Ageism Could Hurt Job Prospects, Say Job-Insecure Older Workers: Annotated Questionnaire, Ages 50-65 Only

January 2021

Methodology: Survey was fielded to 1,502 adults ages 40-65 who are in the workforce. In addition, all respondents must have some job uncertainty over the next year, including at least one of the following: currently unemployed, need upskilling to keep their current job or get a new job, OR concerned that they could lose a job, be temporarily laid off, have hours reduced, or be furloughed.

Fielding dates were November 30 - December 7, 2020 via Dynata non-probability online panel and results were weighted to national benchmarks for workers ages 40-65. The following survey annotation includes results for workers ages 50-65 (n=861) and those results by age breaks.

For additional information, contact Rebecca Perron at rperron@aarp.org

ADDITIONAL SCREENING QUESTIONS

Totals may not sum to 100% because of rounding or allowing multiple responses.

QS1. Which of the following best describes your current employment status?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
Working for 35 hours per week or more for pay	67%	71%	57%
Working for less than 35 hours per week for pay	18%	16%	24%
Not working for pay but looking for work	15%	13%	19%

QS2 (NET Ages 50-65) How concerned are you that each of the following may happen to you in the next year?

	You could lose your job	You could be furloughed from your job. By furlough, we mean that – for days or sometimes weeks – you are not required to work, and you are not paid	You could be temporarily laid off from your job	Your employer could reduce the number of hours you work
EMPLOYED				
Weighted Base	733			
Top 2 Box (Net)	48%	54%	50%	56%
Very concerned (4)	21%	23%	22%	24%
Somewhat concerned (3)	27%	31%	29%	32%
Bottom 2 Box (Net)	52%	46%	50%	44%
Not too concerned (2)	33%	28%	31%	26%
Not at all concerned (1)	19%	18%	19%	18%

QS2 (AGES 50-59) How concerned are you that each of the following may happen to you in the next year?

	You could lose your job	You could be furloughed from your job. By furlough, we mean that – for days or sometimes weeks – you are not required to work, and you are not paid	You could be temporarily laid off from your job	Your employer could reduce the number of hours you work
EMPLOYED				
Weighted Base	540			
Top 2 Box (Net)	50%	56%	52%	59%
Very concerned (4)	22%	26%	24%	28%
Somewhat concerned (3)	28%	30%	28%	31%
Bottom 2 Box (Net)	50%	45%	48%	42%
Not too concerned (2)	34%	28%	31%	25%
Not at all concerned (1)	16%	17%	18%	17%

QS2 (AGES 60-65) How concerned are you that each of the following may happen to you in the next year?

	You could lose your job	You could be furloughed from your job. By furlough, we mean that – for days or sometimes weeks – you are not required to work, and you are not paid	You could be temporarily laid off from your job	Your employer could reduce the number of hours you work
EMPLOYED				
Weighted Base	193			
Top 2 Box (Net)	44%	52%	46%	49%
Very concerned (4)	18%	18%	16%	16%
Somewhat concerned (3)	26%	34%	30%	33%
Bottom 2 Box (Net)	56%	49%	54%	52%
Not too concerned (2)	32%	29%	31%	30%
Not at all concerned (1)	24%	20%	24%	22%

QS3. How important will it be for you to gain new skills in the next year so that you can keep your current job or find a new job?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
Top 2 Box (Net)	80%	83%	72%
Very important (4)	29%	32%	22%
Somewhat important (3)	51%	51%	50%
Bottom 2 Box (Net)	20%	17%	29%
Not too important (2)	15%	13%	19%
Not at all important (1)	5%	4%	10%

QS4a. Have you lost a job at any point during 2020?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
Yes	27%	26%	31%
No	73%	74%	69%

QS4b. How long has it been since you worked for pay?

UNEMPLOYED	NET Ages 50-65 (Looking)	Ages 50-59	Ages 60-65
Weighted Base	128	Insufficient Base	Insufficient Base
Less than one month	2%		
One month to less than 3 months	9%		
3 months to less than 6 months	11%		
6 months to less than 9 months	26%		
9 months or more	53%		

QS5. How long have you worked in your current job?

