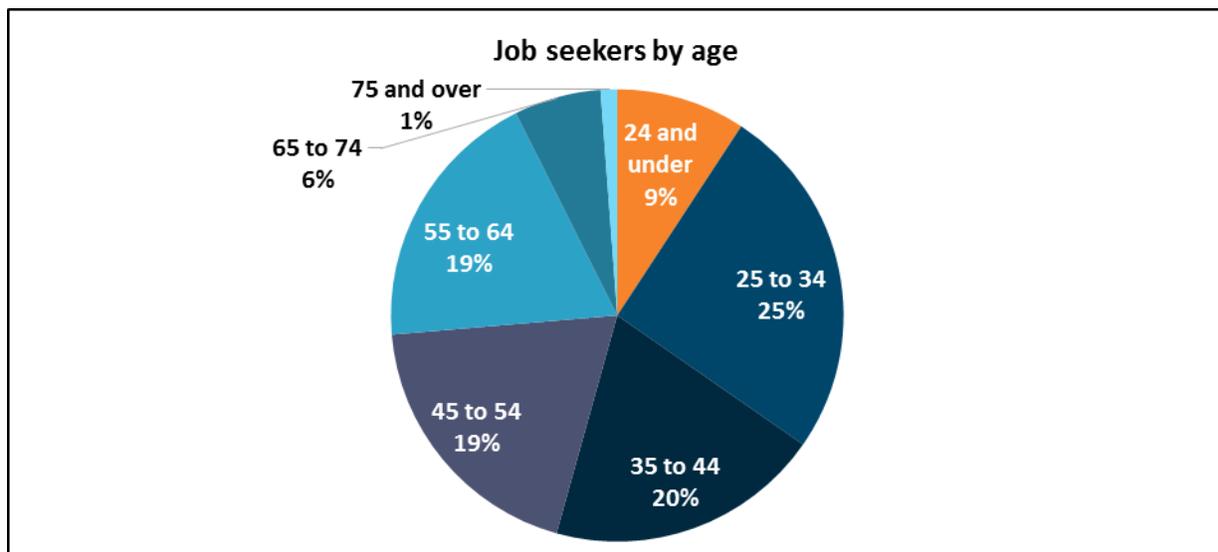


## A Look at Employment Histories: Differences by Age Groups

Every year, Partner4Work serves about 60,000 job seekers in the Pittsburgh area through career training and exploration, job search and employment assistance, and a robust summer jobs program. To more effectively connect job seekers to employment opportunities, it is important to understand the work histories they present to potential employers. Examining differences among age groups can provide valuable insight.

### Most Job Seekers Are in the Prime Years of their Careers

Most job seekers in Pittsburgh and Allegheny County that receive workforce services are prime-age workers, between the ages of 25 and 54. Fewer than 10 percent are younger workers, ages 24 or younger, and 26 percent are older workers, ages 55 and over.



### The Number of Jobs Varies by Age

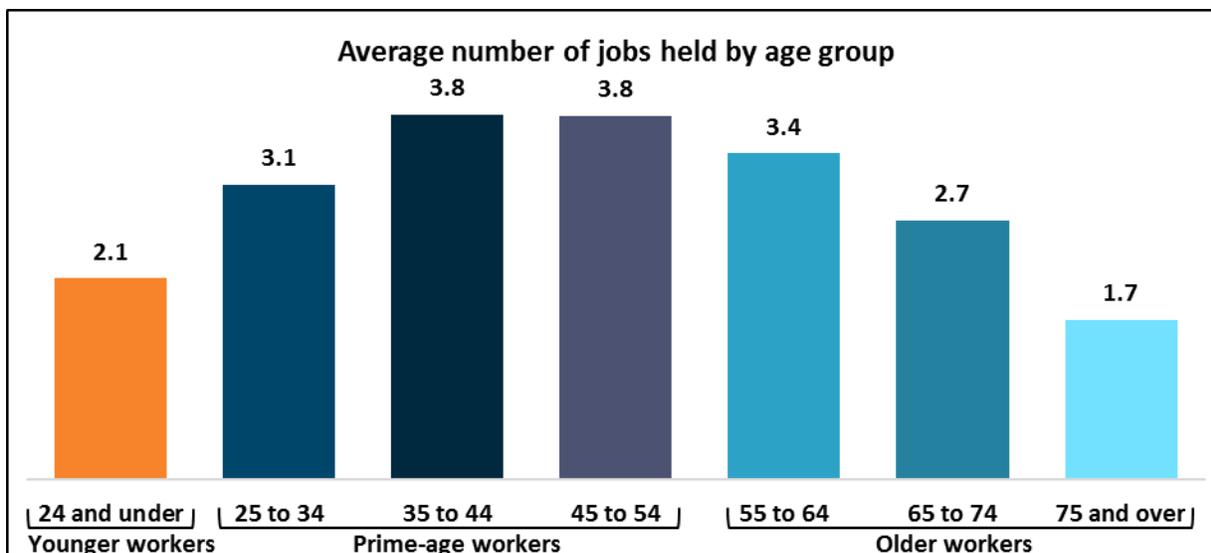
One likely expects the average number of jobs to vary by age. Older workers have more possible years in which they could have worked; on the other hand, more experienced workers might “job hop” less often. Understanding the differences in number of jobs reported on resumes across age groups is one lens through which to examine how job seekers present themselves to potential employers.

