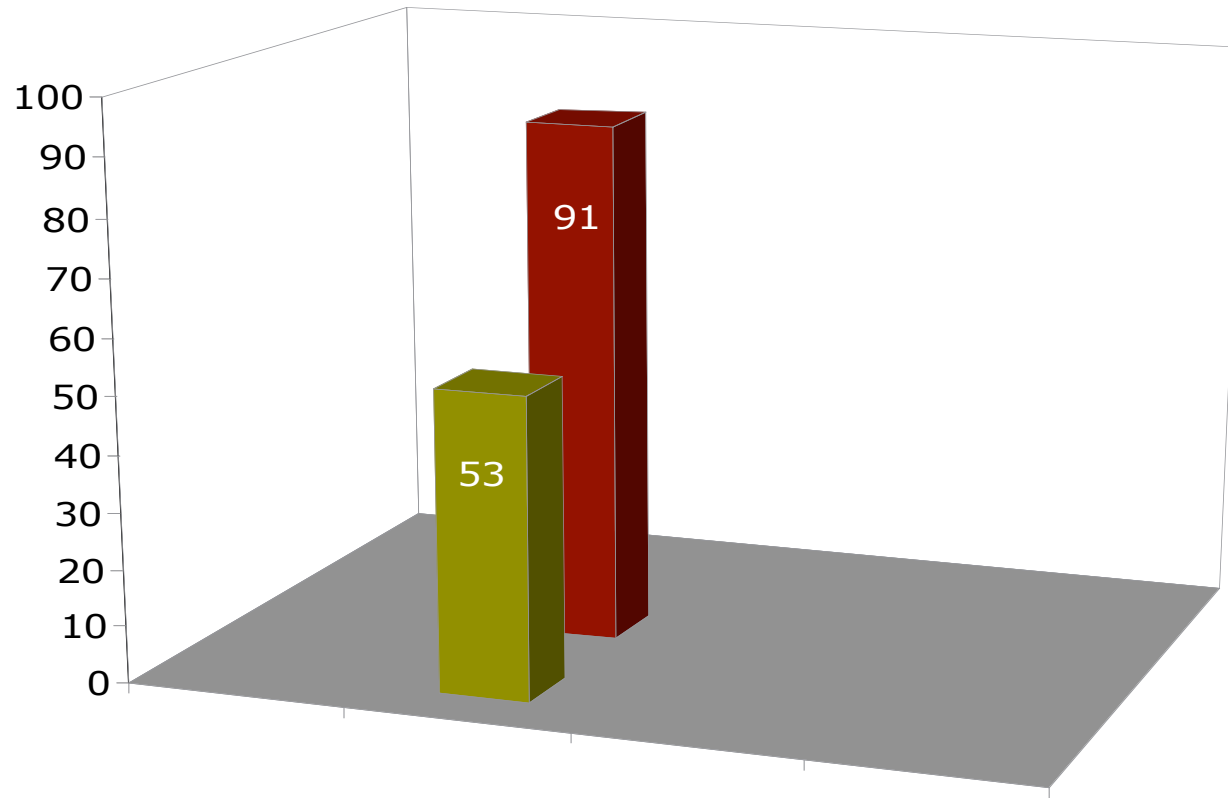
## **The Anxious American Worker**

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

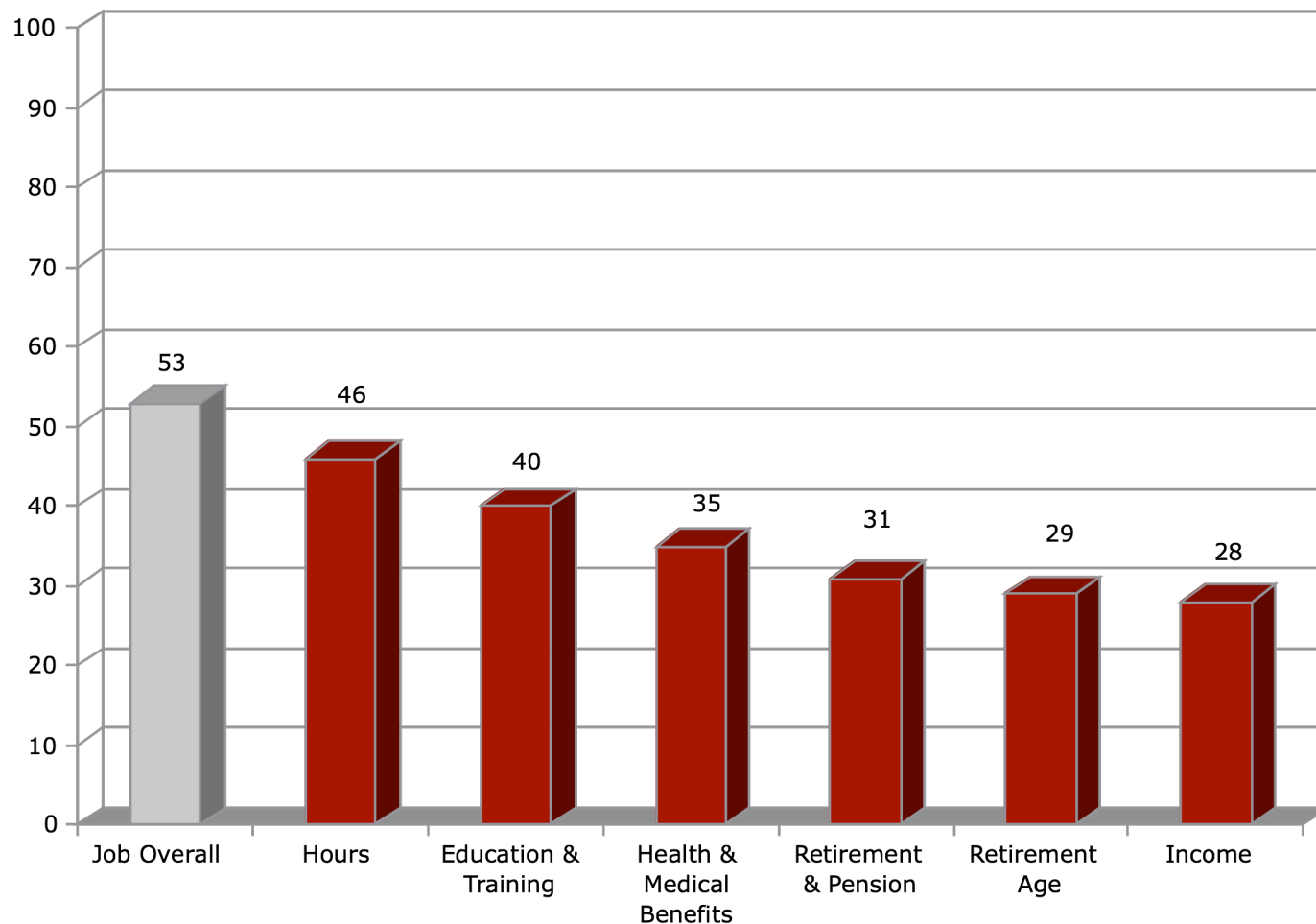
# ABC News/Washington Post Poll 10/08-11



