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ABSTRACT

In February 1995, a supplement to the Current Population Survey examined the job search rate among a sample of 108,876 employed persons (except unpaid family workers) who had worked for their employer for at least 3 months were asked if they had looked for others employment since December 1994. Of those surveyed, 6,044 (5.6%) had actively searched for a new job. The proportion of wage and salary workers actively searching for jobs was found to decrease with age (from 9.0% among individuals aged 20-24 years to 2.1% among individuals aged 55-64 years). Regardless of age, men were more likely than women to search for another job while employed (their respective job search rates were 5.9% and 5.2%). In virtually every occupational category, employed persons with higher levels of educational attainment had the highest job search rates (6.8% among individuals with an advanced degree versus 4.2% among individuals with less than a high school diploma). Among the major occupational groups, handlers, equipment cleaners, helpers, and laborers had the highest job search rates, followed closely by workers in sales occupations. Workers in precision production, craft, and repair occupations demonstrated the lowest job search rate, whereas rates for workers in managerial, professional, and technical occupations were slightly below the average. (MN)

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Issues



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Looking for a Job while Employed

About 6.0 million persons, 5.6 percent of wage and salary workers, actively looked for a new job in the 3 months prior to February 1995. Until recently, very little has been known about such job search among those who already are employed. How many *employed* jobseekers are there? How does the number vary by age, sex, education, and occupation? Answers to these questions were collected in a supplement to the Current Population Survey in February 1995.

Age made a difference

Among adult workers, the job search rate (the proportion of wage and salary workers who were actively searching for jobs) decreases with age. (See chart.) Young adults often hold a series of short-term or part-time jobs if they are attending school, and once they have completed their schooling, they are more apt to try different kinds of jobs early in their careers to learn which ones best suit their interests and abilities. As workers age, many find suitable job matches and become less likely to seek other employment opportunities. Also, older workers may become more reluctant to change jobs because doing so could jeopardize earnings and benefits such as pensions and paid vacations, premiums gained through experience that could be lost with a change in employers.

Among teenagers, school enrollment appears to limit the likelihood of searching for another job. Wage and salary

workers ages 16 to 19 who were not enrolled in school were twice as likely as those attending school to seek jobs. The difference was smaller among 20 to 24 year-olds. Regardless of age, men are more likely than women to search for another job while employed.

Education and job mismatches

In virtually every occupational category, employed persons with higher levels of educational attainment have the highest job search rates. In some occupations, these may be workers who have still not found the job commensurate with their level of education. For example, the job search rates for service and sales workers with a bachelor's degree were 12.5 and 7.6 percent, respectively, compared to 5.1 and 5.4 percent, respectively, for those with a high school diploma.

Among the major occupational groups, handlers, equipment cleaners,

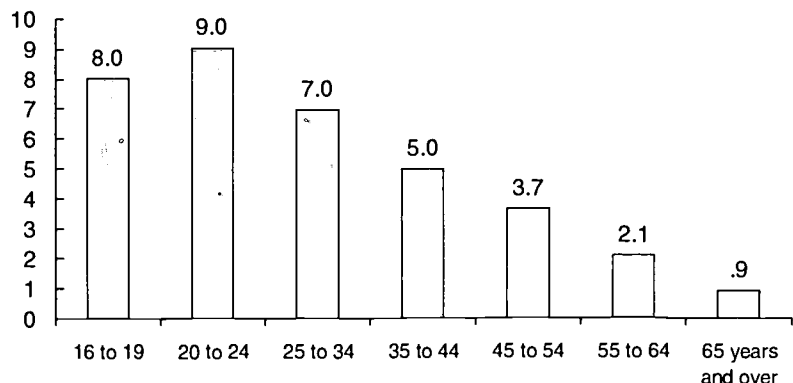
helpers, and laborers had the highest job search rate, followed closely by workers in sales occupations. Workers in precision production, craft, and repair occupations demonstrated the lowest job search rate, while rates for workers in managerial, professional, and technical occupations were slightly below the overall average. (See table)

