WORKTRENDS

AMERICANS' ATTITUDES ABOUT WORK, EMPLOYERS, AND GOVERNMENT

# No End in Sight:
# The Agony of Prolonged Unemployment

by

Debbie Borie-Holtz

Carl Van Horn, Ph.D.

Cliff Zukin, Ph.D.

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RUTGERS
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JOHN J. HELDRICH CENTER FOR WORKFORCE DEVELOPMENT
EDWARD J. BLOUSTEIN SCHOOL OF PLANNING AND PUBLIC POLICY

## Background

The John J. Heldrich Center for Workforce Development at the Edward J. Bloustein School of Planning and Public Policy at Rutgers, The State University of New Jersey was founded as a research and policy organization devoted to strengthening New Jersey's and the nation's workforce during a time of global economic change. The Heldrich Center researches and puts to work strategies that increase worker skills and employability, strengthen the ability of companies to compete, create jobs where they are needed, and improve the quality and performance of the workforce development system.

Since 1997, the Heldrich Center has experienced rapid growth, working with federal and state government partners, Fortune 100 companies, and major foundations. The Center embodies its slogan "Solutions at Work" by teaming with partners and clients to translate cutting-edge research and analysis into practices and programs that companies, unions, schools, community-based organizations, and government officials can leverage to strengthen the nation's workforce.

The Center's projects are grounded in a core set of organizational priorities. The Center works to confront the challenges of closing the skills and education gap, of reemploying laid-off workers, of ensuring quality education and training for all students and job seekers, and of strengthening the management and effectiveness of government programs. Since its inception, the Heldrich Center has sought to inform employers, union leaders, policymakers, community members, the media, and academic communities about critical workforce and education issues that relate to the emerging global economy.

To better understand the public's attitudes about work, employers, and the government, and improve workplace practices and policy, the Heldrich Center produces the *Work Trends* surveys on a regular basis. (The complete set of reports is available at *www.heldrich.rutgers.edu.*) The surveys poll the general public on critical workforce issues facing Americans and American businesses, and promote the findings widely to the media and national constituencies.

The series is co-directed by Carl E. Van Horn, Ph.D., Director of the Heldrich Center, and Cliff Zukin, Ph.D., Senior Faculty Fellow at the Center and Professor of Public Policy and Political Science at Rutgers University. *No End in Sight: The Agony of Prolonged Unemployment* continues to advance the goals of the *Work Trends* series to give American workers a voice in the national economic policy debates, and thereby provides policymakers and employers with reliable insights into how workers across the nation are judging and acting upon the realities of work and the workplace.

The authors thank Jessica Godofsky, Research Assistant, for her many contributions to this project.

## Introduction

In August 2009, the John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey, working with Knowledge Networks and its online nationally representative probability sample, conducted a survey of 1,202 men and women who had been unemployed at some point in the previous 12 months. Three-quarters were unemployed at the time of the survey, one in five had found new employment, and the other 5% had left the labor force. We asked those who were without work how they had come to lose their jobs; how they were coping economically, socially, and emotionally; and what they were doing to find a new job.

We returned to take a second look at this group in March 2010, a little more than half a year later. We successfully completed follow-up questionnaires with 908 of the original group, a panel completion rate of 76%. There was no significant difference between the 908 successfully re-interviewed and the 294 not filling out a March 2010 survey.[1]

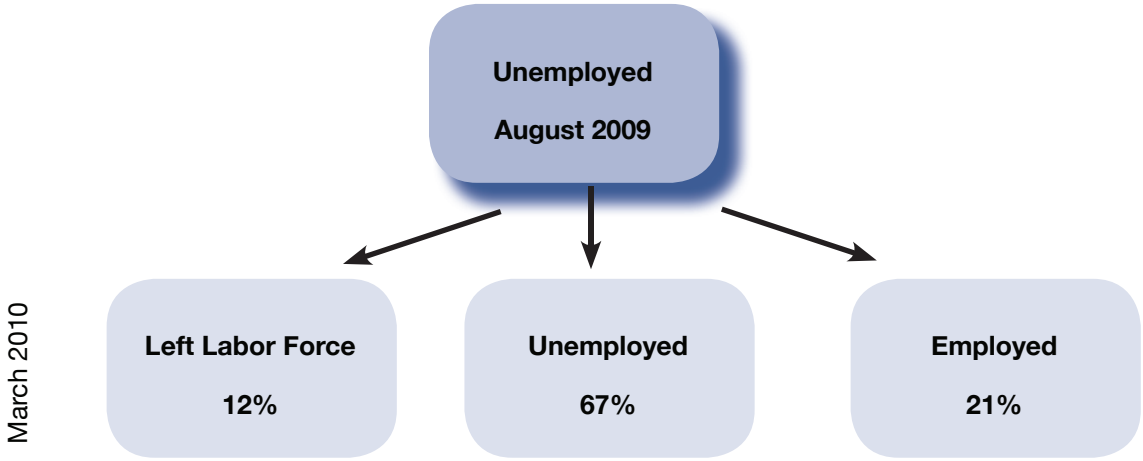
The first section of this report shows the labor force paths they took and where they are today, along with a profile of who has become reemployed. The second section looks in detail at this group. We are interested in how many have been able to find employment, how long it took them, what job-hunting strategies they found successful, the sacrifices they had to make to become reemployed, and how they feel about their new jobs. The next section focuses on those who remain unemployed another half year later. We examine what they have been doing to get by in a prolonged condition of unemployment, and look at the financial, social, and emotional effects on them and their families. The report concludes by presenting data on the role of government in this area.

## Paths of the Unemployed: 80% Still Unemployed or Out of the Labor Market

The first question taken up is the most fundamental: How many of those who were unemployed last August have gotten new jobs? The answer is presented by the data in Figure 1. A dismal one in five (21%) of those looking for work in August of last year had found it by March of this year. Fully two-thirds (67%) remain unemployed and looking, with the remaining 12% having left the labor market. Of this 12%, more than half say they got discouraged and stopped looking, while the other half have turned their energies to different pursuits, such as school or parenting.

There are noteworthy differences in the reemployment of the American worker by age, education, race/ethnicity, and gender. These are presented in Table 1. The data in the far left hand column of this table show the relative size of the demographic group. For example, those between 18 and 29 years of age made up 30% of the unemployed in August. Those between 30 and 49 years of age made up 43% and the final 28% were over 50 years of age. The data in the rows for each demographic category show how respondents in that group have fared in finding jobs by March. For example, among those 18 to 29 years of age, 57% are still looking for work, 14% have left the labor force, and 29% have found new employment.

Figure 1: March 2010 Employment Status of those Unemployed in August 2009




The youngest cohort has had the most success in becoming reemployed; the oldest the least success. While 29% of those under 30 have new jobs, the same can be said of 21% of those between 30 and 49, and of just 12% over 50 years of age. While the percentage looking appears to be the same (72%) for the two older age groups, there is a different underlying dynamic going on. Fully 17% of those over 50 indicate they have given up and left the labor market, compared to just 7% of those between 30 and 49.

Women are having a bit of an easier time finding new employment than are men. Just over one-quarter of women have found new jobs, compared to just under one-fifth of men, leaving 62% of women and 71% of men who were unemployed in August 2009 to remain unemployed seven months later.

Also worthy of note are the number of Blacks and Hispanics who have left the labor market (15%) compared to Whites (9%), and the number of Americans with a high school education or less (17%) compared to those with more formal education (6%).

## The Newly Reemployed: Settling for Less

Just one in five of those looking for jobs last August found new ones by March 2010. This section of the report tells their story, examining how long they were out of work, how satisfied and secure they are in their new jobs, and how their new jobs compare to their old ones in salary, benefits, and hours worked.

New jobs did not come easily or soon. Just 21% of those unemployed and actively looking for a job in August 2009 found employment by March 2010. An even smaller number (13%) found full-time employment. Just 10% returned to their previous position at the same place of employment. Sixty-five percent who found employment searched for at least seven months. Twenty-eight percent looked for more than a year. (See Figure 2.)

It is clear that many took their new jobs out of need rather than desire. The majority (61%) said their new job was “something to get you by while you look for something better,” while just 39% agreed with

**Voices of the Unemployed**

*Got up and went out everyday, I made looking for a job my job…called back each place I stopped at.*

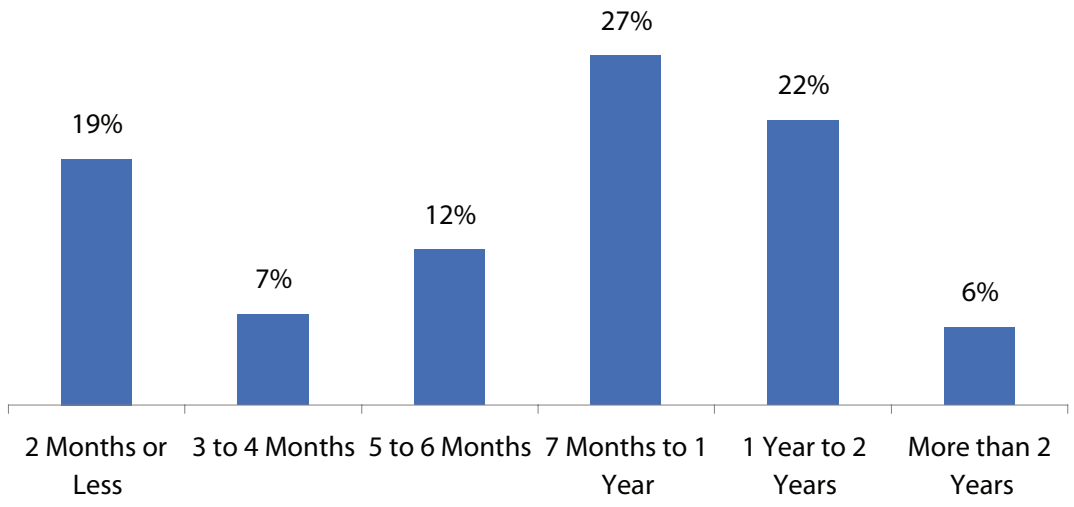
*Constant networking with important contacts, friends, and colleagues.*

*In 15 months of being unemployed I only had three interviews, and all three times it was because I knew someone.*

Table 1: March 2010 Employment Status of those Unemployed in August 2009, by Groupings

| Percent Unemployed in August | | Still Unemployed and Looking | Left Labor Force | Newly Employed | Total | (n) |
|---|---|---|---|---|---|---|
| 100% | **Total** | 67% | 12% | 21% | 100% | 670 |
| | **Age** | | | | | |
| 30% | 18-29 | 57% | 14% | 29% | 100% | 75 |
| 43% | 30-49 | 72% | 7% | 21% | 100% | 254 |
| 28% | 50+ | 72% | 17% | 12% | 100% | 341 |
| | **Income** | | | | | |
| 54% | Less than $30K | 68% | 14% | 19% | 100% | 196 |
| 22% | $30-$60K | 64% | 13% | 22% | 99% | 171 |
| 24% | $60K-Over $100K | 70% | 5% | 26% | 101% | 303 |
| | **Gender** | | | | | |
| 60% | Male | 71% | 11% | 18% | 100% | 351 |
| 40% | Female | 62% | 12% | 26% | 100% | 319 |
| | **Education** | | | | | |
| 53% | High School or Less | 64% | 17% | 19% | 100% | 169 |
| 29% | Some College | 75% | 5% | 20% | 100% | 249 |
| 19% | Bachelor's Degree or Higher | 65% | 7% | 28% | 100% | 252 |
| | **Race** | | | | | |
| 53% | White, non-Hispanic | 71% | 9% | 21% | 100% | 464 |
| 41% | Black/ Hispanic | 63% | 15% | 22% | 100% | 141 |

Figure 2: Length of Job Hunt for Newly Reemployed, March 2010




the statement that their new position is "something you really want to do and think it is a new long-term job." Moreover, when compared with longer-term job-holders, the newly reemployed are less satisfied in their jobs.

The Heldrich Center conducted a study of current American workers by telephone in November 2009. The questionnaire included a measure of job satisfaction and security, allowing for a comparison between those answers and those given by those newly reemployed. While not a direct apples-to-apples comparison,[2] there are large and significant differences between the two groups. Last year, 49% of continuing workers said they were very satisfied with their jobs, compared to just 21% of the newly reemployed. Just over half (54%) of the newly reemployed say they are at least somewhat satisfied with their jobs, but this is true of 88% in the workforce as a whole. (See Table 2.) Finally, about one-third of newly reemployed workers say they are very concerned about their job security, and another quarter say they are at least somewhat concerned. (See Table 3.)

Table 2: Job Satisfaction among the Newly Reemployed, March 2010

| | Standard Employed November 2009 | Newly Reemployed March 2010 |
|---|---|---|
| Very Satisfied | 49% | 21% |
| Somewhat Satisfied | 39% | 33% |
| Neither Satisfied nor Dissatisfied | 4% | 23% |
| Somewhat Dissatisfied | 4% | 16% |
| Very Dissatisfied | 3% | 6% |
| Don't Know | 1% | 1% |
| Total | 100% | 100% |
| N | 509 | 150 |

Table 3: Job Security among the Newly Reemployed, March 2010

| | Newly Reemployed March 2010 |
|---|---|
| Very Concerned | 31% |
| Somewhat Concerned | 28% |
| Not Very Concerned | 25% |
| Not at All Concerned | 16% |
| Total | 100% |
| N | 148 |

Just over half of those gaining new employment say they had to take a pay cut from what they earned in their prior job, and about a quarter took a significant salary hit. As Figure 3 shows, 45% took no cut, 26% took a cut of 10% or less, 16% took a cut of between 11% and 30%, and 13% took a cut larger than one-third of their former salary.