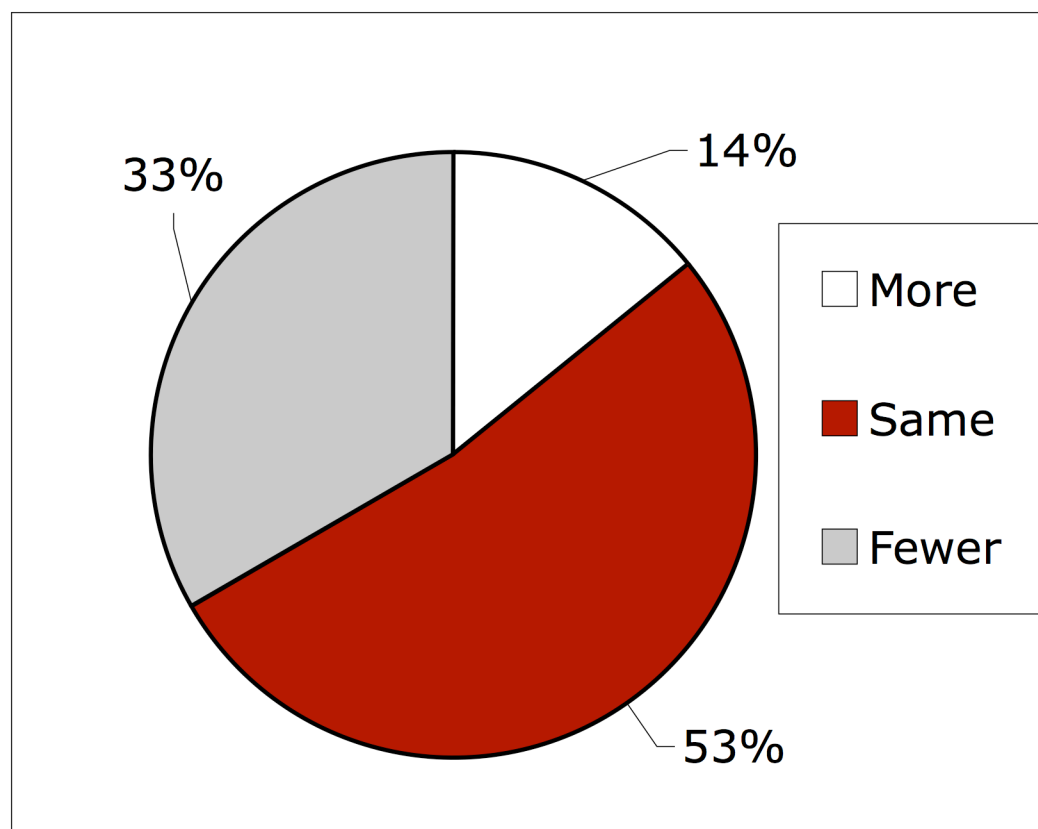
## Overall Job Satisfaction = 91%



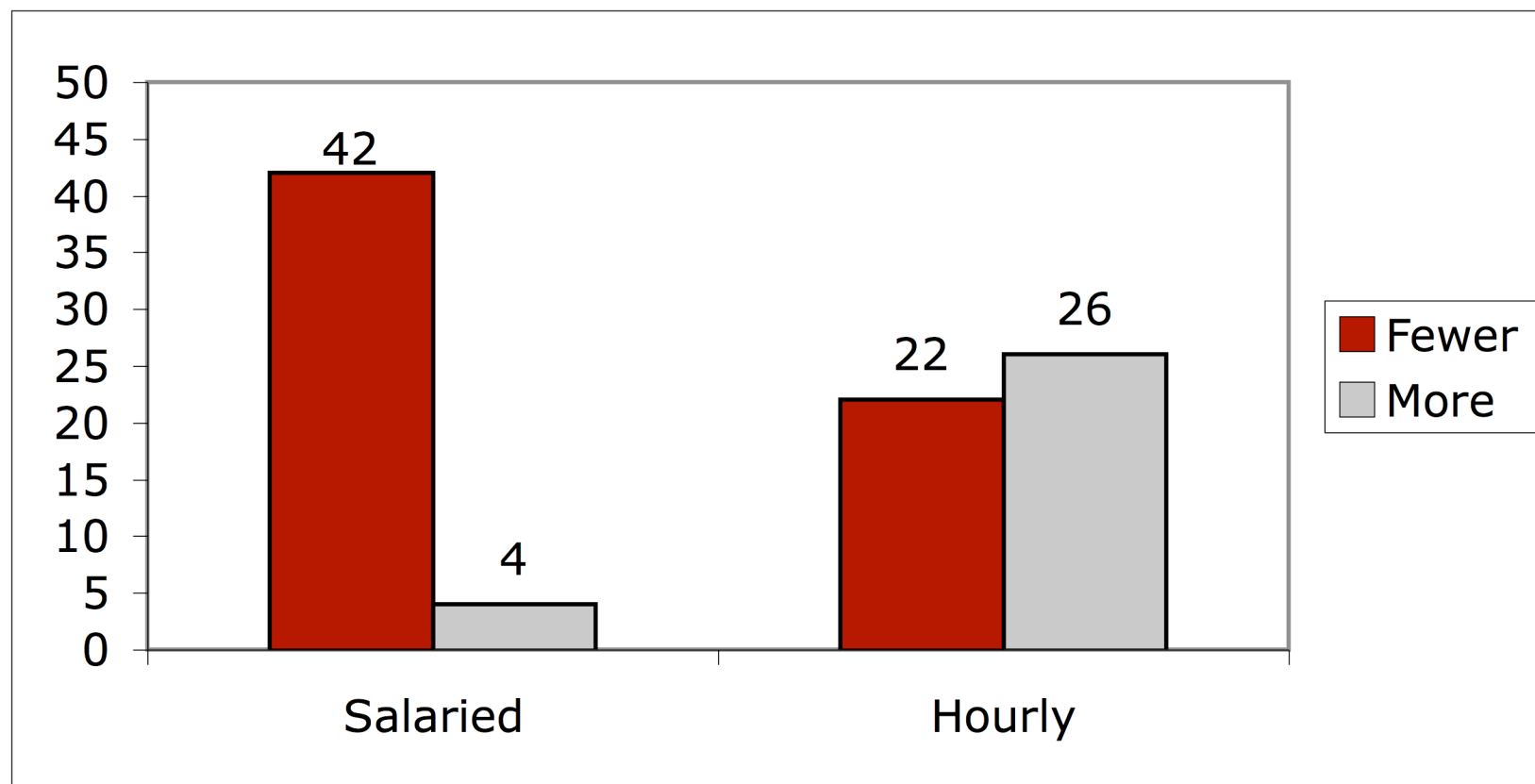
## Percent Very Satisfied with Job Attributes



