

Profile of Early Career Workers (25-35 Year Olds)

Employment Snapshot

- Most early career workers (91%) are full-time employees. Another 5% work as contractors.
- Forty percent of early career workers have been employed at their present organization for 0 to 2 years; 32% from 3 to 5 years and 28% for more than 6 years.
- Early career workers are the hardest working compared to other age groups. Thirty-eight percent work between 41 and 50 hours a week, with another 13% logging more than 61 hours.
- Most early career workers (61%) are not employed in the field they intended when they first joined the workforce.
- Most early career workers have not been part of a company restructuring or reorganization, with 64% stating so. Only 36% have been a part of a company restructuring or reorganization.

Work/Life Balance

- Early career workers are the least satisfied age group when it comes to the work/life balance programs offered by employers, with only 22% being extremely or very satisfied.
- Likelihood of early career workers to take advantage of work/life balance options (extremely/very/likely):
 - o Flex-time (78%)
 - o Telecommuting (74%)
 - o Paid time-off for community service (59%)
 - o Sabbaticals (53%)
 - o On-site day care (45%)
 - o Job sharing (42%)

Retirement

- Nearly half (42%) of early career workers expect to retire before the age of 64, and 49% somewhere between age 65 and 70.

Employer's Report Card

- Early career workers are the least likely group to say that their employer has put in more effort into retaining them. Only 10% say their employer has put in more effort into retaining them, 59% say the same amount and 31% say less.
- Only 39% of early career workers rated their current level of job satisfaction as excellent/very good.

Importance versus Satisfaction for Early Career Workers

Workplace Characteristics	Total Importance	Total Satisfaction	% Gap
Benefits	42%	12%	30
Financial compensation	42%	8%	34
Growth & earnings potential	38%	9%	29
Time & flexibility	33%	15%	18
Management climate	33%	14%	19
Training & development	33%	10%	23
Supervisor relationship	31%	21%	10
Culture & work environment	30%	15%	15

Thoughts on Job Change

- Early career workers are the most likely group to believe they have increased their career potential and earnings potential by periodically changing jobs. Sixty-five percent believe they have increased their career potential by periodically changing jobs. Similarly, 65% believe they have increased their earnings potential by periodically changing jobs.
- Nearly half (40%) of early career workers are likely to leave their employers in the next 12 months.