EMPLOYED	NET Ages 50-65 EMPLOYED	Ages 50-59	Ages 60-65
Weighted Base	733	540	193
Less than 6 months	5%	5%	4%
6 months to less than 1 year	5%	5%	6%
1 year to less than 3 years	12%	13%	11%
3 years to less than 6 years	17%	18%	12%
6 years or more	62%	60%	67%

SURVEY

Q1. (NET Ages 50-65) - Please indicate when the last time was that you took each of the following job steps:

	Searched for a job	Revised or created a resume	Submitted a job application	Had a job interview
ALL				
Weighted Base	861			
In the past year	36%	33%	29%	19%
More than 1 year ago but less than 3 years ago	14%	17%	16%	17%
More than 3 years ago but less than 5 years ago	10%	15%	11%	15%
More than 5 years ago	40%	34%	44%	49%

Q1. (AGES 50-59) - Please indicate when the last time was that you took each of the following job steps:

	Searched for a job	Revised or created a resume	Submitted a job application	Had a job interview
ALL				
Weighted Base	623			
In the past year	36%	34%	28%	20%
More than 1 year ago but less than 3 years ago	14%	18%	17%	16%
More than 3 years ago but less than 5 years ago	11%	15%	13%	16%
More than 5 years ago	39%	33%	42%	48%

Q1. (AGES 60-65) - Please indicate when the last time was that you took each of the following job steps:

	Searched for a job	Revised or created a resume	Submitted a job application	Had a job interview
ALL				
Weighted Base	237			
In the past year	37%	32%	32%	16%
More than 1 year ago but less than 3 years ago	13%	15%	14%	20%
More than 3 years ago but less than 5 years ago	7%	14%	7%	11%
More than 5 years ago	43%	39%	47%	53%

Q2. (NET Ages 50-65) - How prepared do you feel you are about each of the following?

	Knowing where to look for a job	Knowing how to use your network to find job opportunities	Knowing what you need to do to update your resume	Knowing how to prepare for an interview
ALL				
Weighted Base	861			
Top 2 Box (Net)	78%	70%	75%	79%
Very prepared (4)	31%	27%	32%	31%
Somewhat prepared (3)	47%	44%	43%	48%
Bottom 2 Box (Net)	22%	30%	25%	21%
Not too prepared (2)	17%	21%	19%	16%
Not at all prepared (1)	6%	9%	6%	5%

Q2. (NET Ages 50-65) - How prepared do you feel you are about each of the following?

	Knowing how to use technology for a video interview (i.e. using Zoom or Skype)	Knowing how to negotiate a job offer/salary offer	Knowing how to age-proof your resume, including removing dates that can be used to determine your age	Knowing how to improve your online presence (e.g. personal website, LinkedIn profile)
ALL				
Weighted Base	861			
Top 2 Box (Net)	69%	67%	57%	61%
Very prepared (4)	35%	26%	24%	21%
Somewhat prepared (3)	34%	41%	34%	40%
Bottom 2 Box (Net)	31%	33%	43%	39%
Not too prepared (2)	21%	24%	29%	26%
Not at all prepared (1)	10%	9%	14%	13%

Q2. (AGES 50-59) - How prepared do you feel you are about each of the following?

	Knowing where to look for a job	Knowing how to use your network to find job opportunities	Knowing what you need to do to update your resume	Knowing how to prepare for an interview
ALL				
Weighted Base	623			
Top 2 Box (Net)	79%	72%	76%	79%
Very prepared (4)	31%	27%	33%	31%
Somewhat prepared (3)	48%	45%	43%	48%

Bottom 2 Box (Net)	21%	29%	25%	21%
Not too prepared (2)	16%	19%	18%	15%
Not at all prepared (1)	6%	9%	7%	6%

Q2. (AGES 50-59) - How prepared do you feel you are about each of the following?