Full-time opportunities were often a function of workers' willingness to settle for less. In addition to reduced pay, one-third (33%) took a reduction in fringe benefits. Fifteen percent also agreed to work for fewer hours than their previous position while 18% took a temporary part-time position that ultimately led to full-time employment. Still, reduced hours, benefits, and wages were not the only concessions full-time workers had to make. Slightly more than one-third sought employment in a new field or career. Seven percent moved to another city or town to land a new job.

When the *Work Trends* survey asked those who found work about the main reason they believed they were able to find a job when so many others have not, a pervasive theme that emerged was their willingness to be flexible in terms of hours, money, and location.

**Voices of the Unemployed**

*…I was willing to take part-time work.*

*I settled for much less in income.*

*I moved from an area where there was not a lot of jobs to an area where there was work to be had.*

One-fifth of those employed said they were willing to make concessions: "willing to take a pay cut," "willing to relocate," "willing to travel longer from home," "willing to work less hours," "willing to lose benefits," and "willing to lose job security."

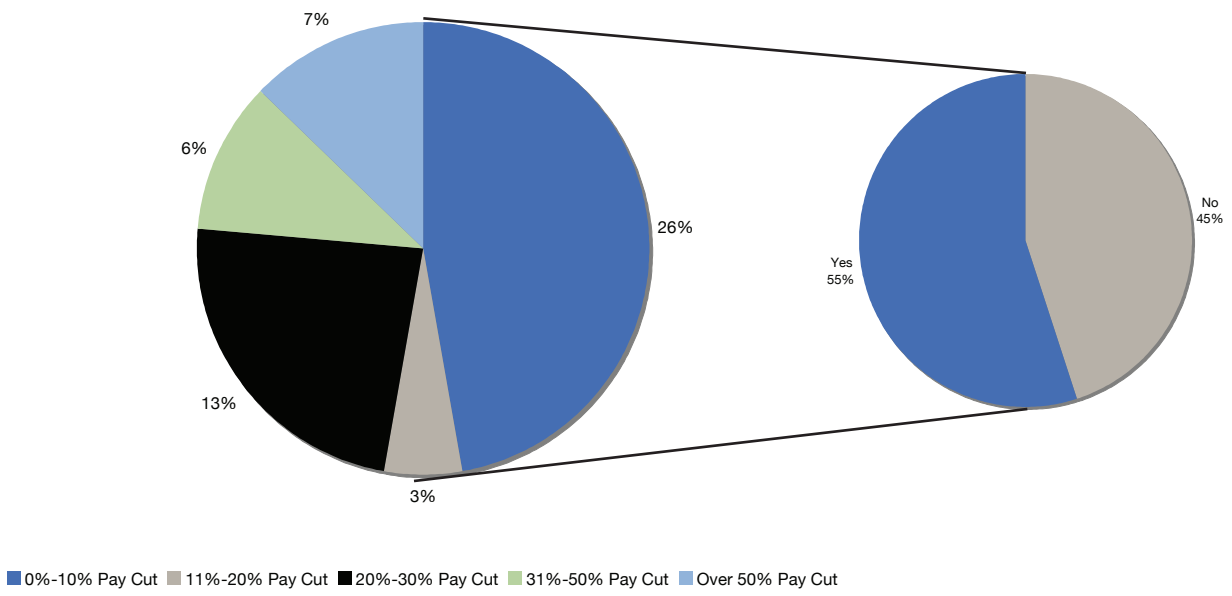
## The Long-Term Unemployed are Still Looking

Fully two-thirds of those unemployed last August remained so in March 2010. Last summer, the median length of unemployment reported by survey respondents was half a year. Forty-seven percent had been employed six months or less and 48% at seven months or more. This spring finds just 22% having been unemployed six months or less, with 70% having been unemployed for longer. As Figure 4 shows, 48% have been unemployed for more than a year, with 16% for more than two years. And given the increase from 5% to 12% in those who have tired of looking and left the labor market, the March data likely understate the period of unemployment.

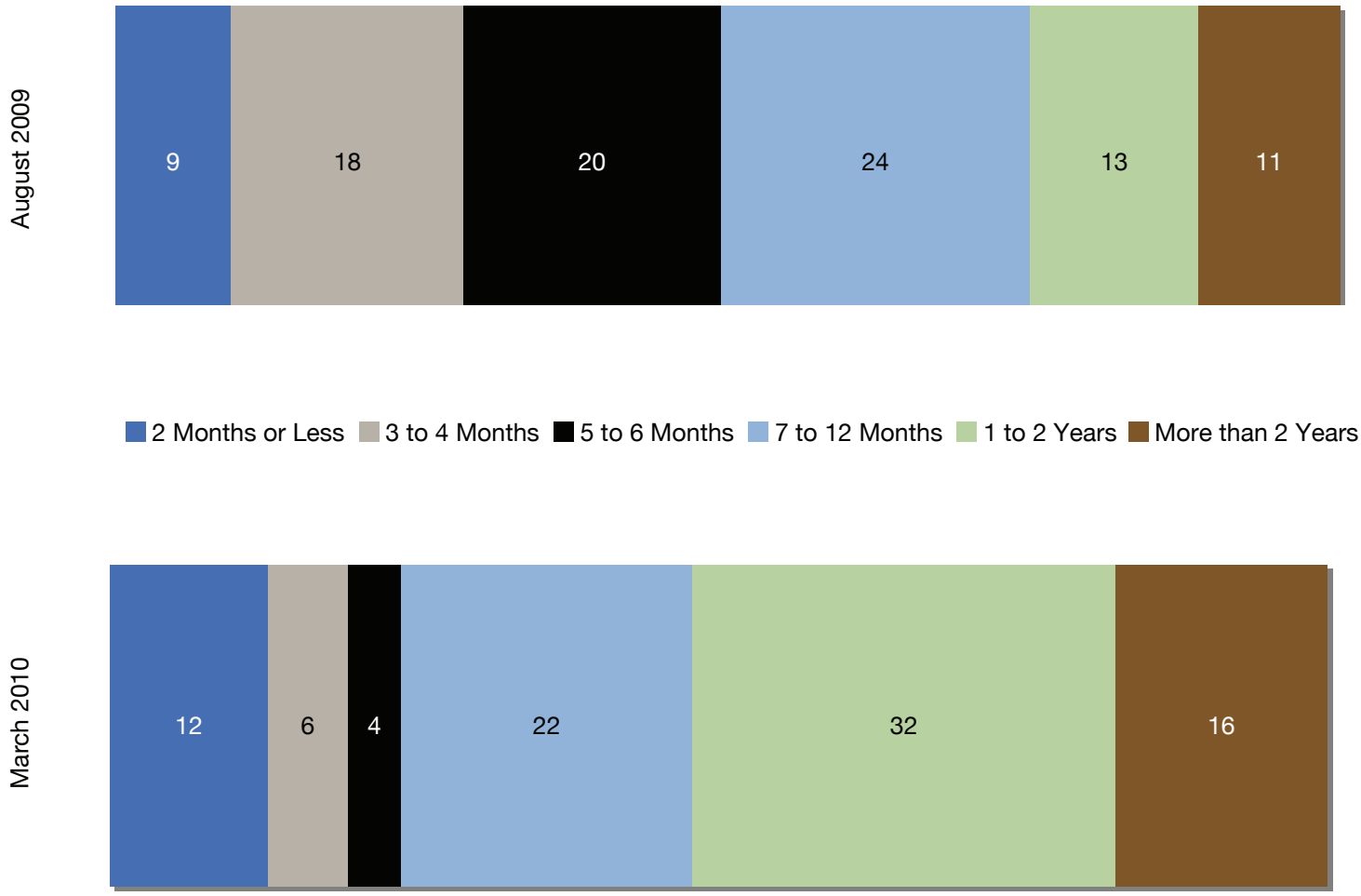
## Dashed Hopes and Pessimism

Perhaps one of the more challenging threats to the economic recovery is the pessimism that permeates among the un-

## Figure 3: Downward Mobility: The Newly Reemployed Take a Pay Cut, March 2010




## Figure 4: Length of Time Spent Looking for Work



**Voices of the Unemployed**

*The longer I am out of work, the less competitive I can be with people who are trained, [or] receiving ongoing training to maintain and increase skill levels. I am outdated and can't afford to update.*

*As an older American, it is cheaper for the local high-tech industry to hire younger, lower-paid H1B workers that are willing to share quarters, etc. We are considered expendable.*

*The one job I found after being laid off is a part-time job that only provides about 20 hours a week of work. I have been unable to find a full-time job and there are no jobs in my area that offer health insurance for the skills I have.*

employed. With no success in finding a job, future prospects appear bleak. Half (52%) are somewhat or very pessimistic about their employment outlook in the near future. More startling is the number of unemployed who are simply unsure about how long it will take to find a job (46%).

Most unemployed workers who are still in the job hunt believe they will never return to the jobs they lost during this recession. Only 17% of the unemployed in March believe there is some or a good chance of returning to their last job. More striking is the gap between those who now believe there is no chance of returning (63%) as compared to half of those unemployed when they were asked about the possibility in 2009. Although the majority of the unemployed have been on a job interview since being out of the workforce, only 14% have been offered a position.

Many of those without jobs are already without a safety net. Just 49% of those still unemployed and looking for work report receiving Unemployment Insurance (UI) benefits in the preceding 12 months. While most of the remainder say they are not eligible for benefits, about one-third of those not receiving UI do not know if they are eligible to do so. Quite a large number of those having received unemployment benefits (67%) say they are very concerned that their benefits will run out, with another 13% saying their benefits have already done so. Just 46% say they have health benefits. In fact, looking jointly at whether the survey respondents received UI and their health care status leads to the following statements:

- 30% have received UI and have health coverage
- 33% have neither UI nor health coverage
- 21% have received UI but do not have health coverage
- 16% have not received UI but do have health coverage

**Voices of the Unemployed**

*Employers are reluctant to hire for fear that the economy will turn down again.*

*Although there is nowhere on a CV/resume that you state your age, employers can tell how many years you have worked. I have been interviewed for positions requiring experience by managers who are more than half my age, and they can barely contain their disdain — despite the fact that my work experience is far greater than theirs.*

*There are not very many open positions out there as employers are mostly promoting from within, then getting rid of lower positions so they do not have to hire new workers.*

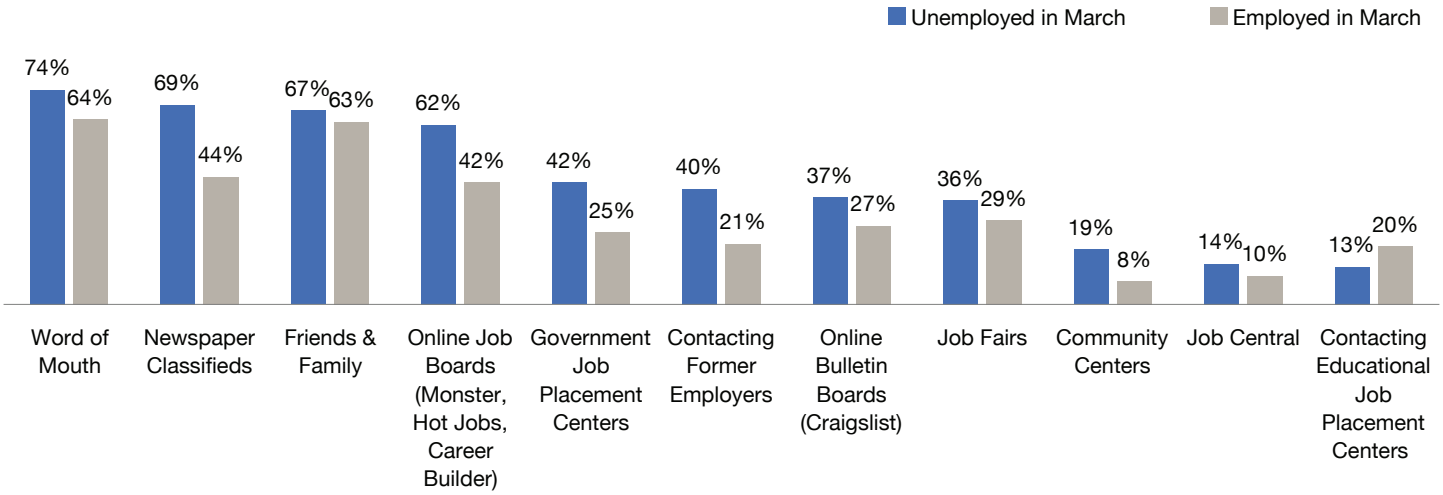
As expectations have fallen, those unemployed are ready to make major changes in order to find a job. One-third of those unemployed (35%) say they are able to relocate to another city or town for a new job. Seven in ten (71%) report they are willing to take a pay cut and three-quarters (76%) have thought seriously about changing fields or careers in order to find a job.

