

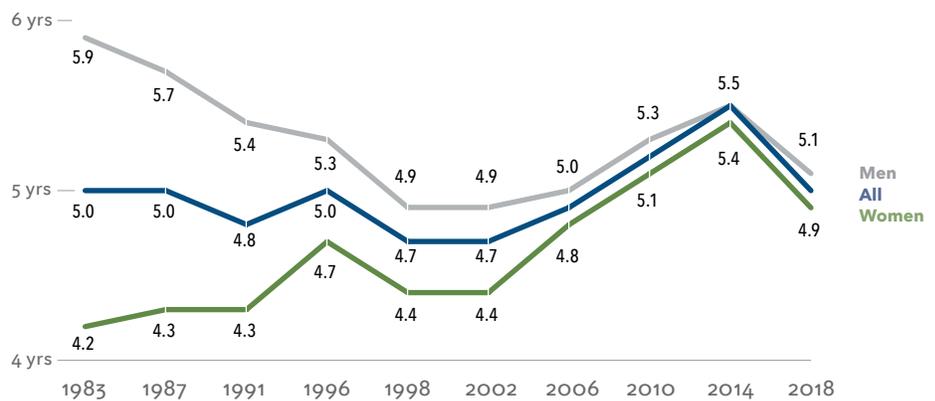
At a Glance | March 7, 2019

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.

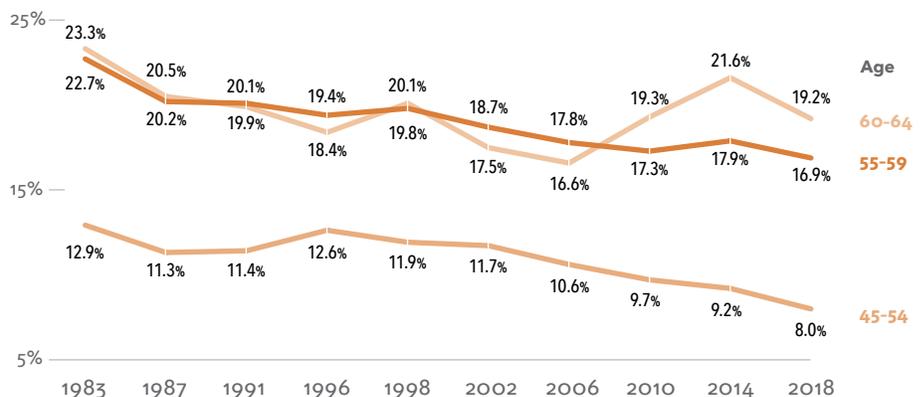
Median Years of Tenure by Gender¹



"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.

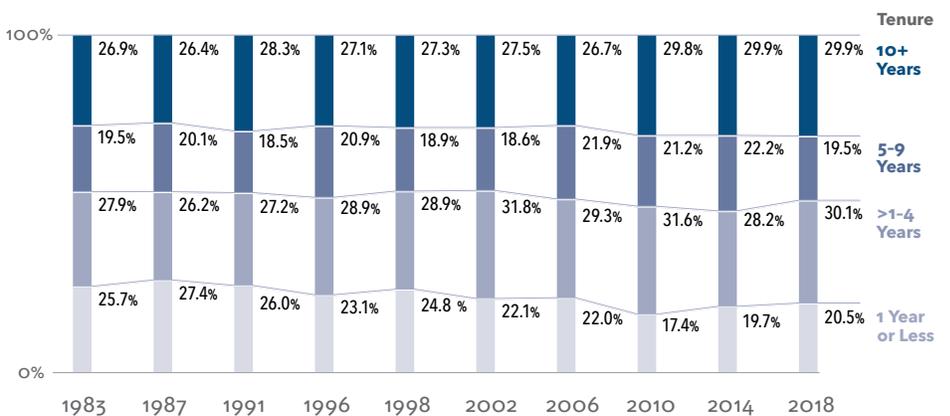
Percentage of Workers Who Had 25 or More Years of Tenure²



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.

Employee Tenure Distribution³



SOURCE: Craig Copeland. "Trends in Employee Tenure, 1983-2018." EBRI Issue Brief, no. 474 (Employee Benefit Research Institute, February 28, 2019).

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).