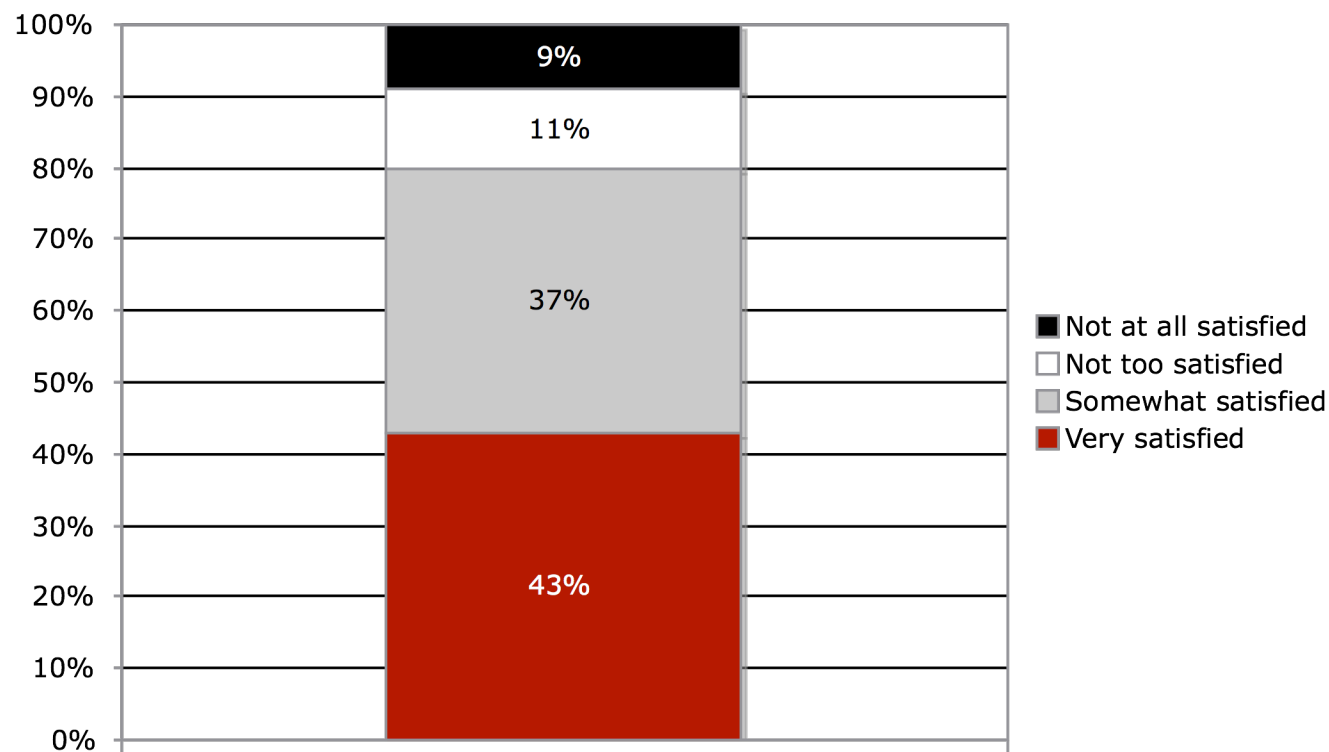
## Preferred Hours Worked



## Preferred Hours Among Salaried and Hourly Workers

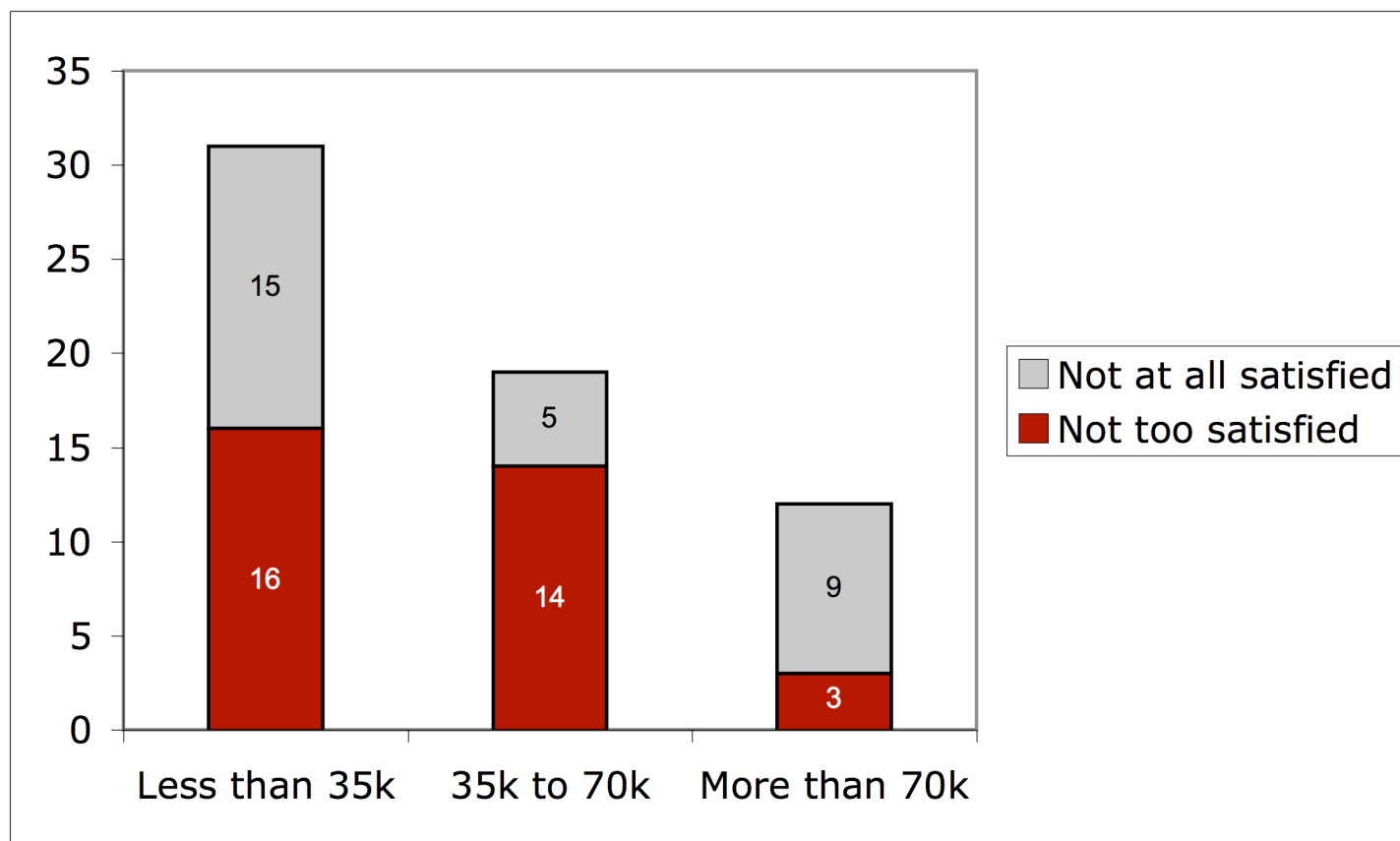


## Satisfaction with Education and