Additional information

In the February 1995 Current Population Survey, employed persons (except unpaid family workers) who had worked for their employer for at least 3 months were asked if they had looked for other employment since December 1994. Workers with less than 3 months of tenure were asked if they had looked for other employment since they started working for their employer. Those who responded affirmatively to either question were asked if they had been looking for a new job or an additional or second job. Questions

Percent of employed wage and salary workers who had actively looked for a new job in the prior 3 months by age, February 1995

Percent



Summary 97-14
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also were asked about job search methods. Passive job search methods include looking at ads or attending job training programs or courses. Active methods, include contacting employers directly, contacting public or private employment agencies, using the services of a school or university employment center, asking friends or relatives about available jobs, sending out resumes or completing employment applications, placing ads, and checking union or professional employment registers. This analysis focused on wage and salary workers, excluding the incorporated self employed, who had actively searched for a new job. Data on job search among employed persons were collected again in February 1997.

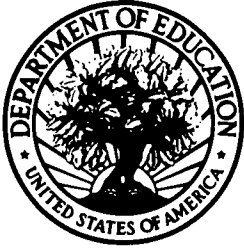
For additional information on job search of the employed and a technical description of the CPS, contact Timothy D. Consedine, Office of Employment and Unemployment Statistics, Bureau of Labor Statistics, Washington, DC 20212. Tel. (202) 606-6378. Internet: Consedine_T@bls.gov

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Employed wage and salary workers who had actively searched for a new job in the prior 3 months by age, sex, occupation, and educational attainment, February 1995
(Numbers in thousands)

| Characteristic | Total | Actively searched for a new job | Job search rate |
|---|---------|---------------------------------|-----------------|
| Age | | | |
| Total, 16 years and over | 108,876 | 6,044 | 5.6 |
| 16 to 19 years | 5,424 | 435 | 8.0 |
| 20 to 24 years | 12,103 | 1,091 | 9.0 |
| 25 to 34 years | 29,620 | 2,067 | 7.0 |
| 35 to 44 years | 29,806 | 1,492 | 5.0 |
| 45 to 54 years | 20,271 | 743 | 3.7 |
| 55 to 64 years | 9,277 | 195 | 2.1 |
| 65 years and over | 2,375 | 22 | .9 |
| Sex | | | |
| Men | 56,883 | 3,343 | 5.9 |
| Women | 51,993 | 2,701 | 5.2 |
| Occupation | | | |
| Executive, administrative, and managerial | 13,773 | 727 | 5.3 |
| Professional specialty | 16,428 | 876 | 5.3 |
| Technicians and related support | 3,829 | 203 | 5.3 |
| Sales occupations | 12,042 | 804 | 6.7 |
| Administrative support, including clerical | 17,764 | 971 | 5.5 |
| Private households | 846 | 55 | 6.6 |
| Protective service | 2,169 | 126 | 5.8 |
| Service, except private household and protective | 12,393 | 774 | 6.2 |
| Precision production, craft, and repair | 11,229 | 502 | 4.5 |
| Machine operators, assemblers, and inspectors | 7,558 | 352 | 4.7 |
| Transportation and material moving occupations | 4,620 | 229 | 5.0 |
| Handlers, equipment cleaners, helpers, and laborers | 4,676 | 328 | 7.0 |
| Farming, forestry, and fishing | 1,549 | 98 | 6.3 |
| Educational attainment | | | |
| Less than a high school diploma | 13,714 | 578 | 4.2 |
| High school graduates, no college | 34,959 | 1,555 | 4.4 |
| Less than a bachelor's degree | 32,705 | 2,093 | 6.4 |
| College graduates | 27,499 | 1,818 | 6.6 |
| Bachelor's degree | 18,453 | 1,203 | 6.5 |
| Advanced degree | 9,046 | 615 | 6.8 |





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