	Knowing how to use technology for a video interview (i.e. using Zoom or Skype)	Knowing how to negotiate a job offer/salary offer	Knowing how to age-proof your resume, including removing dates that can be used to determine your age	Knowing how to improve your online presence (e.g. personal website, LinkedIn profile)
ALL				
Weighted Base	623			
Top 2 Box (Net)	70%	66%	58%	61%
Very prepared (4)	36%	26%	23%	21%
Somewhat prepared (3)	34%	40%	35%	40%
Bottom 2 Box (Net)	30%	34%	42%	39%
Not too prepared (2)	20%	26%	29%	26%
Not at all prepared (1)	10%	8%	13%	13%

Q2. (AGES 60-65) - How prepared do you feel you are about each of the following?

	Knowing where to look for a job	Knowing how to use your network to find job opportunities	Knowing what you need to do to update your resume	Knowing how to prepare for an interview
ALL				
Weighted Base	237			
Top 2 Box (Net)	74%	68%	73%	79%
Very prepared (4)	30%	27%	29%	31%
Somewhat prepared (3)	44%	40%	44%	47%
Bottom 2 Box (Net)	26%	33%	27%	22%
Not too prepared (2)	20%	26%	22%	19%
Not at all prepared (1)	6%	7%	5%	3%

Q2. (AGES 60-65) - How prepared do you feel you are about each of the following?

	Knowing how to use technology for a video interview (i.e. using Zoom or Skype)	Knowing how to negotiate a job offer/salary offer	Knowing how to age-proof your resume, including removing dates that can be used to determine your age	Knowing how to improve your online presence (e.g. personal website, LinkedIn profile)
ALL				
Weighted Base	237			
Top 2 Box (Net)	66%	68%	54%	61%
Very prepared (4)	31%	25%	24%	20%
Somewhat prepared (3)	35%	43%	30%	41%
Bottom 2 Box (Net)	34%	32%	46%	39%
Not too prepared (2)	23%	20%	29%	26%
Not at all prepared (1)	11%	12%	17%	13%

Q3. How likely is it that you would have to learn new skills in order to get a new job?

	NET Ages 50-65	Ages 50-59	Ages 60-65
ALL			
Weighted Base	861	623	237
Top 2 Box (Net)	69%	71%	65%
Very likely (4)	19%	21%	15%
Somewhat likely (3)	50%	50%	50%
Bottom 2 Box (Net)	31%	29%	35%
Not too likely (2)	25%	23%	28%
Not at all likely (1)	6%	6%	7%

Q4. Please select which of the following feelings you have as you think about the job search process.

	NET Ages 50-65	Ages 50-59	Ages 60-65
ALL			
Weighted Base	861	623	237
Hopeful	36%	38%	32%
Nervous	35%	36%	33%
Positive	28%	30%	23%
Optimistic	31%	33%	25%
Confident	28%	28%	26%
Overwhelmed	23%	24%	21%

Prepared	22%	23%	19%
Frustrated	22%	22%	22%
Excited	16%	20%	8%
Fearful	18%	18%	18%
Pessimistic	15%	13%	20%
Unprepared	13%	13%	14%
Annoyed	11%	11%	11%
Hopeless	9%	9%	9%
Sad	8%	8%	8%
Negative	9%	9%	9%
Confused	7%	8%	5%
None of the above	7%	6%	11%
Invigorated	6%	6%	4%

Q5. Which of the following feelings is how you feel most of the time as you consider the job search process?

ALL	NET Ages 50-65 Selected at least one emotion	Ages 50-59	Ages 60-65
Weighted Base	800	588	212
Nervous	14%	15%	12%
Hopeful	12%	11%	14%
Optimistic	12%	12%	10%
Confident	11%	11%	12%
Overwhelmed	9%	9%	10%
Positive	6%	6%	6%
Excited	4%	4%	2%
Frustrated	7%	6%	10%
Prepared	6%	6%	3%
Unprepared	5%	5%	6%
Pessimistic	4%	4%	6%
Annoyed	2%	2%	3%
Hopeless	2%	2%	3%
Fearful	2%	3%	2%
Negative	1%	1%	1%
Invigorated	1%	1%	1%

Sad	1%	1%	2%
Confused	1%	1%	1%

Q6. (NET Ages 50-65) - Which of the following are reasons that you lost or left your most recent job?