Training for Getting a Job

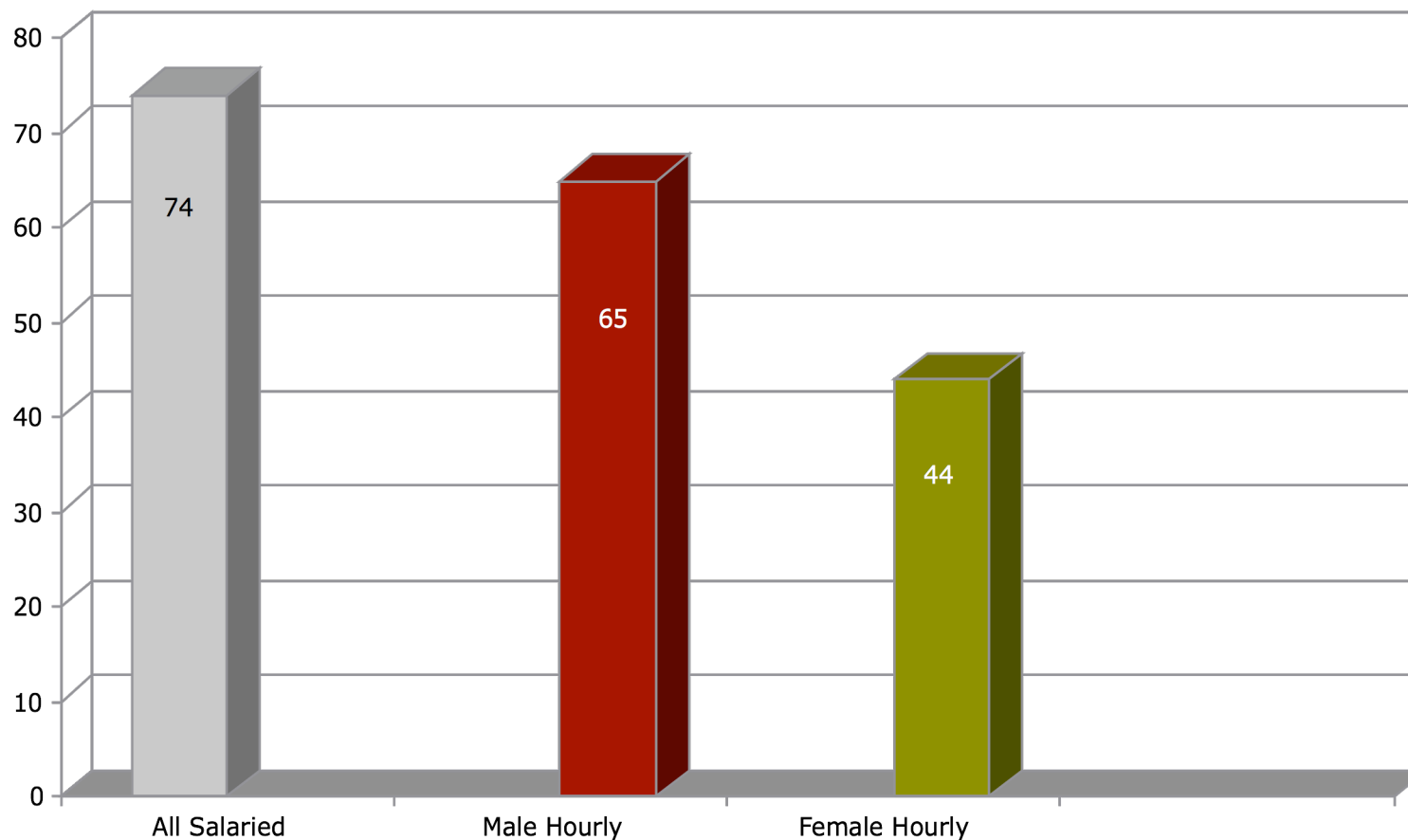




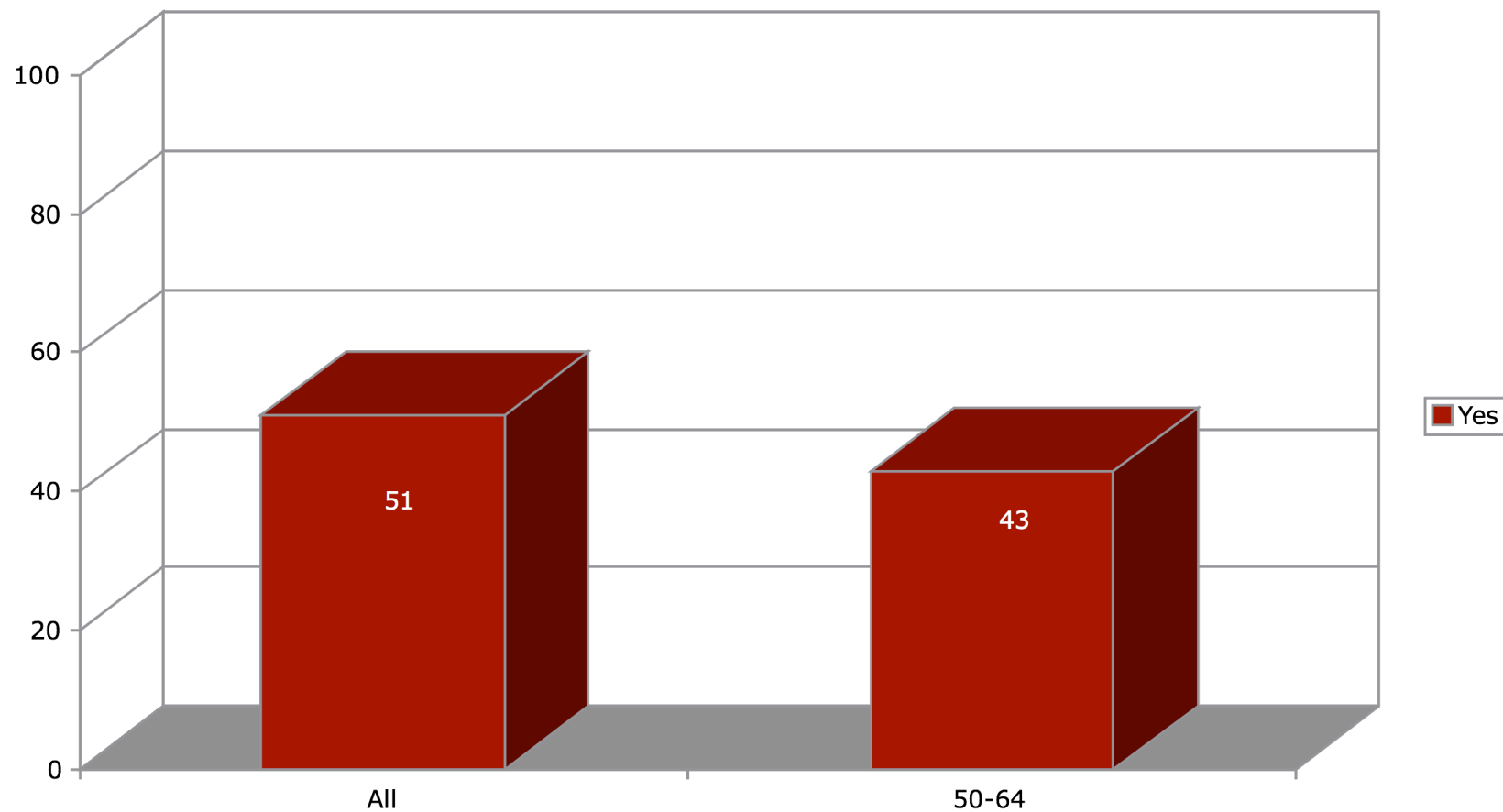
## Dissatisfaction with Education and Training for Job Preparation by Yearly Income



