

## Profile of Entry-Level Workers (18-24 Year Olds)

### Employment Snapshot

- Most entry-level workers (80%) are full-time employees. However, this group is the most likely to work as a temporary employee compared to other age groups with 9% working as temporary, and 2% as consultants.
- Sixty-eight percent of entry-level workers have been employed at their present organization for 0 to 2 years; 28% from 3 to 5 years and 4% for more than 6 years.
- Entry-level workers work less hours compared to other age groups. Sixty-eight percent work between 30 and 40 hours a week and 22% work between 41 and 50.
- Most entry-level workers (56%) are not employed in the field they intended when they first joined the workforce.
- Entry-level workers are the least likely age group to have been part of a company restructuring or reorganization, with only 16% stating so.

### Work/Life Balance

- Entry-level workers are the most satisfied age group when it comes to the work/life balance programs offered by employers, with 25% being extremely or very satisfied.
- Likelihood of entry-level workers to take advantage of work/life balance options (extremely/very/likely):
  - o Flex-time (72%)
  - o Telecommuting (63%)
  - o Paid time-off for community service (58%)
  - o Sabbaticals (48%)
  - o Job sharing (43%)
  - o On-site day care (42%)

### Retirement

- Nearly half (46%) of entry-level workers expect to retire before the age of 64, and 46% somewhere between age 65 and 70.

### Employer's Report Card

- Only one in five entry-level workers say their employer has put in more effort into retaining them, 63% say the same amount and 16% say less.
- Entry-level workers have the lowest job satisfaction among all age groups. Only 34% rated their current level of job satisfaction as excellent/very good.

## Importance versus Satisfaction for Entry-Level Workers

Workplace Characteristics	Total Importance	Total Satisfaction	% Gap
Benefits	36%	17%	19
Financial compensation	34%	11%	23
Growth & earnings potential	32%	12%	20
Time & flexibility	32%	18%	14
Culture & work environment	31%	17%	14
Management climate	29%	14%	15
Supervisor relationship	26%	21%	4
Training & development	26%	12%	14

### Thoughts on Job Change

- Most (61%) entry-level workers believe they have increased their career potential by periodically changing jobs.
- Nearly half (48%) of entry-level workers are likely to leave their employers in the next 12 months. They are the most likely/least loyal of the groups.