	The Covid-19 pandemic	Discrimination due to my age	The company was downsizing	I needed to stay home with my children (either for child care reasons or remote schooling)
UNEMPLOYED				
Weighted Base	128			
A major reason	43%	12%	25%	2%
A minor reason	15%	17%	15%	7%
Not a reason	42%	71%	60%	92%

Q6. (NET Ages 50-65) - Which of the following are reasons that you lost or left your most recent job?

	The company closed due to Covid	Discrimination due to my race or ethnicity	I was worried about my health because of Covid	The company is trying to save money
UNEMPLOYED				
Weighted Base	128			
A major reason	28%	7%	21%	23%
A minor reason	6%	7%	13%	19%
Not a reason	65%	87%	66%	58%

Q6. (AGES 50-59) - Which of the following are reasons that you lost or left your most recent job?

	The Covid-19 pandemic	Discrimination due to my age	The company was downsizing	I needed to stay home with my children (either for child care reasons or remote schooling)
UNEMPLOYED				
Weighted Base	Insufficient Base			
A major reason				
A minor reason				
Not a reason

Q6. (AGES 50-59) - Which of the following are reasons that you lost or left your most recent job?

	The company closed due to Covid	Discrimination due to my race or ethnicity	I was worried about my health because of Covid	The company is trying to save money
UNEMPLOYED				
Weighted Base	Insufficient Base			
A major reason				
A minor reason				
Not a reason				

Q6. (AGES 60-65) - Which of the following are reasons that you lost or left your most recent job?

	The Covid-19 pandemic	Discrimination due to my age	The company was downsizing	I needed to stay home with my children (either for child care reasons or remote schooling)
UNEMPLOYED				
Weighted Base	Insufficient Base			
A major reason				
A minor reason				
Not a reason				

Q6. (AGES 60-65) - Which of the following are reasons that you lost or left your most recent job?

	The company closed due to Covid	Discrimination due to my race or ethnicity	I was worried about my health because of Covid	The company is trying to save money
UNEMPLOYED				
Weighted Base	Insufficient Base			
A major reason				
A minor reason				
Not a reason				

Q6a. How confident are you that you will get another job within the next three months?

	NET Ages 50-65 UNEMPLOYED	Ages 50-59	Ages 60-65
UNEMPLOYED			
Weighted Base	128	Insufficient base	Insufficient base
Top 2 Box (Net)	49%		
Very confident (4)	16%		

Somewhat confident (3)	33%		
Bottom 2 Box (Net)	50%		
Not too confident (2)	36%		
Not at all confident (1)	14%		

Q7. (NET Ages 50-65) - Which of the following are reasons that you are concerned that you could lose or leave your job in the next year?

FEAR COULD LOSE/LEAVE JOB IN NEXT YEAR	The Covid-19 pandemic	Discrimination due to my age	The company may downsize	I need to stay home with my children (either for child care reasons or remote schooling)
Weighted Base	353			
A major reason	62%	29%	41%	10%
A minor reason	25%	35%	38%	11%
Not a reason	13%	36%	21%	79%

Q7. (NET Ages 50-65) - Which of the following are reasons that you are concerned that you could lose or leave your job in the next year?

FEAR COULD LOSE/LEAVE JOB IN THE NEXT YEAR	The company may close due to Covid	Discrimination due to my race or ethnicity	I may need to leave because of concern about my health because of Covid
Weighted Base	697		
A major reason	40%	9%	25%
A minor reason	31%	18%	34%
Not a reason	29%	74%	41%

Q7. (AGES 50-59) - Which of the following are reasons that you are concerned that you could lose or leave your job in the next year?

FEAR COULD LOSE/LEAVE JOB IN NEXT YEAR	The Covid-19 pandemic	Discrimination due to my age	The company may downsize	I need to stay home with my children (either for child care reasons or remote schooling)
Weighted Base	268			
A major reason	62%	26%	44%	12%
A minor reason	24%	36%	36%	12%

Not a reason	14%	37%	19%	77%
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Q7. (AGES 50-59) - Which of the following are reasons that you are concerned that you could lose or leave your job in the next year?