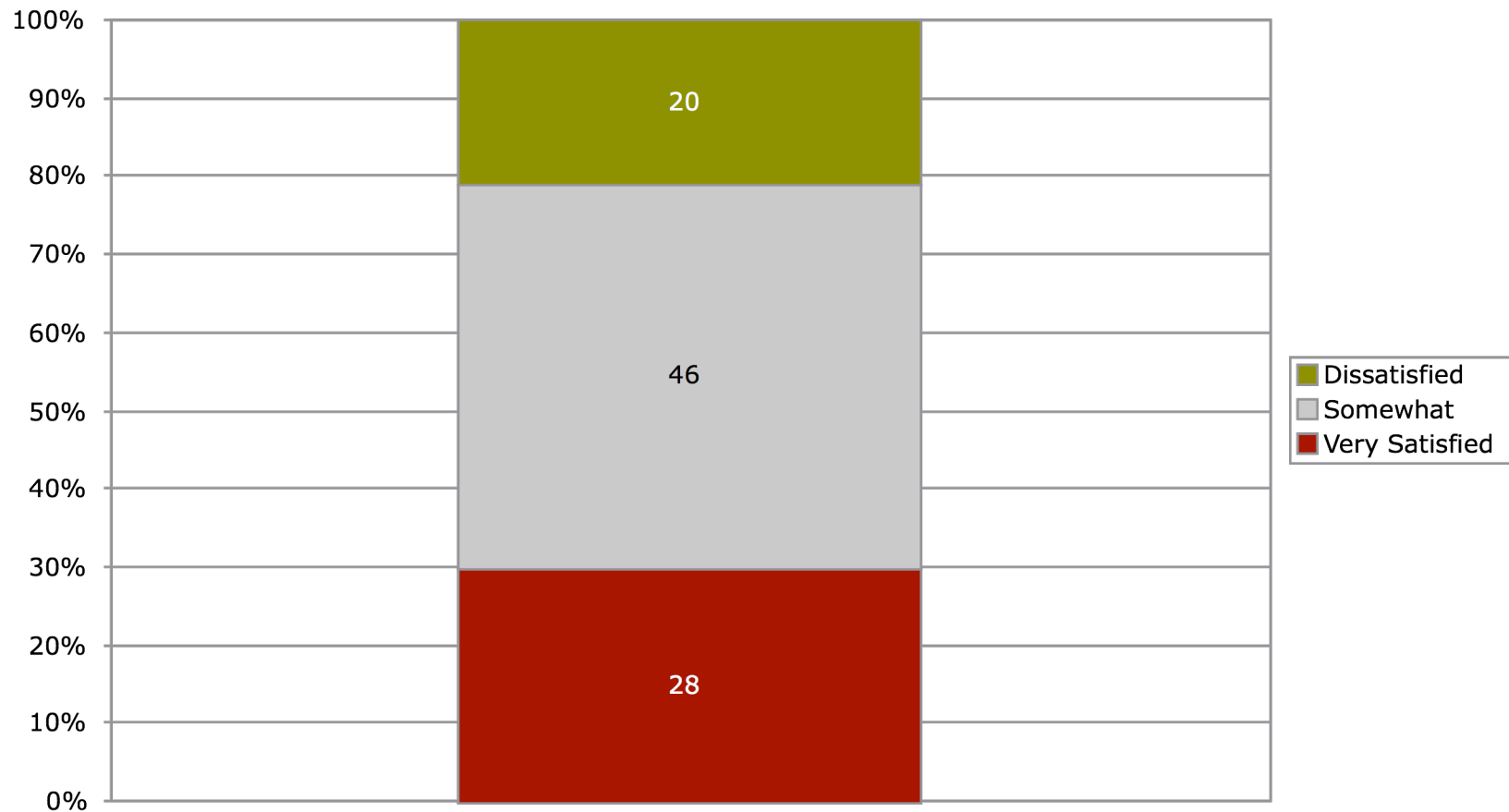
## Satisfaction with Health Benefits by Job and Gender



