



Underemployed in America:

A survey of how the underemployed view skills and education

FTI Consulting
May 21, 2013



WHO WAS INTERVIEWED:

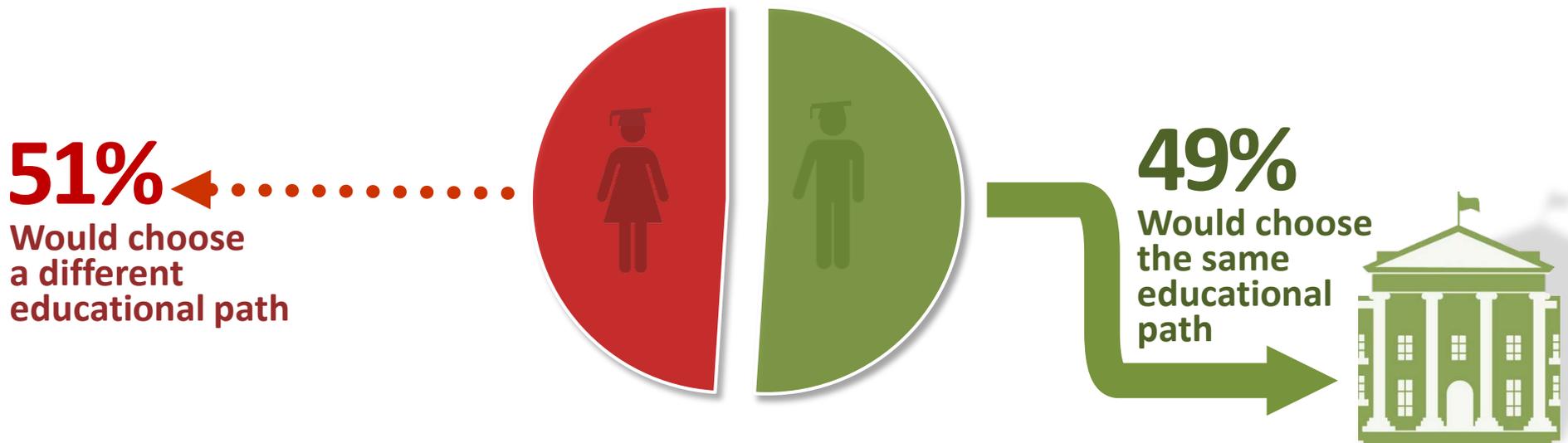
1,279 underemployed Americans ages 21-35 who meet the following criteria:

- Are currently unemployed, looking for work and workforce skills acquisition; or
- Are working in a job that does not require their current level of education; or
- Are working in a job that requires their current level of education, but are seriously considering a career change that would require additional training or a new degree

WISHING THEY TOOK A DIFFERENT PATH

As they assess their experience with the post-secondary education system, many young Americans express some level of “buyer’s remorse” about their educational path and say they would choose a different one if they could.

“And, if given the chance to go back in time and make different decisions, would you...”



MISMATCHED WITH CURRENT JOB

Many young Americans are mismatched with their current job. More than half are not working in their preferred type of job. However, most believe that they are prepared for employment in a new field.

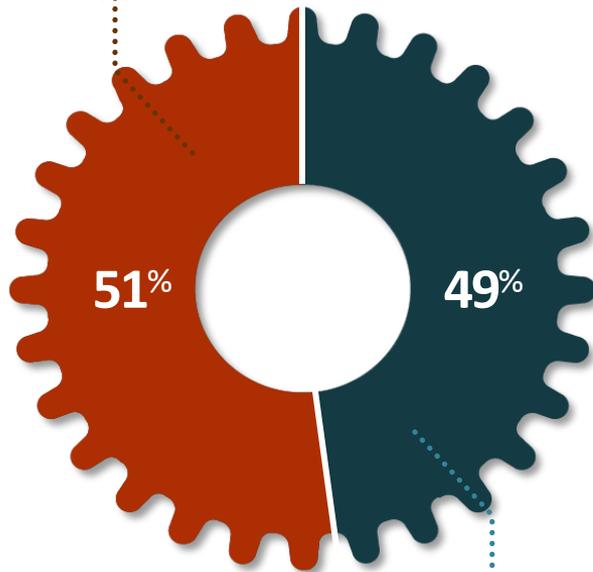
(Asked Among Respondents Who Are Currently Employed, N = 1,015)

(Asked Among Respondents Who Are Currently Not Employed or Are Employed, But Not in Preferred Career, N = 744)

"In terms of your preferred job or career, which of the following best describes you?"

"Thinking about what would be required to find work in your preferred type of job, in terms of your current level of knowledge and skills, are you..."

