A Look at Employee Tenure: The Career Job Fallacy and the Impact of Low Unemployment

**Gender Tenures Converge**
Over the past 35 years, median tenure has stayed at approximately five years. However, this masks material changes in the tenures of men vs. women — which have converged over the decades and now move together.

**Career** Job Fallacy
The data show that, while fewer workers have 25 or more years of tenure now vs. decades ago, even in the early 1980s, "career" employees were in the minority.

**Low unemployment equals low tenure**
Consistent with a stronger job market, the proportion of workers with shorter tenures has increased since 2010. This reflects more individuals having jobs as well as individuals switching to potentially better jobs.


1. Wage and salary workers (ages 25 or older).
2. Wage and salary workers (ages 45–64).
3. Wage and salary workers (ages 20 or older).