Among Pittsburgh and Allegheny County job seekers who used workforce services, prime-age workers reported the most jobs.<sup>1</sup> On average, they have held about three-and-a-half jobs each. The average number of jobs reported is lowest among workers 75 and older, at just under two jobs each. These jobs can be full-time or part-time, temporary or permanent, or concurrent.

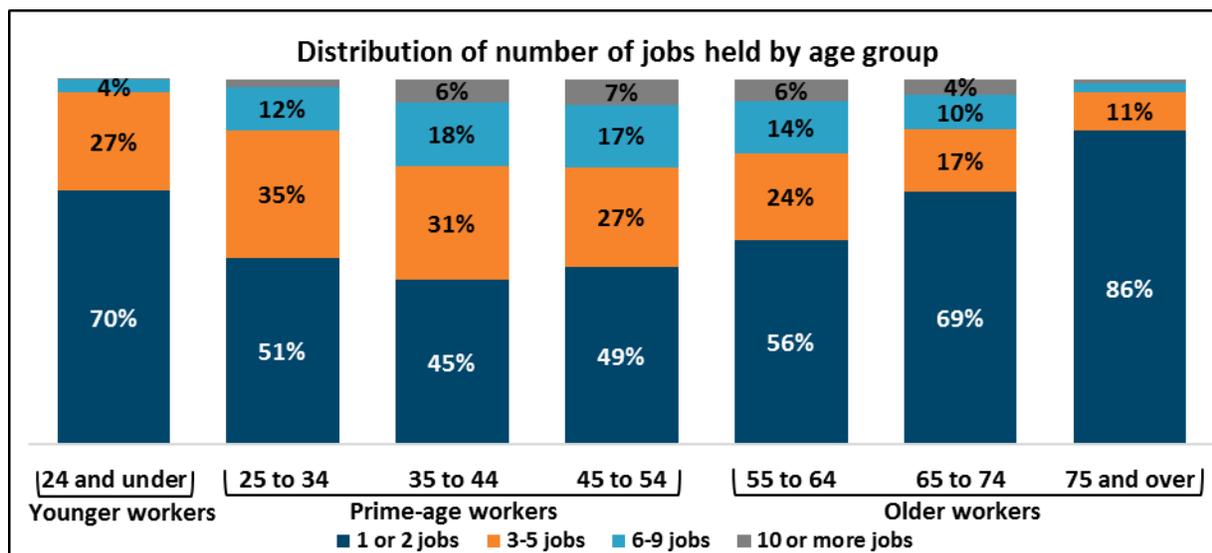
Depending on the age of the job seeker, there are many individuals outside this range. Many reported fewer jobs than average, but some reported considerably more jobs than average, in some cases 10 or greater. Out of all job seekers who received workforce development services, 53 percent reported one or two jobs, while 26 percent reported five or more.

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<sup>1</sup> This report is based on data self-reported by job seekers that used workforce services from July 2015 - June 2017.



Most prime-age workers reported three or more jobs, while most younger and older workers reported one or two jobs. One-third of younger workers reported more than two jobs, while a very small share reported six jobs or more. Almost 20 percent of prime-age workers reported six jobs or more, and a small percentage reported 10 or more. A smaller share of older workers reported six or more jobs compared to prime-age workers, especially workers 75 and over.



#### Implications for Job Seekers and Workforce Services

The number of jobs reported by job seekers varies by age, which could indicate differences in experience levels, career preferences or generational views of employment. Knowing the number of jobs presented by job seekers is a start to understanding the employment search process and hiring dynamics for those accessing workforce services. Other factors require further analysis to fully understand these job seekers' employment histories, including average job tenure, frequency of unemployment, educational attainment, and other indicators of experience and skills.