## The Job Hunt

Figure 5 shows the wide variety of sources that the unemployed have used in seeking work. There are three basic observations to be made from these data. First, there are no obvious job search differences between those who remain unemployed and those who have found a job. In that sense, there is no "magic bullet" in job hunting. Second, it is word of mouth and personal relations that are most often used. Finally, job seekers are turning to a multiplicity of places in their search. Out of the 11 most common search tools depicted in Figure 5, those who were unemployed availed themselves of five different search methods, on average.

The longer one is unemployed, the more types of job searches one is likely to embark upon. Sixty-two percent of those still unemployed looked for a job using Internet job boards or employer websites as compared to 42% of those who found employment. About 42% of those unemployed went to a One-Stop Career Center

Figure 5: Tools of the Job Hunt



or government agency for help compared to 25% of those who found jobs. Thirty-six percent of the unemployed attended a job fair, while 29% of those who found jobs did. Nineteen percent of the unemployed took an education class while less than 1% of the newly reemployed did. Seventeen percent of the unemployed took a skills-based training course as compared to 10% of those who found work. Finally, one-quarter (27%) of the unemployed used an online/Internet-based social networking website. Only 11% of those employed made use of a social networking website. The frustration over the unproductive job search for so many who have been looking for so long is characterized by many as the most difficult thing about being unemployed.

## Coping with Unemployment

The Great Recession has touched almost everyone. A national sample conducted by the Pew Research Center in December 2009 found 62% of Americans describing their personal financial situation as either only fair or poor. The unemployed are in measurably worse condition than the overall population: almost 9 in 10 of those who remain unemployed in March rate their own financial situation being in either fair or poor financial condition, with fully 53% saying poor. (See Figure 6.)

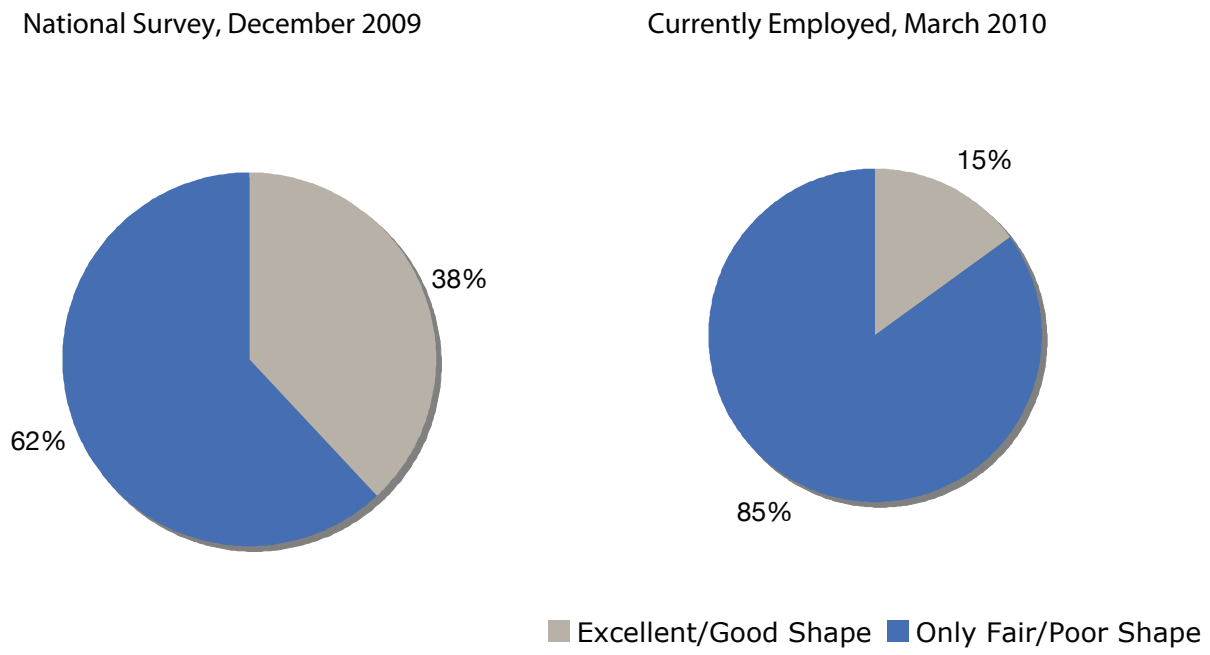
It is no surprise that three-quarters (77%) of those unemployed report that the current economic situation is having a major impact on them and their families. In addition to drastically reducing discretionary spending, the more serious setbacks for the unemployed have come in the form of increased borrowing, missed debt payments, reduced medical care, and bankruptcy.

The survey asked about 20 different things that people might have done to cope economically with the recession. At the top of this list is reducing spending (92%), which included putting off home improvements (55%) or vacations (68%) and dining out (85%). These are generally easy to do, as they delay something desirable rather than something essential. The 70% who have used money from savings to make ends meet is far more serious as this is money that was set aside for retirement or education. The other activities displayed in Figures 7 and 8 require even greater sacrifice and in some cases increase debt that may already be crushing. All are certainly more unpleasant.

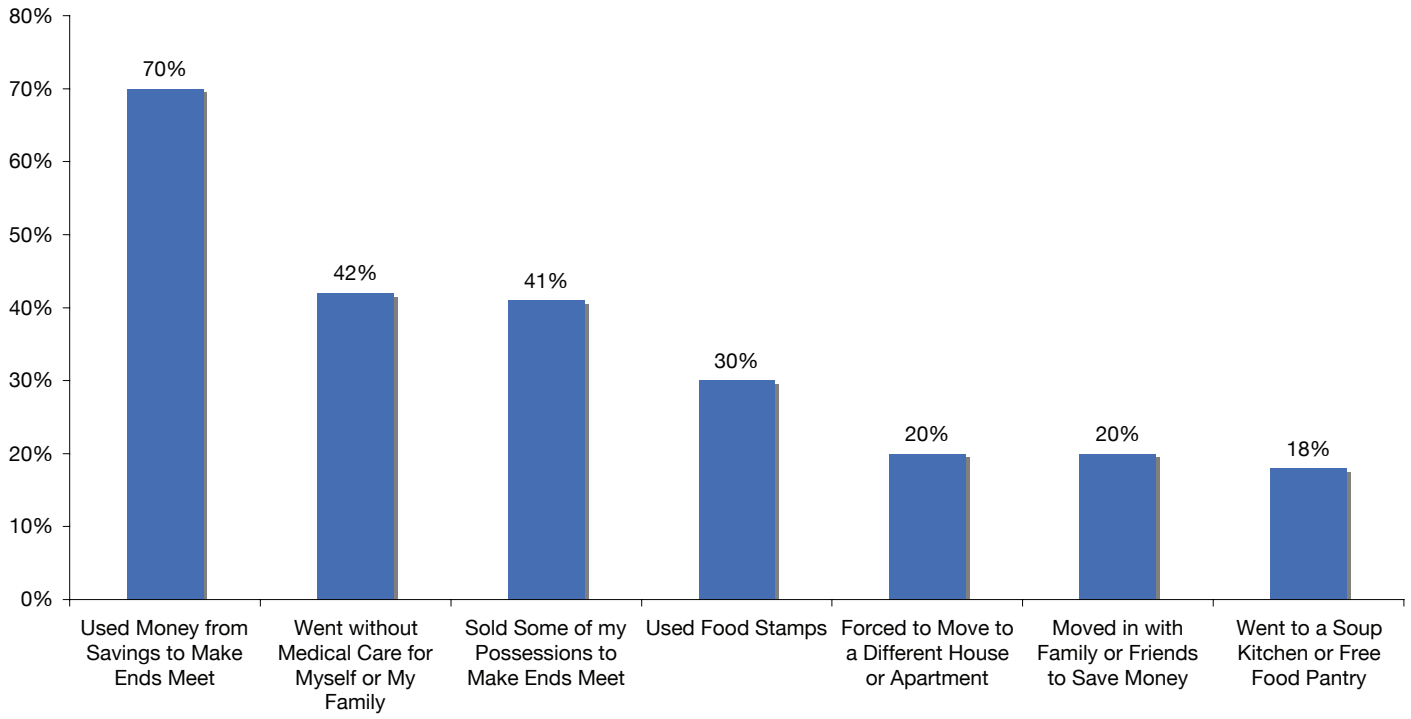
Seven out of ten have used money from savings or put away for retirement to try to make ends meet, but savings alone were often not enough to get by. About half (47%) of those unemployed have changed their plans for retirement. Fully 42% of those unemployed have gone without medical care for themselves or their family and 41% report having sold some of their possessions to make ends meet. More than one-quarter (30%) have used Food Stamps and 18% went to a soup kitchen or free food pantry. Twenty percent were forced to move to another apartment or house and 20% had to move in with family or friends to save money. (See Figure 7.)

Despite going without and drawing on savings, most of those still unemployed have taken on significant debt, which will serve as a heavy anchor as they try to lift themselves back to the financial surface. More than half (56%) of those currently unemployed have borrowed money from family and friends while 45% have increased credit card debt. Twenty-five percent of those currently unemployed have missed a

## Figure 6: Rate Your Personal Financial Situation




## Figure 7: Trying to Make Ends Meet, Unemployed, March 2010



credit card payment and 24% have missed a mortgage or rent payment. Eleven percent had to borrow money against their house or from a bank while 3% have lost their home to foreclosure. In all, 6% have declared personal bankruptcy. (See Figure 8.)

## Emotional Change

Psychologically, there has been a tamping down of the emotions of the unemployed over the past half year. Figure 9 shows the percentage expressing each of nine characteristics in August 2009 and of the same people completing questionnaires in March 2010. For example, in August, 79% of the unemployed characterized themselves as "stressed," but just 49% described themselves that way in March. In that sense, there are many positive changes as about 20% fewer said they are depressed, anxious, helpless, angry, and hopeless. But fewer are at a more positive emotional resting place as well. Between 20% and 25% fewer said they were eager for a new start, hopeful, or motivated in 2010 than in 2009. In many ways, the emotional edge is not as sharp or raw, as many seem to have gotten used to their condition of being unemployed over time.

In a national survey conducted by The Kaiser Family Foundation in March 2010, respondents were asked to rate their personal health. While 48% of Americans rated their personal health as very good or excellent in the national survey,[3] just 30% of those currently unemployed rate their health as very good or excellent.