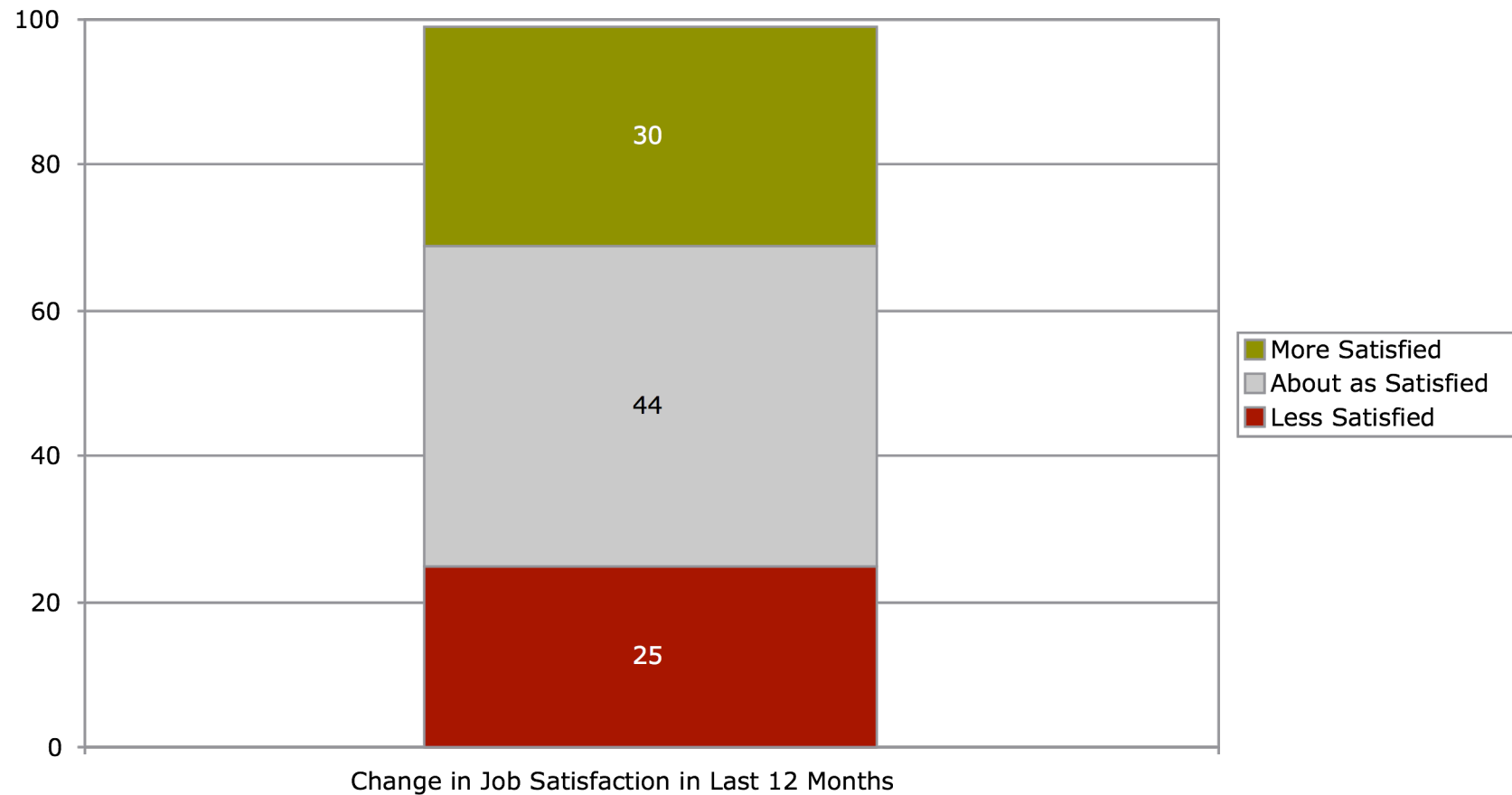
## Will You Be Able to Retire Financially?



## 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

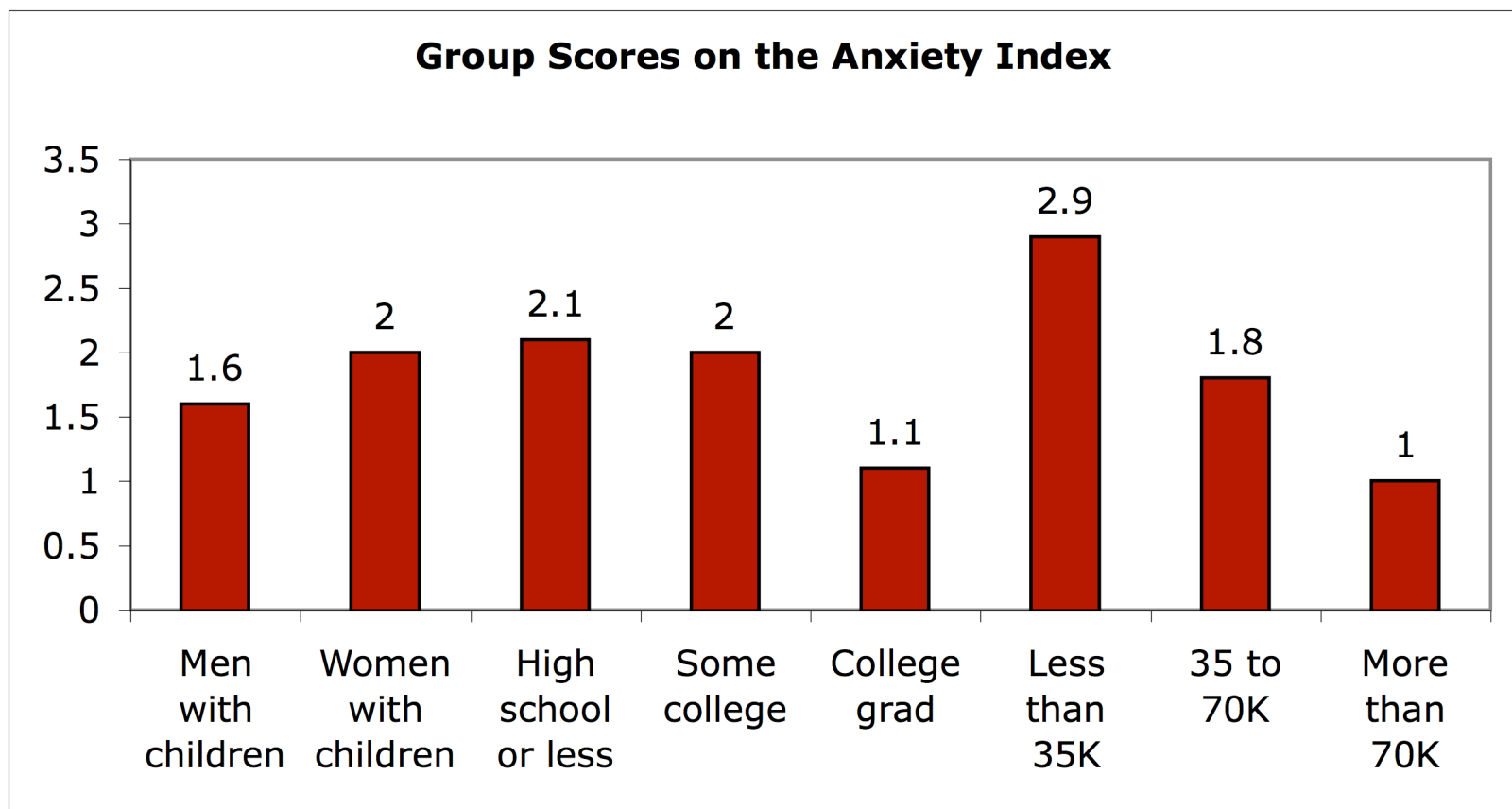
- Unemployed and looking for work **or** Working part time and would prefer full time **or** Dissatisfied with current job
- Feel paid a **lot** less than worth
- Have more in credit card debt than retirement savings
- Feel they will never be able to retire or not until at least 70 years of age
- Often 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

