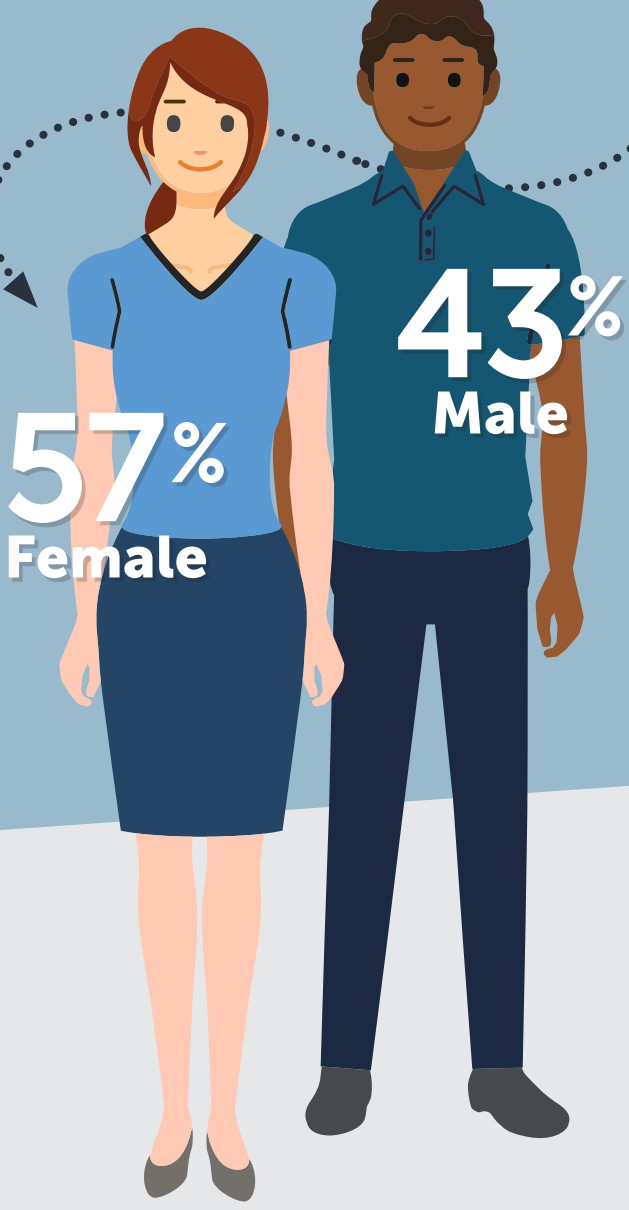


# It's Time to Get to Know the Hourly Worker

## Who is the hourly worker?

More than half of hourly workers are **women**



### 7% Generation Z

Gen Z, the newest generation to enter the job market, is starting off their careers at an unprecedented time.

### 12% Millennials

They've been saying it for years—traditional working models are no longer fit for the 21st century and the past year reinforced peoples' priorities.