Figure 8: Sinking Deeper into Debt, Unemployed, March 2010

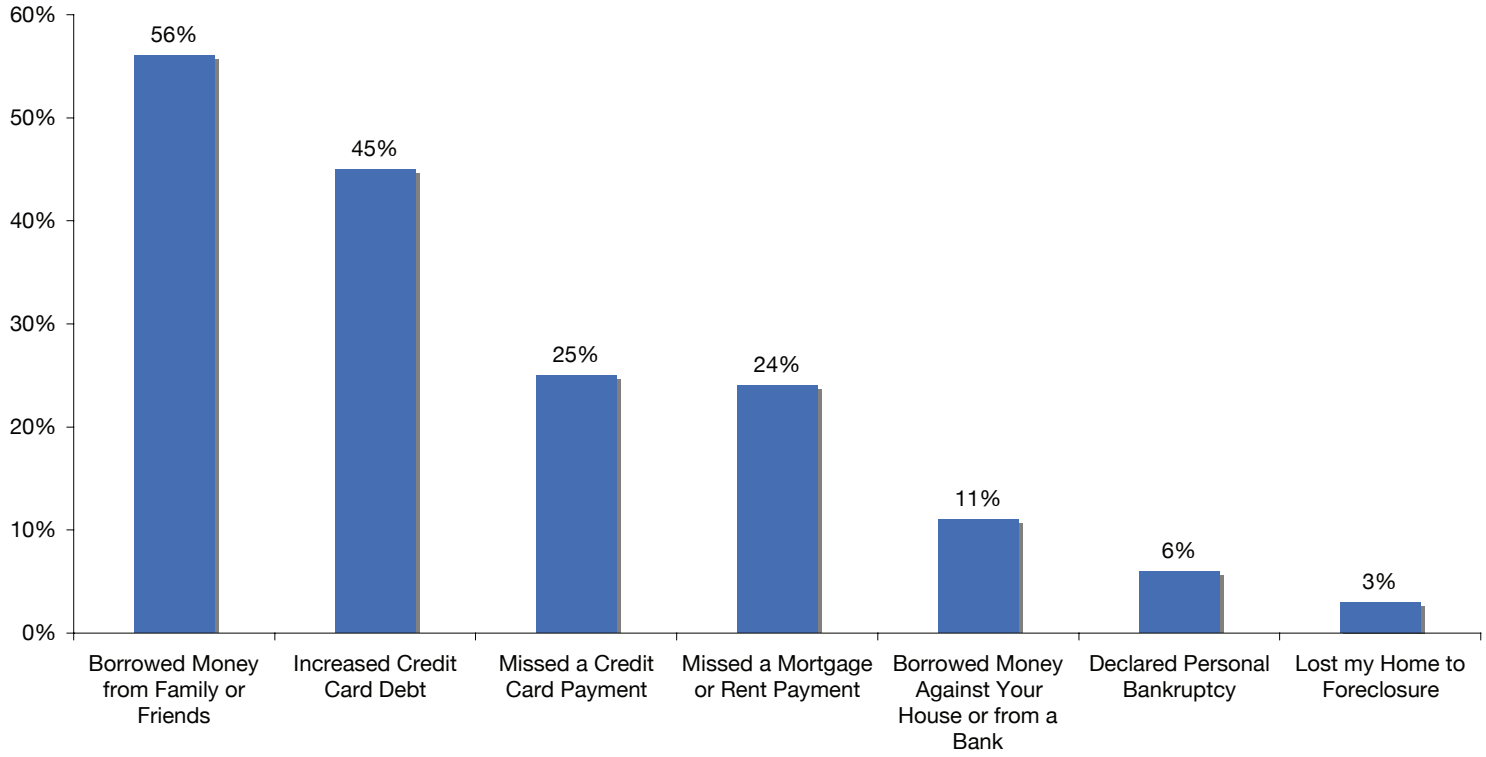
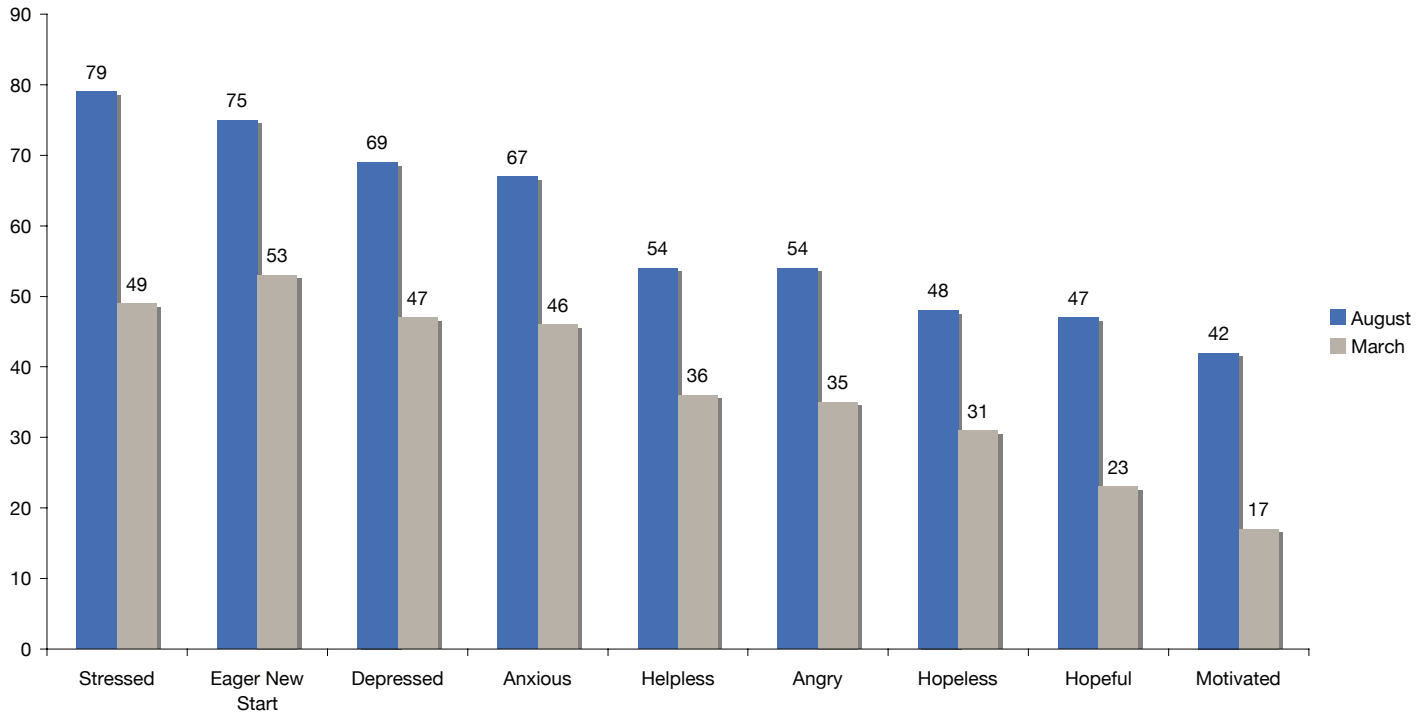


Figure 9: The Emotional Costs of Unemployment, August 2009 and March 2010




Among those who are still unemployed, 9% have sought professional help. At this rate, it is projected that nearly 1.35 million Americans have sought help for a stress-related disorder or depression.[4]

The emotional upheaval felt by those who have been looking for work for so long range from physical distress to isolation and, worse, substance abuse. Eight in ten (88%) of those unemployed and looking for work in March 2010 report having stress over their situation: 68% say they feel uneasy or restless, and three-fifths (60%) have experienced changed sleeping patterns or loss of sleep. Fully half say they avoid social contact with family, friends, and acquaintances, while 44% have now lost contact with close friends. Forty-three percent say they are quick to anger and 13% of the unemployed now report substance dependency. (See Figure 10.)

Respondents express in the strongest terms the personal toll being exacted when they are asked about the most difficult thing about being unemployed. Many of the comments evidence a lack of self-worth, shrinking self-esteem, a diminished sense of self-confidence, and isolation.

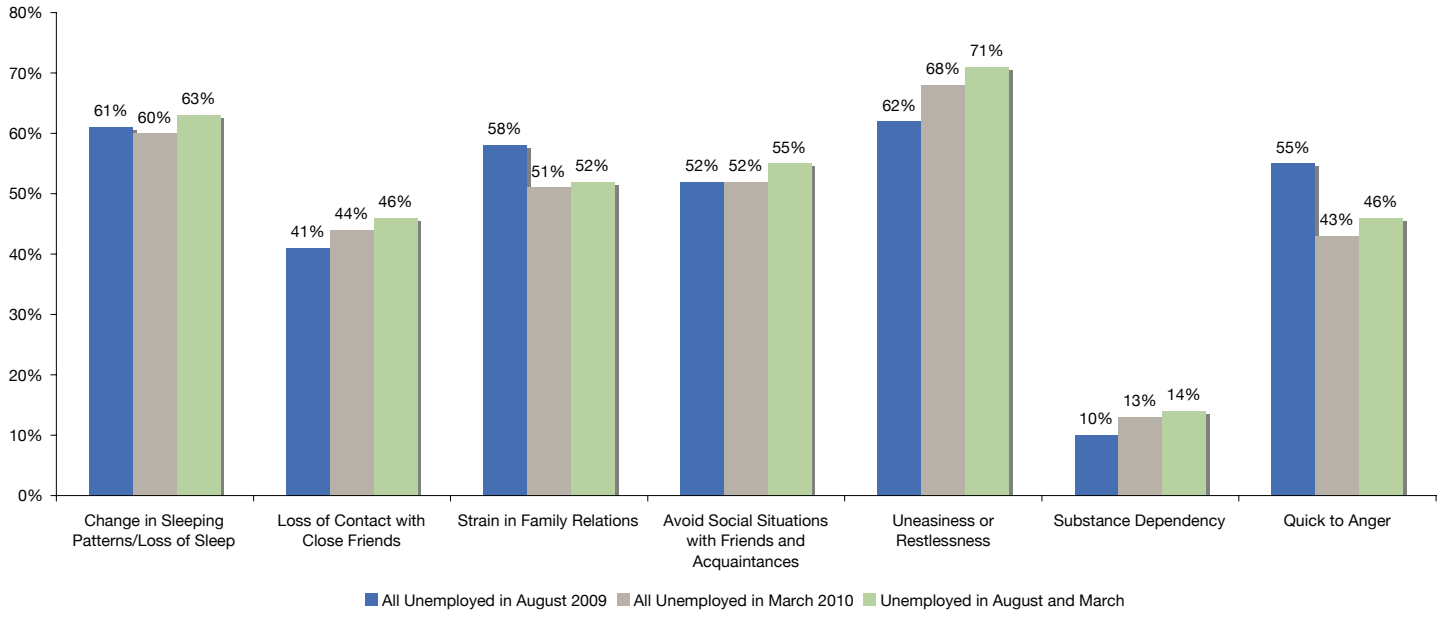
## Government's Role in Helping Jobless Americans

The August 2009 and March 2010 *Work Trends* surveys asked **all** respondents a series of questions about the role of government and the problem of unemployment.

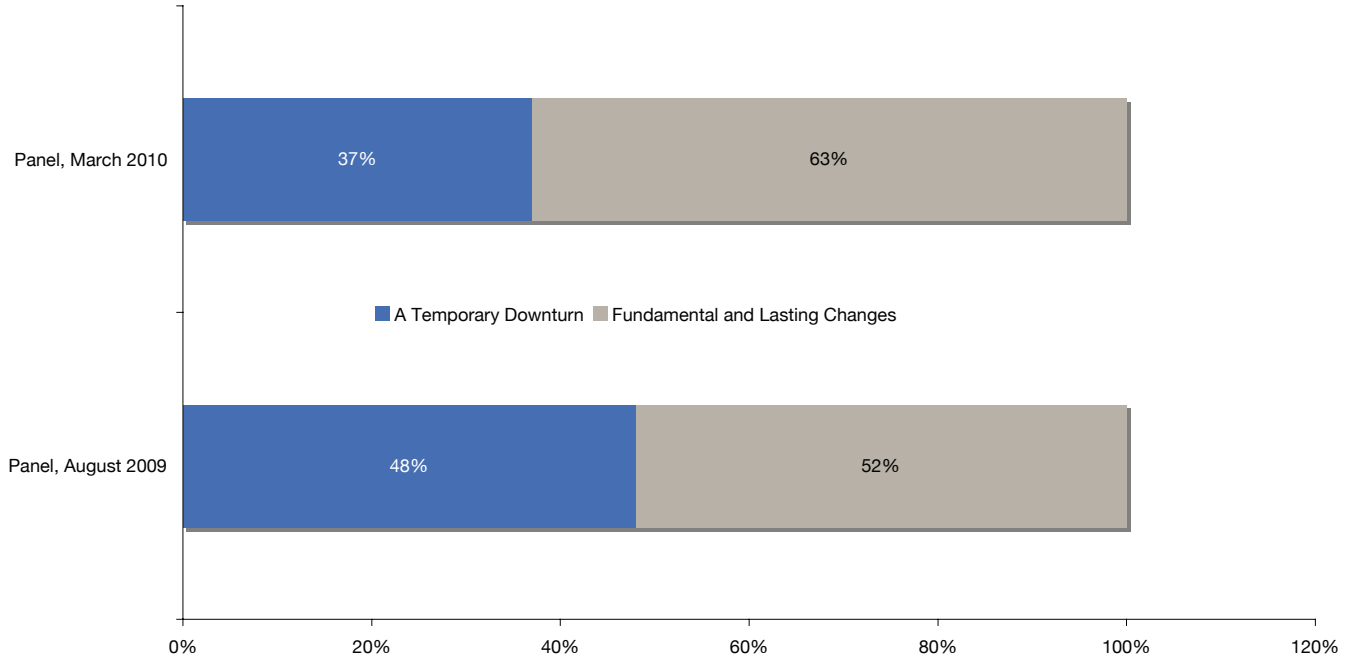
Nearly two-thirds (63%) of those surveyed in March now believe the U.S. economy is undergoing a fundamental and lasting change as compared to 52% when first asked in August 2009. (See Figure 11.)

The *Work Trends* panel are critical of President Obama's handling of the nation's economy. In March 2010, 61% rate his

## Figure 10: Emotional Reactions to Unemployment




## Figure 11: Opinions of the U.S. Economy



handling as only fair to poor as compared to 48% in August. The harshest criticism of the President is for his handling of the problem of unemployment. Two-thirds (68%) of the panel now give the President a bigger thumbs down, as compared to 57% when asked in August. By comparison, the President's job approval rating was 49% for his fifth quarter in office, spanning January 20 to April 19, 2010, according to Gallup Daily tracking poll.[5]

As for the role of government, the panel believes government (49%) is mainly responsible for helping people when they are laid off from work. About a quarter (28%) believe workers themselves are responsible as compared to 34% who believed that in August. Twenty-two percent of the unemployed believe employers are responsible for helping the unemployed.

Unemployment benefits remain the most important service that the government can provide to help people (59%), according to our respondents. Job placement services (21%) come in at a distant second with all other services — location assistance, extended health benefits, and job training — under 10%.

The panel was also asked about their views on the deficit and job creation.

Respondents were split on the question as to whether the United States needs another economic stimulus package even if it causes the debt to increase. Roughly one-third agree (30%), 39% diasagree, and 32% have no opinion.

When asked to choose between tax cuts and job creation strategies, the panel was again equally divided. Thirty-seven percent of the unemployed believe government should cut taxes for businesses in order to create jobs, even it causes the debt to increase. Thirty percent disagree, while 33% have no opinion.

But more than half (61%) support the notion that the federal government should fund programs that create jobs for the unemployed, even if the debt goes up. Nineteen percent disagree with this idea, while 19% have no opinion.

## Summary and Conclusions

Despite positive signs of economic growth and a rising stock market, millions of unemployed Americans see no end to the Great Recession that wrecked their finances and threw their lives into turmoil. *No End in Sight* underscores the fact that positive growth in the nation's economy has done little to reach millions of skilled workers still adrift in the most severe period of prolonged joblessness in decades. While the worst phase of the Great Recession may be behind us, the vast majority of jobless Americans have not found new jobs. When they did find work, all but a few took pay cuts and lost benefits. Among those still searching for work — many for more than a year — are millions who have never been without a job and who have at least a college education.

It is remarkable that fully two-thirds (67%) of those jobless last August were still jobless this March, and 12% had given up looking for jobs. Since August, the number of job seekers searching for more than seven months rose from 48% to 70%. Over half do not think they will find a new job in the near future even though 73% are willing to take a pay cut and 77% are willing to change careers in order to get a job.