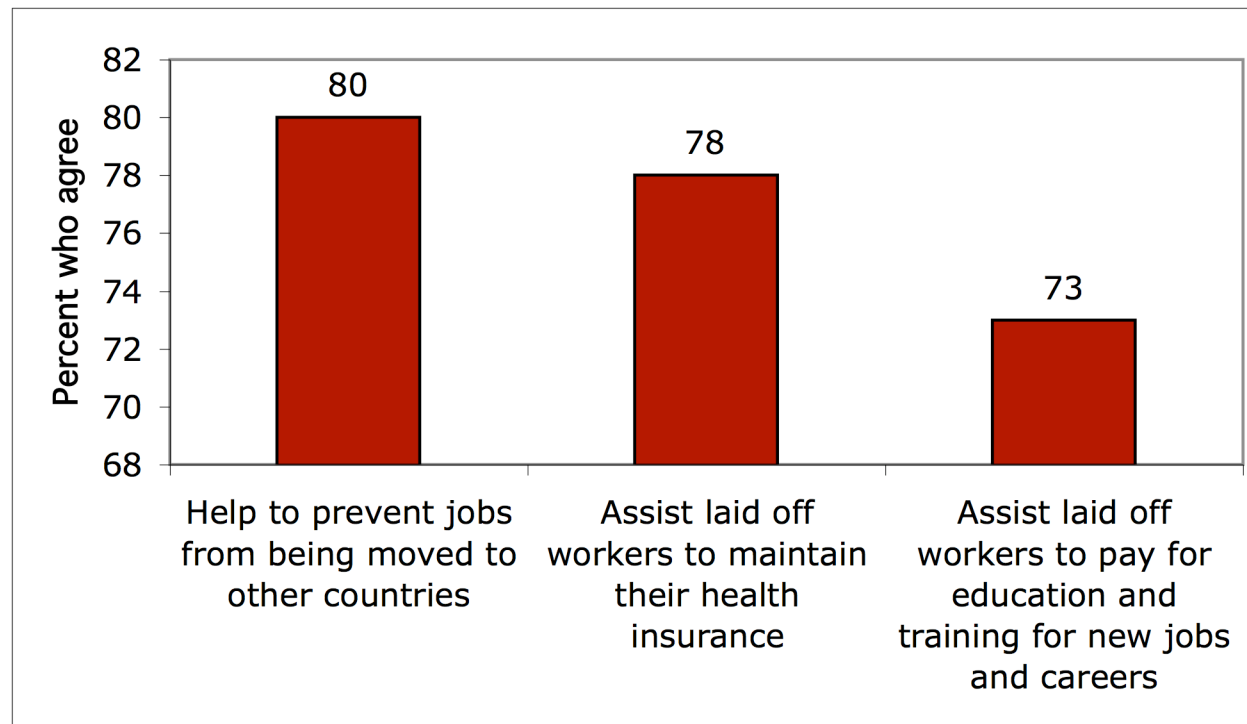
- 0 Score = 29%
- 1 to 2 = 44%
- 3 or more = 27%
- 1.8 Score = Average