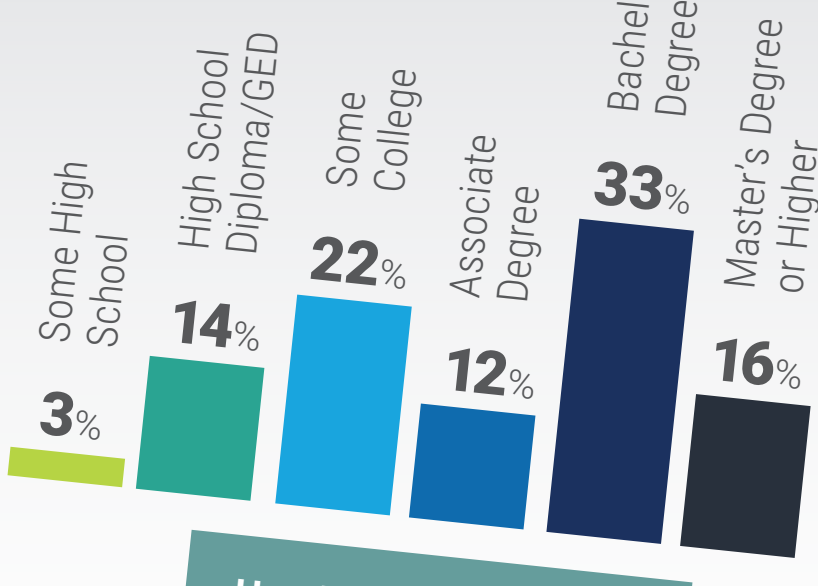
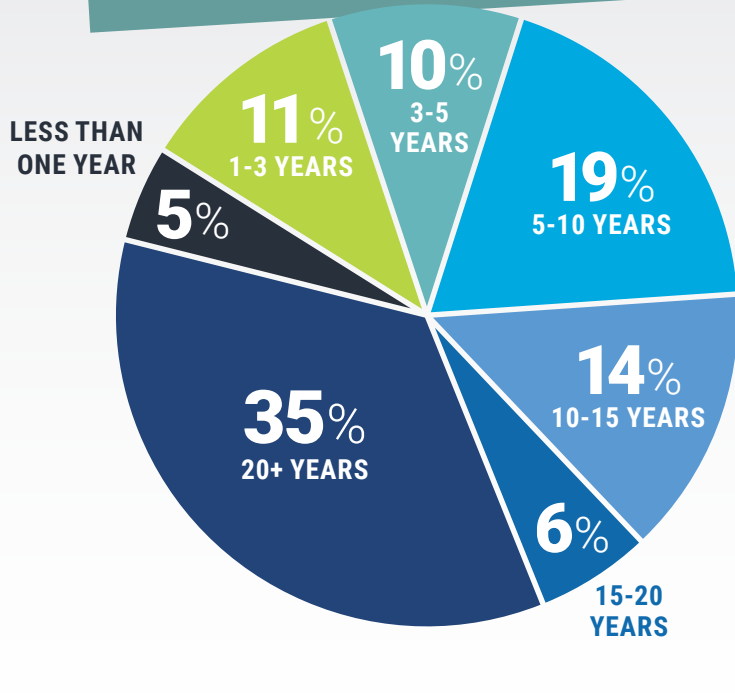
### 34% Generation X

While we've been hearing so much about the Great Resignation, Gen X is more likely to stay put.

### 45% BABY BOOMERS

Baby Boomers are working longer to provide more financial security after seeing their retirement account balances decrease during the Great Recession.