Survey respondents who were still unemployed in March reported feelings of anger and despair, with 89% rating their financial situation fair to poor. Their sacrifices went well beyond forgoing vacations, entertainment, and other forms of discretionary spending. More than half borrowed money from family or friends, 45% have increased credit card debt, and 70% have used money saved for retirement. Four in ten went without medical care for themselves or family members and the same number report having sold personal possessions to make ends meet. Nearly a third are using government Food Stamps to help put meals on the table; one in five report going to a soup kitchen or food pantry. One in five moved in with family or friends to save money. Nearly 1 in 10 sought professional help to cope with stress and depression.

*No End in Sight* also found that only one in five (21%) of the displaced workers who were looking for work in August 2009 had found a job by March 2010. Half of them had searched for at least seven months and more than 25% had searched for over a year. Moreover, 6 in 10 of the newly reemployed say their new job is not what they really want, but something to get them by while they continue to search. Among the Americans who found a new job, only 13% got full-time jobs. More than half settled for cuts in salaries or wages and more than a third (36%) accepted reduced benefit packages.

Unemployed workers have become far more pessimistic about the nation's prospects for recovery. Nearly two of every three unemployed workers believe that the U.S. economy is undergoing a fundamental and lasting change, not a short-term downturn. As debate continues over what the federal government should or should not do to help rescue the economy, unemployed workers have clear preferences. They favor federal government programs that create jobs for the unemployed (61%) over cutting business taxes (37%) to create jobs by a nearly two to one margin, even if such policies cause the federal debt to increase.

## End Notes

1. A full methodological detail can be found in Appendix A.

2. The two surveys differ in time and in the mode of data collection. The most recent survey of workers (standard employed) was conducted in November 2009 by telephone. The survey of newly reemployed workers was conducted online in March 2010. The difference in "mode of administration" is largely responsible for the greater number of "neither" answers to the job satisfaction question.

3. The Henry J. Kaiser Family Foundation. (2010). *Kaiser Health Tracking Poll: March 2010*. Retrieved from http://kff.org/kaiserpolls/upload/8058-T.pdf.

4 Source: *Work Trends* estimation using data from the Bureau of Labor Statistics. In March, the Bureau of Labor Statistics reported the number of unemployed at 15 million. Retrieved from http://www.bls.gov/news.release/pdf/empsit.pdf.

5 Gallup tracks daily the President's job approval rating. The results are based on a three-day rolling average for the period March 22-28, 2010. Retrieved from http://www.gallup.com/poll/113980/Gallup-Daily-Obama-Job-Approval.aspx.

# Appendix A. Methodology

We started with 1,202 respondents in August 2009 who had been unemployed at some point in the prior 12 months (between September 2008 and August 2009). Of this group, 75% were looking for work (894), 5% were unemployed but not looking for work (88), and 19% were employed when we interviewed them in August 2009 (213). The entire sample of 1,202 constitutes **Wave 1** interviews conducted at Time 1.

We successfully re-interviewed 908 respondents in March 2010. At this point in time, 54% are unemployed and looking for a job (519), 13% are unemployed but not looking (105), and 33% are employed (284). The entire sample of 908 constitutes **Wave 2** interviews interviewed at Time 2.

This is a complex data set that offers a lot of possible comparisons, only some of which are valid in inference. Not only do we have two times that interviews were completed, but we have two questionnaires. Care needs to be taken in how the groups are labeled and compared.

When we talk about the **unemployed**, either at Wave 1 or Wave 2, we are referring only to those who are unemployed and looking for a job.

We cannot compare the full samples of Wave 1 interviews to Wave 2 interviews because we did not successfully re-interview all of those we started with at Wave 1. (We successfully interviewed 76% of the original 1,202). So, we need to make the bases equal to do any over-time comparisons between questions asked at Wave 1 with the identical questions asked at Wave 2. Therefore, we have removed the 294 respondents we did not re-interview in March from a set of data to see how the answers of the **same 908 people** we interviewed at both times changed from Wave 1 to Wave 2. This is called the **panel data**.

Table A1 shows the distribution of the panel on the variable of "employment status" at both times. Thus, 48% of the panel was unemployed both times, 17% were employed both times, 17% were unemployed in August but employed in March, and 8% were found to be unemployed at Wave 1 and had left the labor market.

Table A1.

| **Wave 2** | *Wave 1* | *Unemployed* | *Not Looking* | *Employed* |
|---|---|---|---|---|
| **Unemployed** | | 48% (465) | 8% (21) | 15% (31) |
| **Not Looking** | | 2% (55) | 3% (37) | 1% (13) |
| **Employed** | | 3% (150) | 2% (11) | 17% (121) |

*Note: Total may not result in 100% due to rounding.*

Table A2.

| **Wave 2** | *Wave 1* | *Unemployed* | *Not Looking* | *Employed* |
|---|---|---|---|---|
| **Unemployed** | | 67% | 36% | 15% |
| **Not Looking** | | 12% | 52% | 7% |
| **Employed** | | 21% | 12% | 78% |
| | | 100% ~650 | 100% ~56 | 100% ~200 |

Table A2 shows the distribution of the panel on the variable of "employment status" at Time 2 based on (percentagized by) how people were classified at Time 1. (Thus, of those who were unemployed in August 2009, 67% were still unemployed in March 2010, 12% had stopped looking, and 21% had found unemployment.)

**Description of Surveys and Bases included in this Topline:**

**Wave 1:** *Work Trends* 19, August 2009, n=1,202 (full sample) surveyed online with a national probability sample through Knowledge Networks. The sample of 1,202 was screened on the basis of having been unemployed at some point in the previous 12 months. The sample included 894 who were unemployed and looking for work, 224 who were employed at the time of the survey, and 84 who were unemployed but not looking for a job. (Job seekers in August 2009; all currently unemployed in September 2009; where n=224, this is those currently employed in August 2009). The base changes depending on the module of survey where CU=currently unemployed; CE=currently employed; CQ=all respondents.

**Wave 1 Panel:** All respondents who participated in Wave 1 and Wave 2. We successfully re-interviewed 908 of the original 1,202, a 76% completion rate. We deleted the responses of the 294 people who did not complete a second questionnaire so that we could make Wave 1 to Wave 2 comparisons based on the same set of respondents. The 908 having done both waves of interviews are designated as the **Wave 1 Panel**.

**Wave 2:** *Work Trends 21*, March 2010, n=908 (full sample). The base changes depending on the module of survey where CU=currently unemployed; CE=currently employed; CQ=all respondents.

> ***"Still Unemployed":*** *Work Trends 21*, March 2010, n=465. This encompasses all who were unemployed and looking for a job in August 2009, and who remain unemployed and looking in March 2010.
>
> ***"Newly Reemployed":*** *Work Trends 21*, March 2010, n=150. This encompasses all who were unemployed and looking for a job in August 2009, and who had found a job as of March 2010.

**National Numbers:** At various points in the topline, we make use of nationally representative surveys to provide a basis for comparison.

> ***WT20:*** *Work Trends* 20, Fall 2009, n=652 (those currently in workforce)

***Pew Research Center for People and the Press, April 2009 Values Survey, n=1,492; fielded March 21, 2009-April 21, 2009***

***Pew Research Center for People and the Press, March 2010 Political Survey; n=1,500; fielded March 10-14, 2010***

***Kaiser Family Foundation, March 2010 Health Tracking Poll, n=1,209; fielded March 10-15, 2010***

*Please note that numbers may not equal 100% due to rounding*

*Small bases marked with an asterisk (*)*

# Appendix B. Topline Survey Results

## All Respondents

**CQ1 [NE1]. How would you rate the job Barack Obama is doing:**

Handling his overall job as president

| | Excellent | Good | Only Fair | Poor |
|---|---|---|---|---|
| August 2009 Panel | 15% | 49% | 21% | 15% |
| March 2010 Panel | 11% | 39% | 29% | 20% |
| *Still Unemployed* | *11%* | *36%* | *32%* | *21%* |
| *Newly Reemployed* | *14%* | *48%* | *26%* | *12%* |

Handling the nation's economy

| | Excellent | Good | Only Fair | Poor |
|---|---|---|---|---|
| Wave 1 Panel | 11% | 42% | 23% | 25% |
| Wave 2 | 7% | 32% | 32% | 29% |
| *Still Unemployed* | *6%* | *30%* | *33%* | *31%* |
| *Newly Reemployed* | *12%* | *41%* | *29%* | *18%* |

Handling the problem of unemployment

| | Excellent | Good | Only Fair | Poor |
|---|---|---|---|---|
| Wave 1 Panel | 9% | 34% | 31% | 26% |
| Wave 2 | 7% | 26% | 34% | 34% |
| *Still Unemployed* | *6%* | *25%* | *32%* | *37%* |
| *Newly Reemployed* | *11%* | *30%* | *37%* | *22%* |

**CQ2 [NE2]. When people are laid off from work, who should be mainly responsible for helping them? Please choose one.**

| | Government | Employers | Workers Themselves |
|---|---|---|---|
| Wave 1 Panel | 46% | 20% | 34% |
| Wave 2 | 49% | 22% | 28% |
| *Still Unemployed* | *53%* | *23%* | *25%* |
| *Newly Reemployed* | *46%* | *20%* | *34%* |

**CQ3 [NE3]. When a person is laid off from his or her job, what is the most important service that the government can provide to help people?**

| | Unemployment Insurance/ Benefits/ Checks/Money | Job Placement Services | Job Training | Assistance with Relocation to an Area with More Jobs | Extend Health Insurance | Increase the Earned Income Tax Credit | Other |
|---|---|---|---|---|---|---|---|
| Wave 1 Panel | 59% | 24% | 6% | 3% | 6% | 1% | 2% |
| Wave 2 | 59% | 21% | 6% | 3% | 7% | 2% | 3% |
| *Still Unemployed* | *64%* | *18%* | *5%* | *1%* | *7%* | *3%* | *2%* |
| *Newly Reemployed* | *52%* | *33%* | *5%* | *2%* | *6%* | - | *3%* |

**CQ5. Please mark how you feel about the following statements:**

It is the responsibility of government to take care of people who cannot take care of themselves

| | Completely Agree | Mostly Agree | No Opinion | Mostly Disagree | Completely Disagree |
|---|---|---|---|---|---|
| Pew, April 2009 | 24% | 39% | - | 11% | 22% |
| Wave 2 | 11% | 36% | 23% | 22% | 9% |
| *Still Unemployed* | *10%* | *40%* | *25%* | *17%* | *8%* |
| *Newly Reemployed* | *13%* | *30%* | *21%* | *19%* | *17%* |

We should restrict and control people coming to live in our country more than we do now

| | Completely Agree | Mostly Agree | No Opinion | Mostly Disagree | Completely Disagree |
|---|---|---|---|---|---|
| Pew, April 2009 | 44% | 29% | - | 6% | 17% |
| Wave 2 | 37% | 27% | 18% | 15% | 4% |
| *Still Unemployed* | *41%* | *25%* | *17%* | *14%* | *4%* |
| *Newly Reemployed* | *27%* | *27%* | *18%* | *24%* | *4%* |

The federal government should cut taxes for business in order to create jobs even if it causes the debt to increase

| | Completely Agree | Mostly Agree | No Opinion | Mostly Disagree | Completely Disagree |
|---|---|---|---|---|---|
| Wave 2 | 13% | 24% | 33% | 23% | 7% |
| *Still Unemployed* | *19%* | *27%* | *28%* | *21%* | *6%* |
| *Newly Reemployed* | *8%* | *18%* | *37%* | *24%* | *13%* |

The United States needs another economic stimulus package even if it causes the debt to increase

| | Completely Agree | Mostly Agree | No Opinion | Mostly Disagree | Completely Disagree |
|---|---|---|---|---|---|
| Wave 2 | 10% | 20% | 32% | 24% | 15% |
| *Still Unemployed* | *15%* | *21%* | *30%* | *21%* | *14%* |
| *Newly Reemployed* | *7%* | *16%* | *40%* | *30%* | *7%* |

The federal government should fund programs that create jobs for the unemployed, even if the debt goes up

| | Completely Agree | Mostly Agree | No Opinion | Mostly Disagree | Completely Disagree |
|---|---|---|---|---|---|
| Wave 2 | 15% | 46% | 19% | 13% | 6% |
| *Still Unemployed* | *22%* | *44%* | *18%* | *11%* | *5%* |
| *Newly Reemployed* | *13%* | *42%* | *24%* | *18%* | *4%* |

**CQ6 [NE4]. Is the U.S. economy experiencing:**

| | A Temporary Downturn | Fundamental and Lasting Changes |
|---|---|---|
| Wave 1 Panel | 48% | 52% |
| Wave 2 | 37% | 63% |
| *Still Unemployed* | *35%* | *65%* |
| *Newly Reemployed* | *46%* | *54%* |

**CQ8 [NE8]. How has the economic situation affected you and your family?**

| | A Major Impact | A Minor Impact | No Impact at All |
|---|---|---|---|
| Wave 1 | 68% | 29% | 3% |
| Wave 2 | 62% | 32% | 5% |
| *Still Unemployed* | *77%* | *21%* | *1%* |
| *Newly Reemployed* | *52%* | *33%* | *16%* |