Not working in their preferred type of job



Working in their preferred type of job

Prepared with the knowledge and skills to find work in a new job



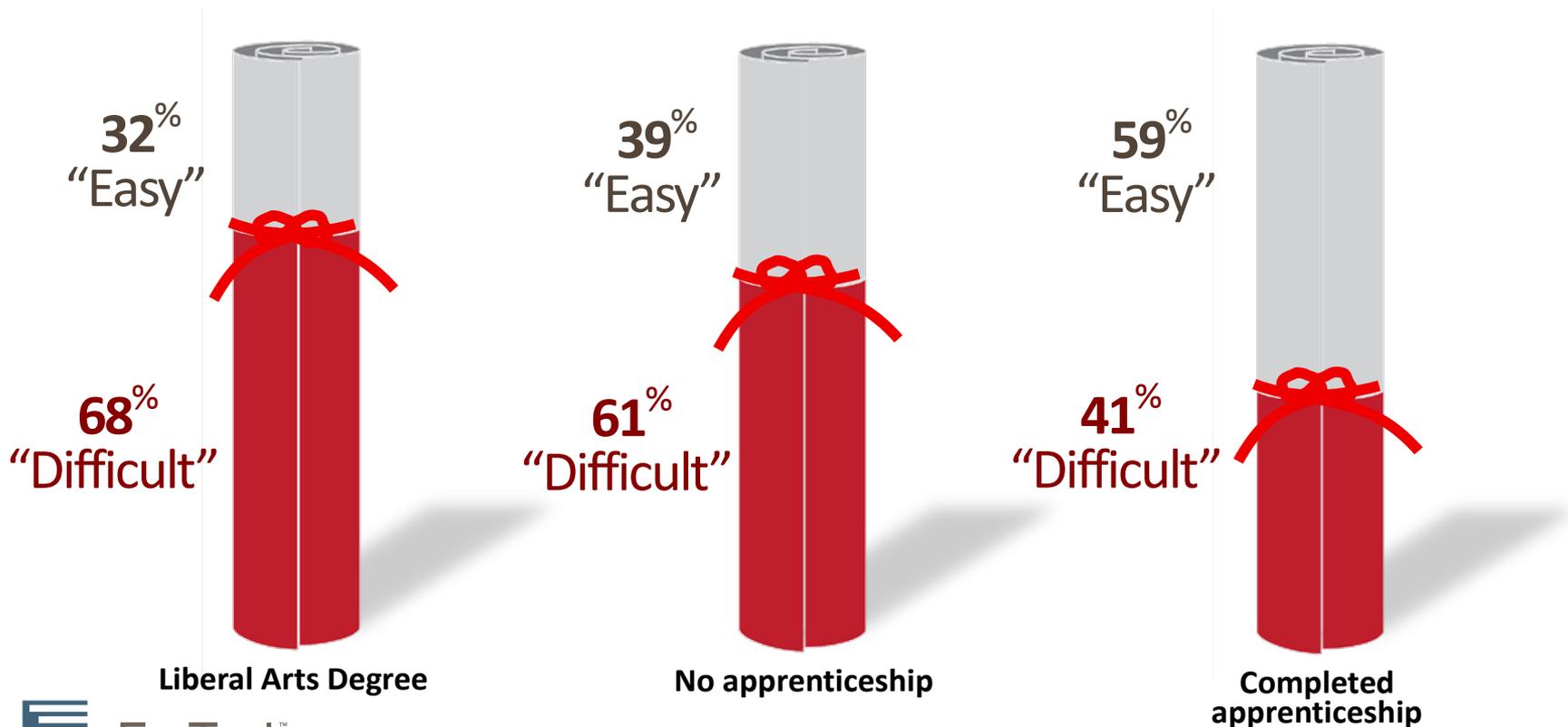
75%

25%
Not prepared

THOSE WITH EXPERIENCE ONLY NEED APPLY

Young Americans are experiencing a new reality in the job market. When applying for jobs, it's no longer enough to simply have a degree. The job market today appears to be considerably easier for those with practical skills and experience.

"What is your sense of the current job market for people with your level of experience, knowledge, and skills? In other words, how easy or difficult is it for someone like you to find a good job these days?"



COMPARISONS TO 2011 SURVEY CONDUCTED NOVEMBER 15 – 19, 2011 AMONG:

1,006 hiring decision-makers who have 5 years or more of work experience and meet at least 2 of the following criteria:

- Review resumes and job applications
- Interview job applicants and prospective employees
- Make hiring decisions
- Recruit candidates for job openings
- Develop job descriptions for new positions

A GOOD JOB IS HARD TO FIND – OR IS A GOOD *EMPLOYEE* HARD TO FIND?

“How would you rate the process of finding applicants who have the necessary knowledge and skills to work at your organization?”



Hiring Decision-makers

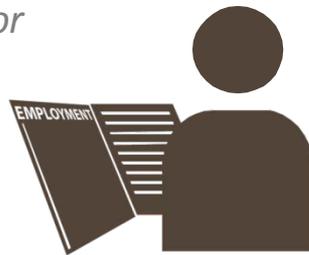
Easy

46%

Difficult

54%

“How easy or difficult is it for someone like you to find a good job these days?”