Hourly workers have a lot of varied years of experience

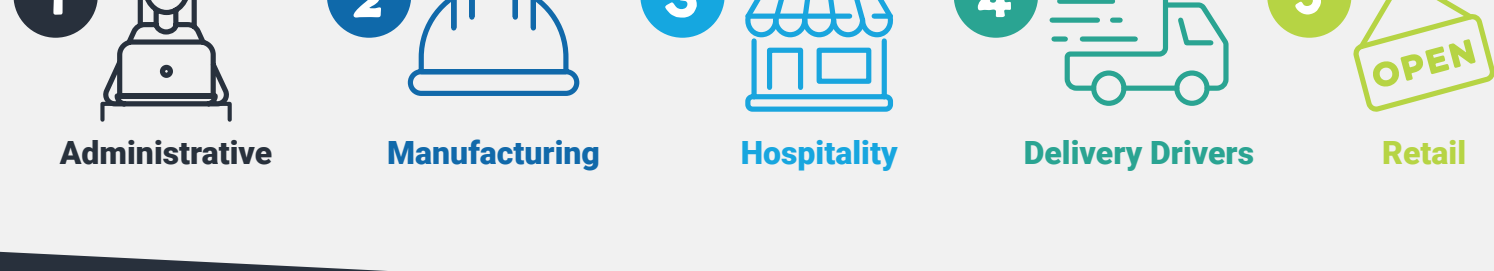


Hourly workers span all levels of education

## Top Fields that Interest Hourly Workers

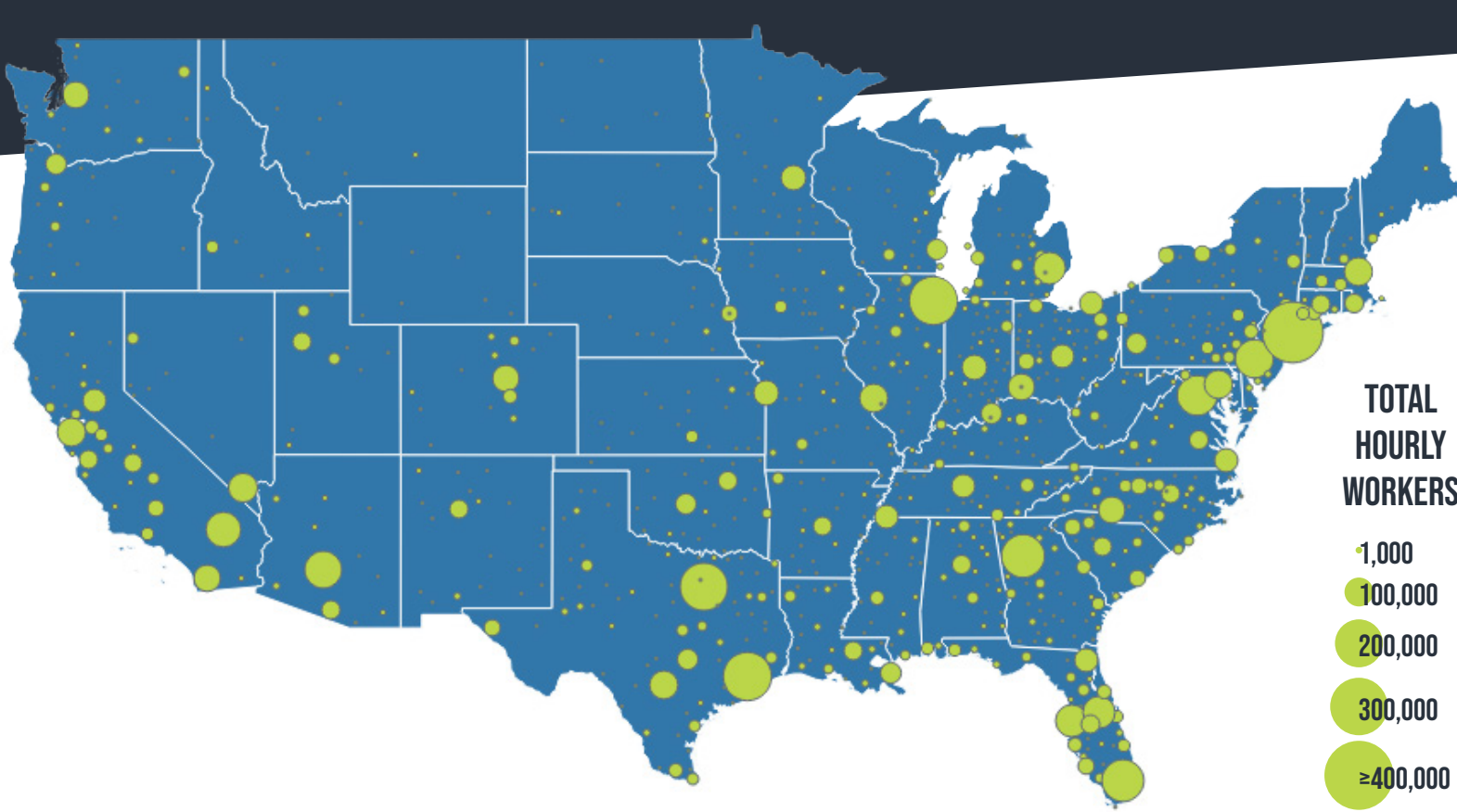
What does the hourly worker want?

The most desirable hourly jobs fall in the Clerical & Administrative field, followed by Manufacturing & Production.



## Where are the hourly workers?

Hourly workers are located all over the country. Below are hourly workers by city with the size of the circles representing the number of hourly workers per location.



## Of those folks who are willing to work an hourly job...

**52%** Are **actively** searching for a job

**45%** Are **passively** looking

**3%** Are **inactive**



More than half of hourly workers said they are currently **unemployed**

**58%**

are unemployed

**28%**

are working a full-time job

**14%**

are working part time

With the majority of people actively seeking jobs and open to changing jobs, why are employers still struggling to hire?



## Hourly workers are most motivated by...



**40%**  
Paycheck



**22%**  
Career Advancement



**11%**  
Better Work Environment

If these items can be focused on and offered, businesses who need to hire hourly workers can thrive when it comes to recruiting new talent.