**CQ9. How would you rate your own personal financial situation?**

| | Excellent Shape | Good Shape | Only Fair Shape | Poor Shape | Don't Know/ Refused (vol) |
|---|---|---|---|---|---|
| Pew, March 10-14 2010 (national baseline) | 6% | 31% | 39% | 22% | 2% |
| Wave 2 | 2% | 13% | 46% | 39% | 1% |
| *Still Unemployed* | *2%* | *8%* | *37%* | *53%* | - |
| *Newly Reemployed* | *1%* | *14%* | *64%* | *21%* | - |

**CQ11 [SH1]. In the past 12 months, has there been any change in your spending habits?**

| | Spent More than Last Year | Spent Less than Last Year | Spent about the Same |
|---|---|---|---|
| WT20 (N=652) | 11% | 59% | 30% |
| Wave 2 | 9% | 73% | 18% |
| *Still Unemployed* | *8%* | *76%* | *16%* |
| *Newly Reemployed* | *5%* | *71%* | *24%* |

**CQ12. Have you done any of the following lately?**

| | Delayed or Canceled Plans to Buy a New Home or Make Major Home Improvements | Delayed or Canceled Plans to Make a Major Purchase for your Household Such as a Computer or Appliance | Cut Back on Planned Spending for Vacation Travel | Been Eating Out at Restaurants Less Often | Adjusted Your Plans for Retirement |
|---|---|---|---|---|---|
| Pew, December 2009 | 38% | 43% | 59% | 56% | 52% |
| Wave 2 | 52% | 62% | 70% | 81% | 46% |
| *Still Unemployed* | *57%* | *67%* | *77%* | *85%* | *53%* |
| *Newly Reemployed* | *55%* | *64%* | *68%* | *85%* | *47%* |

**CQ13A [DBT2]. At this point, would you say you have:**

| | More Put Away for Retirement Savings | More in Credit Card Debt | About Equal | No Debt (vol) | No Savings/ No Retirement Savings (vol) | Other/ Neither (vol) |
|---|---|---|---|---|---|---|
| WT20 (N=652) | 56% | 21% | 5% | 5% | 5% | 8% |
| Wave 2 | 23% | 39% | 38% | - | - | - |
| *Still Unemployed* | *18%* | *44%* | *38%* | - | - | - |
| *Newly Reemployed* | *33%* | *35%* | *32%* | - | - | - |

**CQ13 [DBT1]. Excluding your mortgage or rent, do you currently have any financial debt?**

| | Yes | No |
|---|---|---|
| WT20 (N=652) | 58% | 43% |
| Wave 2 | 65% | 35% |
| *Still Unemployed* | *70%* | *30%* |
| *Newly Reemployed* | *63%* | *37%* |

**CQ14 [UH1]. Which of the following best describes your current job situation?**

| | Unemployed and Looking for Work Now | Unemployed but Not Looking for Work Now | Employed Now |
|---|---|---|---|
| Wave 1 (N=1,202) | 72% | 6% | 22% |
| Wave 2 | 54% | 13% | 33% |

**CQ14A. Are you not looking:**

| | Because You Do Not Want a Job Now | Because You Got Tired of Looking or are Discouraged |
|---|---|---|
| Wave 2 | 58% | 42% |

## CURRENTLY UNEMPLOYED

**[IF CQ14 = 1, 2, SP]**

**CU1 [UH11]. What are the chances you could return to the last job you had?**

| | A Good Chance | Some Chance | A Slim Chance | No Chance |
|---|---|---|---|---|
| Unemployed in August 2009 | 7% | 13% | 30% | 49% |
| Unemployed in March 2010 | 8% | 11% | 20% | 62% |
| *Still Unemployed* | *8%* | *9%* | *20%* | *63%* |

**[IF CQ14 = 1, 2, MEDIUM TEXT BOX]**

**CU2. What would you say is the main reason why you have been unable to find a new job?**

ENTER TEXT_____

**[IF CQ14 = 1, 2, SP; Prompt]**

**CU3 [AN2]. Have you received unemployment benefits from the government in the last 12 months?**

| | Yes | No |
|---|---|---|
| Wave 1 | 43% | 56% |
| Wave 2 | 42% | 58% |
| *Still Unemployed* | *49%* | *51%* |

**[IF CU3 = 2, SP;]**

**CU4A [AN2A]. Which of the following reasons best describes why you have not received Unemployment Insurance?**

| | Eligible but Not Receiving Unemployment Insurance | Not Eligible for Unemployment Insurance | Don't Know if Eligible | Other |
|---|---|---|---|---|
| Wave 1 (N=418) | 6% | 48% | 35% | 12% |
| Wave 2 (N=345) | 3% | 57% | 32% | 9% |
| *Still Unemployed* | *4%* | *58%* | *33%* | *5%* |

**[IF CU4A = 3, SP]**

**CU4A1. Did you look into whether you were eligible for benefits? (BASE – IF CU4A = DON'T KNOW IF ELIGIBLE)***

| | Yes | No/Don't Recall |
|---|---|---|
| Wave 2 | 14% | 86% |
| *Still Unemployed* | *15%* | *85%* |

**[IF CU4A1 = 1, SP]**
**CU4B1. Who did you talk with? (BASE – IF CU4A1 = YES)***

| | Friends and/or Family | Government Agency | Your Former Employer |
|---|---|---|---|
| Wave 2 | 9% | 91% | - |
| *Still Unemployed* | *12%* | *89%* | - |

**[IF CU4A1 = 2, SP]**

**CU4B2. Why didn't you look into it? (BASE – IF CU4A = NO)***

| | Don't Know Who to Talk to | Not Eligible Previously | Thought You'd Go Back to Work Soon | Don't Need Money from the Government |
|---|---|---|---|---|
| Wave 2 | 30% | 1% | 52% | 17% |
| *Still Unemployed* | *17%* | *2%* | *64%* | *17%* |

**[SP IF CU3 = 1]**

**CU4B [AN2B]. How concerned are you that your unemployment benefits will run out before you find a new job? (BASE – IF CU3=YES)**

| | Very Concerned | Somewhat Concerned | Not Very Concerned | Not at All Concerned | Benefits have Already Run Out |
|---|---|---|---|---|---|
| Wave 1 Panel | 58% | 20% | 10% | 12% | - |
| Wave 2 | 63% | 14% | 3% | 6% | 14% |
| *Still Unemployed* | *67%* | *14%* | *2%* | *5%* | *13%* |

**[SP]**

**CU5 [JHU1]. How long have you been actively seeking employment?**

| | 2 Months or Less | 3 to 4 Months | 5 to 6 Months | 7 Months to 1 Year | 1 to 2 Years | More than 2 Years | Not Sure |
|---|---|---|---|---|---|---|---|
| Unemployed in August 2009 | 9% | 15% | 23% | 24% | 15% | 10% | 4% |
| Panel Participants Unemployed in August 2009 | 9% | 18% | 20% | 24% | 13% | 11% | 4% |
| Unemployed in March 2010 | 12% | 6% | 4% | 22% | 32% | 16% | 10% |
| *Still Unemployed* | *9%* | *5%* | *2%* | *27%* | *37%* | *16%* | *2%* |

**[SP]**

**CU6 [JHU2]. At the moment, what is your current outlook on finding a new job in the near future?**

| | Very Optimistic | Somewhat Optimistic | Somewhat Pessimistic | Very Pessimistic |
|---|---|---|---|---|
| Wave 1 | 15% | 38% | 30% | 17% |
| Wave 2 | 14% | 32% | 35% | 20% |
| *Still Unemployed* | *12%* | *35%* | *34%* | *18%* |

**[SP]**

**CU7 [JHU3]. How long do you think it will be until you start a new job?**

| | 2 Months or Less | 3 to 4 Months | 5 to 6 Months | 7 Months to 1 Year | 1 to 2 Years | More than 2 Years | Not Sure |
|---|---|---|---|---|---|---|---|
| Wave 1 | 18% | 11% | 7% | 11% | 6% | - | 46% |
| Wave 2 | 13% | 13% | 8% | 12% | 7% | 1% | 45% |
| *Still Unemployed* | *16%* | *12%* | *9%* | *10%* | *6%* | *1%* | *46%* |

**[SP]**

**CU9. How much do you think you will be paid when you find a new job?**

| | More than Your Last Job | About the Same as Your Last Job | Less than Your Last Job | Don't Know |
|---|---|---|---|---|
| Wave 2 | 8% | 23% | 36% | 33% |
| *Still Unemployed* | *6%* | *21%* | *41%* | *32%* |

**[MP]**

**CU9A. Which of the following have you done since being unemployed?**

| | Used Food Stamps | Went to a Soup Kitchen or Free Food Pantry | Sold Some of My Possessions to Make Ends Meet | Received Public Assistance (like Welfare or Unemployment) from the Government |
|---|---|---|---|---|
| Wave 2 | 28% | 17% | 37% | 37% |
| *Still Unemployed* | *30%* | *18%* | *41%* | *39%* |

| | Went without Medical Care for Myself or My Family | Moved in with Family or Friends to Save Money | Lost My Home to Foreclosure |
|---|---|---|---|
| Wave 2 | 38% | 17% | 2% |
| *Still Unemployed* | *42%* | *20%* | *3%* |

**[SP]**

**CU10 [JH4A]. Which of the following is the most important service that the government can provide to help you while unemployed?**

| | Unemployment Insurance Benefits/ Checks/Money | Job Placement Services | Job Training | Assistance with Relocation to an Area with More Jobs | Extend Health Insurance |
|---|---|---|---|---|---|
| Wave 1 | 41% | 21% | 11% | 2% | 7% |
| Wave 2 | 40% | 22% | 7% | 3% | 5% |
| *Still Unemployed* | *46%* | *21%* | *6%* | *2%* | *3%* |

| | Extend Length of Unemployment Benefits | Increase Amount of Unemployment Benefits | Other | Refused |
|---|---|---|---|---|
| Wave 1 | 7% | 5% | 5% | - |
| Wave 2 | 8% | 4% | 12% | 3% |
| *Still Unemployed* | *6%* | *5%* | *11%* | - |

**[MP]**

**CU11 [JH5]. Please check any of the following you have done since you were unemployed in the last 12 months:**

| | Taken an Education Class Useful for Job Hunting | Taken a Class or Training Course for Skills to Get a New Job | Went to a One-Stop Career Center or Government Agency for Help | Looked for a Job Using Internet Job Boards or Employer Websites | Attended a Job Fair | Other |
|---|---|---|---|---|---|---|
| Wave 1 | 19% | 23% | 36% | 77% | 31% | 27% |
| Wave 2 | 18% | 18% | 31% | 63% | 30% | 14% |
| *Still Unemployed* | *19%* | *17%* | *36%* | *69%* | *36%* | *13%* |

**[SP, IF CU11= A, B, C, D, OR E]**

**CU11A [JH6B]. How helpful was this?**

| | Very Helpful | Somewhat Helpful | Not Very Helpful | Not at All Helpful |
|---|---|---|---|---|
| Wave 1 | 9% | 41% | 35% | 15% |
| *Wave 2* | *8%* | *40%* | *37%* | *15%* |
| *Still Unemployed* | *7%* | *40%* | *37%* | *16%* |

**[SP, IF CU11= A OR B]**

**CU11B [JH6A]. Who paid for the education and training?**

| | Yourself or Family Member | An Employer | Government Agency | Community Organization | Religious Organization | Other | Refused |
|---|---|---|---|---|---|---|---|
| Wave 1 | 46% | 6% | 35% | 6% | - | 5% | - |
| Wave 2 | 52% | 3% | 35% | 1% | 1% | 6% | 1% |
| *Still Unemployed* | *64%* | *3%* | *26%* | *1%* | *1%* | *6%* | - |

**[MP]**

**CU12 [JH8]. Please check off which of the following you have used in job hunting:**

| | Newspaper Classifieds | Online Job Boards (Monster, Hot Jobs, Career Builder) | Online Bulletin Boards (Craigslist) | Government Job Placement Centers | Job Central | Community Centers |
|---|---|---|---|---|---|---|
| Wave 1 | 73% | 67% | 35% | 36% | 14% | 15% |
| Wave 2 | 66% | 54% | 32% | 35% | 12% | 17% |
| *Still Unemployed* | *69%* | *62%* | *37%* | *42%* | *14%* | *19%* |

| | Job Fairs | Word of Mouth | Contacting Former Employers | Contacting Educational Job Placement Centers | Friends & Family | Other |
|---|---|---|---|---|---|---|
| Wave 1 | 29% | 71% | 30% | 15% | 72% | 15% |
| Wave 2 | 31% | 68% | 35% | 12% | 62% | 7% |
| *Still Unemployed* | *36%* | *74%* | *40%* | *13%* | *67%* | *7%* |

**[MP, DISPLAY ONLY THE OPTIONS SELECTED IN CU12]**

**CU12A [JH8A]. Which of the following was most helpful to you in your job search?**

| | Newspaper Classifieds | Online Job Boards (Monster, Hot Jobs, Career Builder) | Online Bulletin Boards (Craigslist) | Government Job Placement Centers | Job Central | Community Centers |
|---|---|---|---|---|---|---|
| Wave 1 | 14% | 25% | 5% | 8% | * | 1% |
| Wave 2 | 24% | 24% | 11% | 7% | 2% | 2% |
| *Still Unemployed* | *23%* | *26%* | *13%* | *9%* | *1%* | *2%* |

| | Job Fairs | Word of Mouth | Contacting Former Employers | Contacting Educational Job Placement Centers | Friends & Family | Other |
|---|---|---|---|---|---|---|
| Wave 1 | 3% | 14% | 2% | 3% | 20% | 2% |
| Wave 2 | 5% | 32% | 10% | 4% | 24% | 6% |
| *Still Unemployed* | *7%* | *34%* | *10%* | *4%* | *25%* | *6%* |