FEAR COULD LOSE/LEAVE JOB IN NEXT YEAR	The company may close due to Covid	Discrimination due to my race or ethnicity	I may need to leave because of concern about my health because of Covid
Weighted Base	268		
A major reason	40%	8%	26%
A minor reason	30%	18%	32%
Not a reason	29%	74%	43%

Q7. (AGES 60-65) - Which of the following are reasons that you are concerned that you could lose or leave your job in the next year?

FEAR COULD LOSE/LEAVE JOB IN NEXT YEAR	The Covid-19 pandemic	Discrimination due to my age	The company may downsize	I need to stay home with my children (either for child care reasons or remote schooling)
Weighted Base	Insufficient Base			
A major reason				
A minor reason				
Not a reason				

Q7. (AGES 60-65) - Which of the following are reasons that you are concerned that you could lose or leave your job in the next year?

FEAR COULD LOSE/LEAVE JOB IN NEXT YEAR	The company may close due to Covid	Discrimination due to my race or ethnicity	I may need to leave because of concern about my health because of Covid
Weighted Base	Insufficient Base		
A major reason			
A minor reason			
Not a reason

Q8. Has your employer ever told you that you had to either change your work schedule, leave work, or not return to work because they are concerned about how your age may impact getting Covid-19?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
Yes	15%	12%	20%
No	86%	88%	80%

Q9. Have you considered or done any of the following because of Covid?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
Leaving my current job because I am concerned about being exposed to Covid	8%	8%	8%
Changing careers so that I am not exposed to Covid	7%	8%	4%
Getting new skills or new degree to get a job that allows me to work from home	15%	15%	16%
Retiring earlier than previously planned	16%	14%	21%
Retiring later than previous planned.	9%	8%	13%
None of the above	60%	63%	55%

Q10. Suppose you (or your spouse) lost your income suddenly. For how many months would you be able to continue your current lifestyle if you had to rely only on your (and your spouse) savings, without withdrawing extra money from retirement accounts?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
1 month or less	17%	19%	13%
2 months	12%	12%	12%
3 months	18%	18%	16%
4 months	7%	8%	5%
5 months	4%	5%	2%
6 months or more	42%	39%	51%

Q11. How much, if at all, do you think your age will affect your chances of getting a new job?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
Very/Somewhat helpful (Net)	12%	13%	7%
My age will be very helpful (5)	5%	5%	4%
My age will be somewhat helpful (4)	7%	8%	2%
My age will neither help nor hurt my chances of getting a new job (3)	26%	28%	21%
Very/Somewhat Hurtful (Net)	62%	59%	72%
My age will be somewhat hurtful (2)	42%	44%	38%
My age will be very hurtful (1)	20%	15%	34%

Q12. How interested are you in receiving help in your job search process?

ALL	NET Ages 50-65	Ages 50-59	Ages 60-65
Weighted Base	861	623	237
Very/Somewhat interested (Net)	68%	72%	57%
Very interested (4)	24%	26%	18%
Somewhat interested (3)	44%	46%	39%
Not too/Not at all interested (Net)	32%	28%	43%
Not too interested (2)	22%	19%	28%
Not at all interested (1)	10%	9%	15%

Q13a. Sometimes people stop looking for work because of difficulty finding a job. How seriously are you considering ending your job search because of difficulty finding a job?

UNEMPLOYED	NET Ages 50-65 UNEMPLOYED	Ages 50-59	Ages 60-65
Weighted Base	128	Insufficient base	Insufficient base
Very/Somewhat seriously (Net)	39%		
Very seriously (4)	8%		
Somewhat seriously (3)	30%		
Not too/Not at all seriously (Net)	61%		
Not too seriously (2)	34%		
Not at all seriously (1)	27%

Q13b. Sometimes people decide not to look for work because of difficulty finding a job. If you lost your job within the next year, how seriously would you consider NOT looking for a new job?

EMPLOYED	NET Ages 50-65 EMPLOYED	Ages 50-59	Ages 60-65
Weighted Base	733	540	193
Very/Somewhat seriously (Net)	37%	35%	45%
Very seriously (4)	13%	12%	18%
Somewhat seriously (3)	24%	23%	27%
Not too/Not at all seriously (Net)	63%	66%	55%
Not too seriously (2)	28%	27%	31%
Not at all seriously (1)	35%	39%	24%