Underemployed

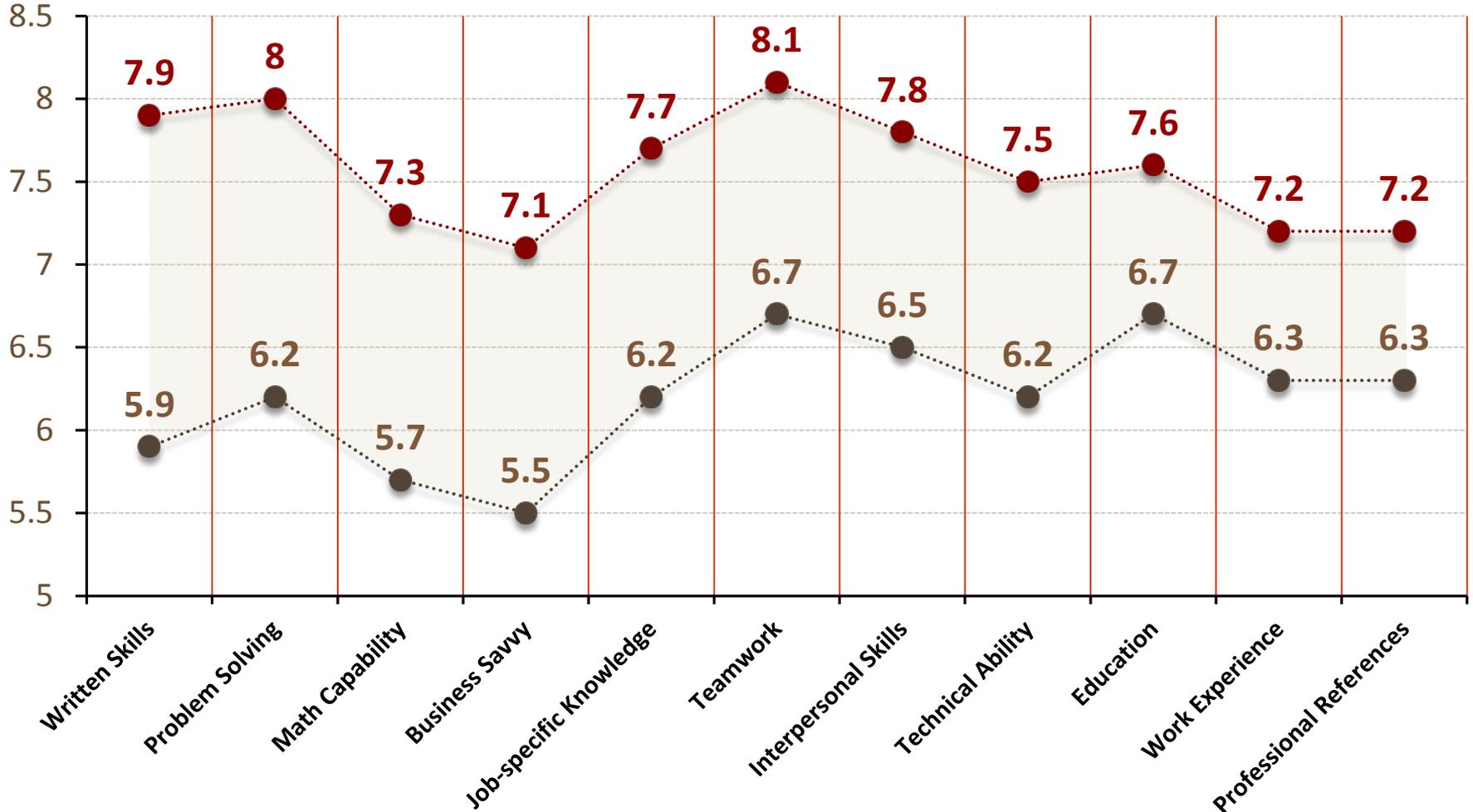
44%

56%

YOUNG AMERICANS DON'T LACK CONFIDENCE

Self-Ratings vs. Hiring Decision-makers' Ratings 0-10 Scale

■ Hiring Decision-makers
■ Underemployed



"How well do you believe that you personally measure up on the following skills and factors? Please select a number between 0 and 10, where 0 indicates Not Very Well and 10 indicates Extremely Well."

"From your experience, how well do most applicants measure up on the following skills and factors to the expectations your organization has for open positions? Please select a number between 0 and 10, where 0 indicates Not Very Well and 10 indicates Extremely Well."

A BROAD-BASED EDUCATION VS. A SPECIFIC SET OF SKILLS

“Most students would be better served by...”

“Knowing what you know now, would you pursue...”

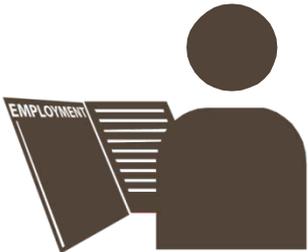
A **BROAD-BASED EDUCATION** covering a wide range of subjects which would provide a diverse knowledge base and allow you to choose a career path that best fits your interests and abilities.

An education focused on a **SPECIFIC SET OF SKILLS** which would allow you to learn about one area in greater detail and give you expertise and training that prepares you for the workplace.



Hiring Decision-makers

55%



Underemployed

40%

45%

60%