**[SP]**

**CU13 [JH9]. Have you used any online or Internet-based social networking websites to find a new job or position?**

| | Yes | No |
|---|---|---|
| Wave 1 | 31% | 68% |
| Wave 1 Panel | 26% | 74% |
| Wave 2 | 25% | 75% |
| *Still Unemployed* | *27%* | *73%* |

**[MP, IF CU13 = 1]**

**CU13A [JH9A]. Which of the following online or Internet-based social networking websites have you used to find a new job or position?**

| | Facebook | MySpace | Twitter | LinkedIn | Online Bulletin Boards for Companies | Other/ Refused |
|---|---|---|---|---|---|---|
| Wave 1 | 6% | 4% | 1% | 5% | 11% | 11% |
| Wave 1 Panel | 6% | 5% | 2% | 5% | 8% | 7% |
| Wave 2 | 8% | 3% | 2% | 3% | 6% | 1% |
| *Still Unemployed* | *13%* | *4%* | *3%* | *6%* | *9%* | *3%* |

**[SP/GRID]**

**CU14 [JH10]. Please check each of the boxes below as yes or no:**

**Are you able to move to another city or town for a new job?**

| | Yes | No |
|---|---|---|
| Wave 1 | 34% | 67% |
| Wave 2 | 33% | 67% |
| *Still Unemployed* | *35%* | *64%* |

**Have you been on a job interview since being unemployed?**

| | Yes | No |
|---|---|---|
| Wave 1 | 49% | 50% |
| Wave 2 | 49% | 51% |
| *Still Unemployed* | *58%* | *42%* |

**Have you been offered a job since being unemployed?**

| | Yes | No |
|---|---|---|
| Wave 1 | 15% | 85% |
| Wave 2 | 13% | 87% |
| *Still Unemployed* | *14%* | *86%* |

**Do you currently have a part-time job while looking for a new full-time one?**

| | Yes | No |
|---|---|---|
| Wave 1 | 15% | 84% |
| Wave 2 | 12% | 88% |
| *Still Unemployed* | *14%* | *86%* |

**Would you be willing to take a cut in pay from your last job to get a new one?**

| | Yes | No |
|---|---|---|
| Wave 1 | 73% | 25% |
| Wave 2 | 67% | 33% |
| *Still Unemployed* | *73%* | *24%* |

**Have you thought seriously about changing your field or career to find a new job?**

| | Yes | No |
|---|---|---|
| Wave 1 | 76% | 23% |
| Wave 2 | 69% | 31% |
| *Still Unemployed* | *77%* | *23%* |

**[TXT, LARGE TEXT BOX]**

**CU15 [PE1]. What is the most difficult thing for you about being unemployed?**

| | Anxious | Helpless | Depressed | Angry | Motivated |
|---|---|---|---|---|---|
| Wave 1 | 65% | 61% | 68% | 55% | 42% |
| Wave 2 | 45% | 36% | 53% | 34% | 18% |
| *Still Unemployed* | *50%* | *40%* | *60%* | *40%* | *19%* |

| | Hopeless | Hopeful | Stressed | Eager for a New Start | Other |
|---|---|---|---|---|---|
| Wave 1 | 54% | 40% | 77% | 66% | 7% |
| Wave 2 | 30% | 28% | 63% | 46% | - |
| *Still Unemployed* | *34%* | *30%* | *70%* | *50%* | - |

**[SP/GRID]**

**CU17 [PE3]. Have you done any of the following since becoming unemployed:**

| | Borrowed Money from Family or Friends | Missed a Mortgage or Rent Payment | Declared Personal Bankruptcy | Put off Plans for Home | Used Money from Savings Set Aside for Other Things or Retirement to Make Ends Meet | Taken a Job You Did Not Like |
|---|---|---|---|---|---|---|
| Wave 1 | 56% | 25% | 5% | 70% | 63% | 22% |
| Wave 2 | 50% | 20% | 6% | 68% | 69% | 26% |
| *Still Unemployed* | *56%* | *24%* | *6%* | *75%* | *70%* | *29%* |

| | Reduced Overall Spending | Borrowed Money Against Your House or from a Bank | Missed a Credit Card Payment | Forced to Move to a Different House or Apartment | Increased Credit Card Debt |
|---|---|---|---|---|---|
| Wave 1 | 93% | 8% | 24% | 17% | 34% |
| Wave 2 | 93% | 9% | 23% | 17% | 41% |
| *Still Unemployed* | *92%* | *11%* | *25%* | *21%* | *45%* |

**[SP]**

**CU18 [PE6]. Has your employment situation caused stress in relationships with family or friends?**

| | Yes, a Good Deal | Yes, Some | Yes, a Little | No |
|---|---|---|---|---|
| Wave 1 | 32% | 25% | 22% | 20% |
| Wave 2 | 20% | 31% | 25% | 23% |
| *Still Unemployed* | *23%* | *36%* | *22%* | *19%* |

**[SP/GRID]**

**CU18A [PE6A]. People display stress in different ways. Please check off if you have experienced any of these symptoms. (BASE – if "yes" selected in CU18)**

| | Change in Sleeping Patterns/Loss of Sleep | Loss of Contact with Close Friends | Strain in Family Relations | Avoid Social Situations with Friends and Acquaintances |
|---|---|---|---|---|
| All Unemployed in August 2009 | 48% | 46% | 33% | 42% |
| All Unemployed in March 2010 | 37% | 30% | 32% | 34% |
| Unemployed in August and March | 47% | 36% | 40% | 44% |

| | Uneasiness or Restlessness | Substance Dependency | Quick to Anger |
|---|---|---|---|
| All Unemployed in August 2009 | 49% | 8% | 35% |
| All Unemployed in March 2010 | 42% | 9% | 27% |
| Unemployed in August and March | 54% | 11% | 36% |

## CURRENTLY EMPLOYED

**[SP, IF CQ14 = 3. IF CQ14 = 1, 2, SKIP TO CQ15]**

**CE1. Thinking about your current job are you:**

| | Very Satisfied | Somewhat Satisfied | Neither Satisfied nor Dissatisfied | Somewhat Dissatisfied | Very Dissatisfied | Don't Know |
|---|---|---|---|---|---|---|
| WT20 | 49% | 39% | 4% | 4% | 3% | - |
| Wave 2 | 22% | 37% | 15% | 18% | 8% | 1% |
| *Newly Reemployed* | *21%* | *33%* | *23%* | *16%* | *6%* | *1%* |

**[SP]**

**CE2. Do you like your current job:**

| | More than Your Last Job | About the Same as Your Last Job | Less than Your Last Job | Don't Know |
|---|---|---|---|---|
| Wave 2 | 42% | 28% | 20% | 11% |
| *Newly Reemployed* | *48%* | *19%* | *19%* | *15%* |

**[SP]**

**CE3 [JHE1]. How long were you actively seeking employment before you found a job?**

| | 2 Months or Less | 3 to 4 Months | 5 to 6 Months | 7 Months to 1 Year | 1 to 2 Years | More than 2 Years | Not Sure |
|---|---|---|---|---|---|---|---|
| Wave 1 | 23% | 24% | 17% | 20% | 12% | 3% | 2% |
| Wave 2 | 22% | 12% | 16% | 21% | 20% | 3% | 6% |
| *Newly Reemployed* | *19%* | *7%* | *12%* | *27%* | *22%* | *6%* | *7%* |

**[SP]**

**CE4. Did you return to your previous position at the same place of employment?**

| | Yes | No |
|---|---|---|
| Wave 2 | 15% | 85% |
| *Newly Reemployed* | *10%* | *90%* |

**[[SP]**

**CE5 [UH3]. Is this job:**

| | Full Time | Part Time | Mixture/More than One Job |
|---|---|---|---|
| Wave 2 | 64% | 31% | 5% |
| *Newly Reemployed* | *61%* | *32%* | *7%* |

**[SP]**

**CE6. How concerned are you with the job security of your new position?**

| | Very Concerned | Somewhat Concerned | Not Very Concerned | Not at All Concerned |
|---|---|---|---|---|
| Wave 2 | 21% | 34% | 29% | 16% |
| *Newly Reemployed* | *31%* | *28%* | *25%* | *16%* |

**[TXT, LARGE TEXT BOX]**

**CE7. What is the main reason you believe you were able to find a job when so many others haven't?**

**[SP]**

**CE8. Is this job:**

| | Something You Really Want to do and Think it is a New Long-Term Job | Something to Get You by While You Look for Something Better |
|---|---|---|
| Wave 2 | 43% | 58% |
| *Newly Reemployed* | *39%* | *61%* |

**[SP]**

**CE9. Were you forced to take a cut in pay in order to find new full-time employment?**

| | Yes | No |
|---|---|---|
| Wave 2 | 49% | 51% |
| *Newly Reemployed* | *55%* | *45%* |

**[SP, IF CE9 = 1]**

**CE9A. How much lower is your income at your new position as opposed to your last full-time job? (based on "yes" responses to CE9)**

| | 0%-5% Lower | 6%-10% Lower | 11%-20% Lower | 20%-30% Lower | 31%-50% Lower | More than 50% Lower |
|---|---|---|---|---|---|---|
| Wave 2 | 11% | 10% | 8% | 10% | 4% | 5% |
| *Newly Reemployed* | *13%* | *13%* | *3%* | *13%* | *6%* | *7%* |

**[SP/GRID]**

**CE10. Following are a list of ways people have found new jobs. Please select any of the following you did in order to find new full-time employment.**

**Did you move to another city or town for a new job?**

| | Yes | No |
|---|---|---|
| Wave 2 | 5% | 95% |
| *Newly Reemployed* | *7%* | *93%* |

**Did your new full-time job come from a temporary part-time job?**

| | Yes | No |
|---|---|---|
| Wave 2 | 18% | 82% |
| *Newly Reemployed* | *18%* | *82%* |

**Did you take a reduction in fringe benefits packages in order to find a new job?**

| | Yes | No |
|---|---|---|
| Wave 2 | 27% | 73% |
| *Newly Reemployed* | *33%* | *68%* |

**Did you take a full-time job you did not like?**

| | Yes | No |
|---|---|---|
| Wave 2 | 18% | 82% |
| *Newly Reemployed* | *22%* | *78%* |

**Did you take a reduction in hours from your previous position in order to find a new job?**

| | Yes | No |
|---|---|---|
| Wave 2 | 18% | 82% |
| *Newly Reemployed* | *15%* | *85%* |

**Is your new job in a new field or career?**

| | Yes | No |
|---|---|---|
| Wave 2 | 18% | 82% |
| *Newly Reemployed* | *15%* | *85%* |

**[SP]**

**CE11 [JH5]. Please check any of the following you did to get a job (in the last 12 months):**

| | Taken an Education Class Useful for Job Hunting | Taken a Class or Training Course for Skills to Get a New Job | Went to a One-Stop Career Center or Government Agency for Help | Looked for a Job Using Internet Job Boards or Employer Websites | Attended a Job Fair | Other |
|---|---|---|---|---|---|---|
| Wave 1 | 11% | 12% | 26% | 71% | 31% | 27% |
| Wave 2 | 2% | 7% | 10% | 51% | 11% | 19% |
| *Newly Reemployed* | *1%* | *10%* | *12%* | *43%* | *10%* | *24%* |

**[SP, IF CE11 NOT BLANK]**

**CE11A [H6B]. How helpful was this:**

| | Very Helpful | Somewhat Helpful | Not Very Helpful | Not at All Helpful |
|---|---|---|---|---|
| Wave 1 | 12% | 54% | 25% | 10% |
| *Wave 2* | *24%* | *42%* | *26%* | *8%* |
| *Newly Reemployed** | *27%* | *45%* | *14%* | *14%* |

**[SP, IF CE11 =1, 2]**

**CE11B [JH6A]. Who paid for the education and training?**

| | Yourself or Family Member | An Employer | Government Agency | Community | Religious | Other |
|---|---|---|---|---|---|---|
| Wave 1* | 36% | 7% | 16% | * | 22% | 19% |
| Wave 2* | 75% | 7% | 18% | - | - | - |
| *Newly Reemployed** | *68%* | *3%* | *29%* | - | - | - |

**[MP]**

**CE12 [JH8]. Please check off which of the following you used in job hunting:**

| | Newspaper Classifieds | Online Job Boards (Monster, Hot Jobs, Career Builder) | Online Bulletin Boards (Craigslist) | Government Job Placement Centers | Job Central | Community Centers |
|---|---|---|---|---|---|---|
| Wave 1 | 69% | 67% | 32% | 23% | 7% | 6% |
| Wave 2 | 49% | 45% | 28% | 22% | 11% | 8% |
| *Newly Reemployed* | *44%* | *42%* | *27%* | *25%* | *10%* | *8%* |

| | Job Fairs | Word of Mouth | Contacting Former Employers | Contacting Educational Job Placement Centers | Friends & Family | Other |
|---|---|---|---|---|---|---|
| Wave 1 | 34% | 69% | 35% | 11% | 61% | 17% |
| Wave 2 | 30% | 66% | 20% | 12% | 62% | 8% |
| *Newly Reemployed* | *29%* | *64%* | *21%* | *20%* | *63%* | *9%* |