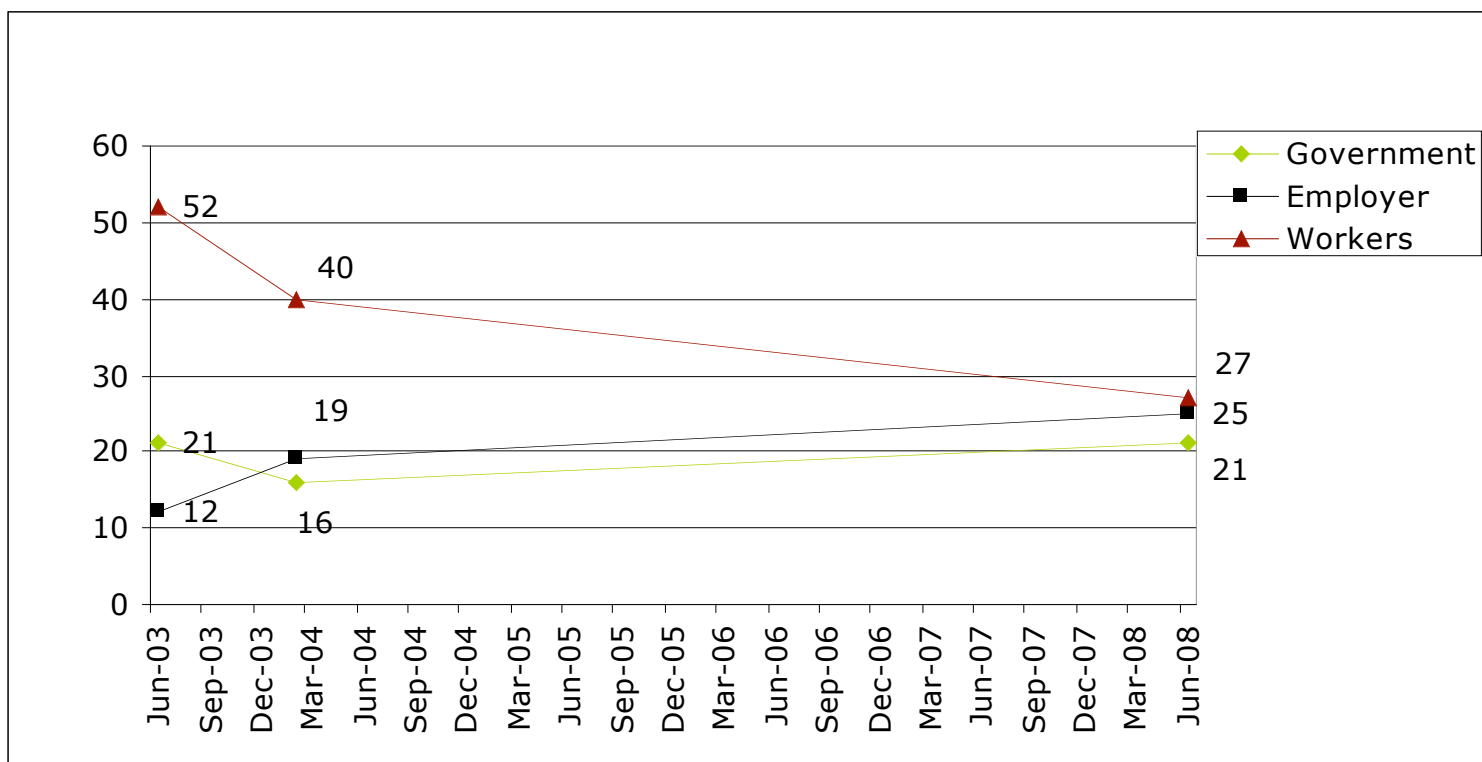
## 8 Truly Horrible Things



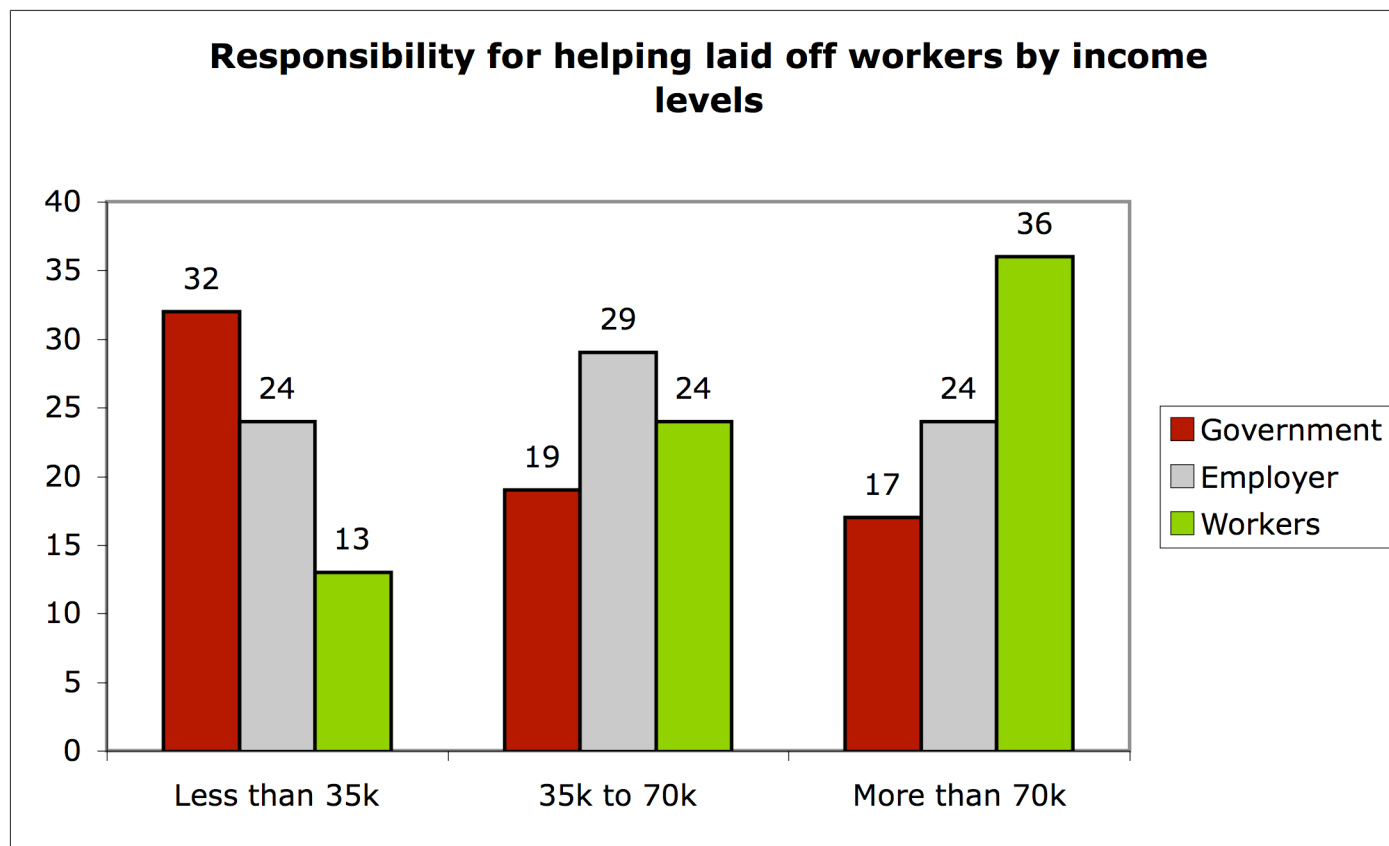
## Belief in Governmental Assistance



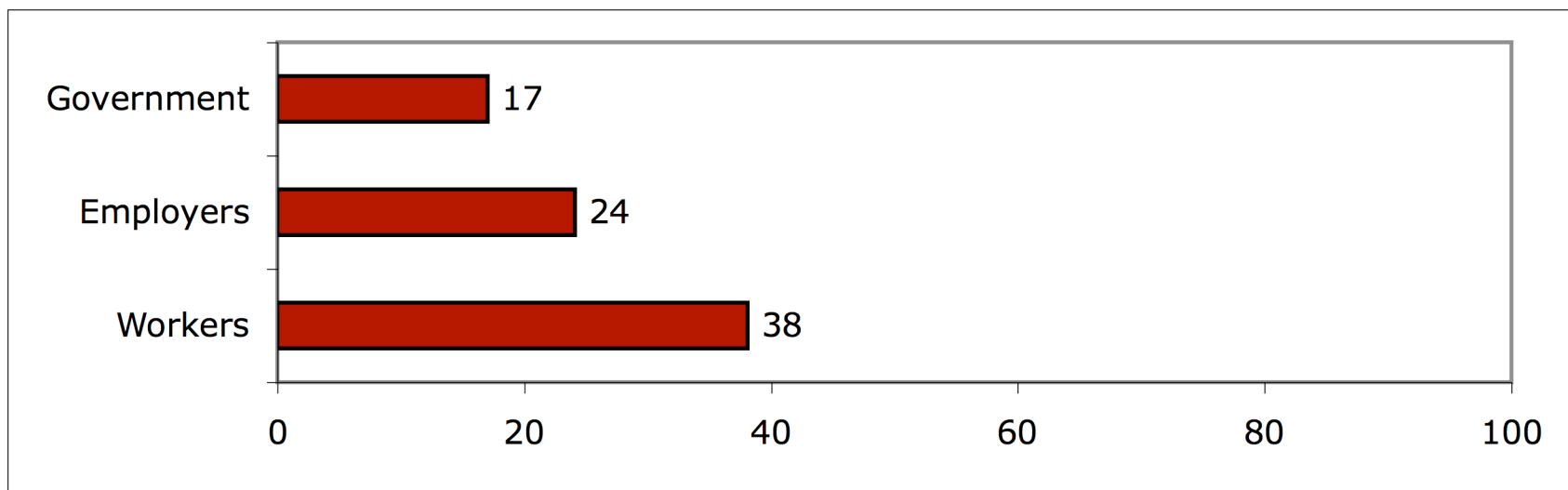
## Who's Responsible for Helping Laid Off Workers?



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## 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

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

# The Anxious American Worker

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

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