**[MP, DISPLAY ONLY THE OPTIONS SELECTED IN CE12]**

**CE12A. Which of the following was most helpful to you in your job search?**

| | Newspaper Classifieds | Online Job Boards (Monster, Hot Jobs, Career Builder) | Online Bulletin Boards (Craigslist) | Government Job Placement Centers | Job Central | Community Centers |
|---|---|---|---|---|---|---|
| Wave 1 | 10% | 19% | 4% | 1% | 3% | * |
| Wave 2 | 10% | 21% | 4% | 1% | 5% | 1% |
| *Newly Reemployed* | *7%* | *19%* | *3%* | - | *1%* | *1%* |

| | Job Fairs | Word of Mouth | Contacting Former Employers | Contacting Educational Job Placement Centers | Friends & Family | Other |
|---|---|---|---|---|---|---|
| Wave 1 | 2% | 23% | 6% | 5% | 27% | 1% |
| Wave 2 | 3% | 30% | 11% | 4% | 33% | 7% |
| *Newly Reemployed* | *4%* | *29%* | *8%* | *8%* | *28%* | *9%* |

**[SP]**

**CE13 [JH9]. Did you use any online or Internet-based social networking websites to find your new job or position?**

| | Yes | No |
|---|---|---|
| Wave 1 | 22% | 78% |
| Wave 2 | 9% | 91% |
| *Newly Reemployed* | *11%* | *90%* |

**[MP, IF CE13 = 1]**

**CE13A [JH9A]. Which of the following online or Internet-based social networking websites did you use to find your new job or position?**

| | Facebook | MySpace | Twitter | LinkedIn | Online Bulletin Boards for Companies | Other/ Refused |
|---|---|---|---|---|---|---|
| Wave 1* | 14% | 7% | * | 24% | 35% | 33% |
| Wave 2* | 22% | 3% | 4% | 28% | 66% | - |
| *Newly Reemployed** | *17%* | *6%* | *5%* | *47%* | *49%* | - |

**[SP]**

**CE14 [JH5]. Were any of the following directly responsible in helping you find new full-time employment?**

| | Education Class Useful for Job Hunting | Classes or Training Courses for Skills to Get a New Job | One-Stop Career Center | Government Employment Agencies (excluding One-Stop) |
|---|---|---|---|---|
| Wave 2* | 16% | 31% | 29% | 25% |
| *Newly Reemployed* | *8%* | *42%* | *20%* | *31%* |

**[SP]**

**CE15. While unemployed did you receive unemployment benefits from the government?**

| | Yes | No |
|---|---|---|
| Wave 2 | 35% | 65% |
| *Newly Reemployed* | *28%* | *72%* |

**[SP, IF CE15 = 1]**

**CE15A. Did your unemployment benefits run out before you found a new job?**

| | Yes | No |
|---|---|---|
| Wave 2 | 15% | 85% |
| *Newly Reemployed* | *11%* | *89%* |

**[TXT, LARGE TEXT BOX]**

**CE16 [PE1]. What was the most difficult thing for you about being unemployed?**

**[MP]**

**CE16A Which of the following did you do when you were unemployed?**

| | Used Food Stamps | Went to a Soup Kitchen or Free Food Pantry | Sold Some of My Possessions to Make Ends Meet | Received Public Assistance (like Welfare or Unemployment) from the Government |
|---|---|---|---|---|
| Wave 2 | 16% | 9% | 28% | 21% |
| *Newly Reemployed* | *16%* | *8%* | *32%* | *20%* |

| | Went without Medical Care for Myself or My Family | Moved in with Family or Friends to Save Money | Lost My Home to Foreclosure |
|---|---|---|---|
| Wave 2 | 40% | 14% | 1% |
| *Newly Reemployed* | *37%* | *14%* | *1%* |

**[MP/GRID]**

**CE17 [PE2]. People react differently to the bad shape of the economy. Please check off the words that describe how you now feel.**

| | Anxious | Helpless | Depressed | Angry | Motivated |
|---|---|---|---|---|---|
| Wave 2 | 33% | 24% | 35% | 27% | 17% |
| *Newly Reemployed* | *32%* | *36%* | *40%* | *32%* | *12%* |

| | Hopeless | Hopeful | Stressed | Eager for a New Start |
|---|---|---|---|---|
| Wave 2 | 18% | 26% | 49% | 43% |
| *Newly Reemployed* | *28%* | *21%* | *49%* | *53%* |

**[SP/GRID]**

**CE18 [PE3]. Did you do any of the following while you were unemployed:**

| | Borrowed Money from Family or Friends | Missed a Mortgage or Rent Payment | Declared Personal Bankruptcy | Put off Plans for Home | Used Money from Savings Set Aside for Other Things or Retirement to Make Ends Meet |
|---|---|---|---|---|---|
| Wave 2 | 52% | 17% | 1% | 53% | 55% |
| *Newly Reemployed* | *51%* | *20%* | *2%* | *64%* | *62%* |

| | Reduced Overall Spending | Borrowed Money Against Your House or from a Bank | Missed a Credit Card Payment | Forced to Move to a Different House or Apartment | Increased Credit Card Debt |
|---|---|---|---|---|---|
| Wave 2 | 92% | 5% | 24% | 10% | 31% |
| *Newly Reemployed* | *92%* | *6%* | *27%* | *12%* | *33%* |

**[SP]**

**CE20 [PE6]. Has your employment situation caused stress in relationships with family or friends?**

| | Yes, a Good Deal | Yes, Some | Yes, a Little | No |
|---|---|---|---|---|
| Wave 2 | 13% | 24% | 23% | 40% |
| *Newly Reemployed* | *16%* | *24%* | *18%* | *42%* |

**[SP/GRID, IF CE20 = 1, 2, 3]**

**CE20A [PE6A]. People display stress in different ways. Please check off if you currently experience any of the following symptoms.**

| | Change in Sleeping Patterns/Loss of Sleep | Loss of Contact with Close Friends | Strain in Family Relations | Avoid Social Situations with Friends and Acquaintances |
|---|---|---|---|---|
| Wave 2 | 69% | 52% | 67% | 53% |
| *Newly Reemployed* | *76%* | *63%* | *70%* | *67%* |

| | Uneasiness or Restlessness | Substance Dependency | Quick to Anger |
|---|---|---|---|
| Wave 2 | 73% | 10% | 52% |
| *Newly Reemployed* | *79%* | *9%* | *46%* |

## ALL RESPONDENTS

**[SP]**

**CQ15. In general, would you say your health is:**

| | Excellent | Very Good | Good | Only Fair | Poor |
|---|---|---|---|---|---|
| Kaiser March 10-15, 2010 (national baseline) | 16% | 32% | 33% | 14% | 5% |
| Wave 2 | 8% | 24% | 47% | 19% | 2% |
| *Still Unemployed* | *7%* | *23%* | *44%* | *23%* | *3%* |
| *Newly Reemployed* | *6%* | *21%* | *50%* | *22%* | *1%* |

**[NUM, RANGE 00-30]**

**CQ15A. Thinking about your physical health, which includes physical illness and injury, for how many days during the past 30 days was your physical health not good?**

**Number of days ____**

| | Mean | Median | Mode | Standard Deviation |
|---|---|---|---|---|
| Wave 2 | 5.12 | 1.00 | 0 | 8.805 |
| *Still Unemployed* | *5.81* | *1.00* | *0* | *9.367* |
| *Newly Reemployed* | *5.13* | *2.00* | *0* | *8.222* |

**CQ16 [AN3]. Do you currently have health care benefits?**

| | No | Yes, from Current Employer | Yes, from Previous Employer (COBRA, other) | Yes, from Other Family Member | Yes, Medicare or Medicaid | Yes, Other |
|---|---|---|---|---|---|---|
| Wave 1 Full Sample | 52% | - | 8% | 17% | 12% | 12% |
| Wave 1 Unemployed Sample (n=894) | 52% | - | 7% | 16% | 13% | 11% |
| Wave 1 Employed Sample (N=213) | 54% | - | 9% | 17% | 6% | 13% |
| Wave 2 | 48% | 10% | 4% | 17% | 12% | 9% |
| *Still Unemployed* | *54%* | *2%* | *7%* | *12%* | *12%* | *13%* |
| *Newly Reemployed* | *43%* | *19%* | *1%* | *24%* | *10%* | *3%* |

**[SP]**

**CQ17 [HE2E]. Have you sought professional help in the past 12 months for a stress-related disorder or depression?**

| | Yes | No |
|---|---|---|
| Wave 2 | 11% | 89% |
| *Still Unemployed* | *9%* | *91%* |
| *Newly Reemployed* | *10%* | *90%* |

**UN5. What fraction of unemployed Americans receives unemployment insurance money from the government? (knowledge question)**

| | One-Quarter | One-Third (CORRECT) | One-Half | Two-Thirds | Three-Quarters |
|---|---|---|---|---|---|
| Wave 2 | 20% | 32% | 20% | 14% | 13% |
| *Still Unemployed* | *20%* | *31%* | *19%* | *13%* | *16%* |
| *Newly Reemployed* | *16%* | *42%* | *18%* | *12%* | *12%* |

# Appendix C. Notable Quotes from Survey Respondents

## Main Reasons for Not Finding a Job

The longer I am out of work, the less competitive I can be with people who are trained, [or] receiving on-going training to maintain and increase skill levels. I am outdated and can't afford to update.

Age discrimination is alive and well.

It is an employer's market with more candidates than positions. This results in companies being able to find someone with all of the exact qualifications they are looking for.

Companies are unwilling to take risks due to the uncertainty over new taxes and regulations.

I am trying to establish myself as self-employed so I don't have to be dependent on someone else for stability.

As an older American, it is cheaper for the local high-tech industry to hire younger, lower-paid H1B workers that are willing to share quarters, etc. We are considered expendable.

The one job I found after being laid-off is a part time job that only provides about 20 hours of a week of work. I have been unable to find a full-time job and there are no jobs in my area that offer health insurance for the skills I have.

The skills I can offer to an employer are just not considered to be greatly important in these lean economic times.

I am told over and over again that I am over qualified for the jobs I have applied for.

Jobs are being reduced by industries with a fear of downturn in the near future. Government bailout money being used by CEO's rather than creating jobs….

Looking in the wrong places, such as on-line job boards and not doing enough networking with friends.

Employers review candidates closer and offer less salary for highly qualified candidates.

I have been looking for over a year and a half, and I believe it has to be my age.

I have to reinvent myself, and I can't go back to do that and still collect unemployment.

[C]ompanies are very reluctant to take on new employees that they may have to layoff eventually.

I want to work as a graphic artist, but that line of work demands computer knowledge that I do not have; for that reason, I need additional school training.

[T]hey think I will retire at 62 so they don't want to hire me…

Due to the large number of potential employees, the employers are being very specific in what they are looking for and seem to want everything.

Employers are reluctant to hire for fear that the economy will turn down again.

Although there is nowhere on a CV/Resume that you state your age, employers can tell how many years you have worked. I have been interviewed for positions requiring experience by managers who are more than half my age, and they can barely contain their disdain -- despite the fact that my work experience is far greater than theirs.

[S]o many people are laid off, it's hard to get your foot in the door of a stable company.

People don't seem to want to hire me because I've been a stay at home mom.

There are not very many open positions out there as employers are mostly promoting from within, then getting rid of lower positions so they do not have to hire new workers.

## Main Reasons for Finding Work Since 2009

Perseverance

Determination

I kept at it. I did not give up.
Got up and went out everyday, I made looking for a job my job…called back each place I stopped at.

You have to let them know that {you} are interested in the job.

I dedicated myself to finding a job that fit my education, training, and experience.

Networking. Several interviews and 2nd interviews with no luck. Finally found a job through a past colleague.

Constant networking with important contacts, friends and colleagues.

I knew somebody…that was the only reason I found work.

I knew the owner.

I knew the person hiring.

I knew the manager and was called when an opening {occurred}.

I knew someone in the business and they hired me.

In 15 months of being unemployed I only had 3 interviews, and all 3 times it was because I knew someone.

I went back to one of my previous employers, but not the very last employer I had.

Hired by another division of the same parent company. Former employer suggested my being hired.

My current employer knew of and liked the work I did at my summer jobs.

It was just the luck. The company I am working for was in search of an intern and I was planning on just getting work experience through the internship. Luckily that turned into a job for me.

…I was willing to take part-time work.

I settled for much less in income.

I wasn't picky, and I tried many different venues to look for work.

I was willing to relocate…

I moved from an area where there was not a lot of jobs to an area where there was work to be had.

I had to go 40 miles from my house.

Some people are not willing to relocate or change careers. I am, and have always been willing to make changes in my life. I'm not afraid of change at all. I welcome it.

I am currently on a consulting contract that runs for 7 months…The job also pays half what my last job paid.

It is a low paying job that really doesn't pay the bills, so there is lots of turnover. But the insurance and benefits are better than my previous job and it has more flexible hours.

I am presently through a temp service. I have no job security from day to day.

Took a crappy job rather than remain unemployed.

John J. Heldrich Center for Workforce Development
Edward J. Bloustein School of Planning and Public Policy
Rutgers, The State University of New Jersey
30 Livingston Avenue
New Brunswick, NJ 08901
732.932.4100
www.heldrich.rutgers.edu