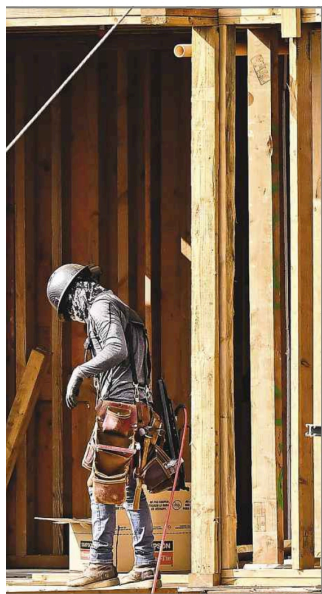


# Job is the right fit



Including blue-collar jobs like construction.

ers “experience schedule unpredictability,” meaning their hours — and earnings — wax and wane. More than 40% of workers reported having little or no control over their hours.

Part-time employees and those with less than an associate degree are especially likely to have low-quality schedules. However, they are also slightly more likely than full-timers to have high-quality schedules, 39% and 35%, respectively, a mix that “reflects the varied nature of part-time work, which can provide valuable flexibility for some but can also mean unpredictable or unstable hours for others,” the report noted.

### Do you have a voice at your work?

Gallup asked workers in the study whether they had enough influence over their pay, their safety and working conditions, and adoption of new technology.

The vast majority of workers (69%) said they have “less influence than they should” over pay and benefits. Nearly half (48%) said they lack the influence they should have over safety, breaks and other working conditions.

“Working conditions is the area where employees most want input, and the area in which they are most likely to report having it,” the Gallup report noted.

More than half of workers said they lack the desired influence over “decisions about new software, artificial intelligence tools or robotics,” Gallup’s survey found.

Desire for more input in these categories stood out to Molly Blankenship, director of Jobs for the Future, a workforce nonprofit that teamed up with Gallup on the study, because “they have the potential to have a major impact on a worker’s experience without being super costly to the employer.”

### Do you feel respected?

Workers with a bachelor’s degree (51%) or graduate degree (53%) are most likely to strongly agree that they feel respected on the job.

Most (83%) employees strongly (46%) or somewhat agreed (37%) that they are treated with respect in their primary job, while 7% somewhat or strongly disagreed. But “gaps remain” for employees of certain identity groups, according to Gallup.

Experiences varied across genders, the study noted: 52% of Asian men reported feeling respected, compared with 40% of Asian women. Among multiracial employees, 37% of women strongly agreed that they are treated with respect, compared with 52% of men.

Just 35% of self-identified neurodivergent employees strongly agreed they are treated with respect in their main job, compared with 50% of employees with no reported diagnoses.

Overall, about a quarter of workers reported being treated unfairly or discriminated against over their identity, the survey found. Discrimination and unfair treatment was most common for workers who are nonbinary (52%), neurodivergent (47%), of Middle Eastern/North African heritage (41%) and LGBTQ+ (36%).

### Do you have opportunities for training and promotion?

A quarter of workers reported having no opportunities for promotion or advancement in their roles, but “access to these opportunities dif-

fers by employee subgroups,” the report stated.

Workers of Middle Eastern and North African descent reported the lowest rate of access to advancement opportunities of all racial groups, at 57%.

Employees with a bachelor’s degree or higher and younger workers are more likely to say they have opportunities for advancement, “though access declines noticeably after age 55.” Workers at large companies — particularly those with at least 1,000 employees — are more likely to have these opportunities, with 74% reporting access.

Access to advancement varies minimally by industry, but utilities employees are the most likely to say they have advancement opportunities, at 76%.

The desire for more growth opportunities is more urgent in the current labor market, where there is a “greater emphasis on skill-based hiring,” Kulik said.

“Historically, employers have hired for potential and shouldered the responsibility for employee development,” she said. Now, job postings are focusing less on college degrees and more on years of experience, “and employees are responsible for their own development.”

### Who is most likely to have a quality job?

Men were substantially more likely than women to have “quality” jobs according to Gallup’s analysis, with 45% of men having these roles compared with 34% of women.

Asian workers (46%) and white workers (42%) were more likely than Black, Hispanic or Indigenous workers to hold quality jobs, Gallup’s survey found.

Geographically speaking, workers in the West had the highest share of quality jobs at 44%, compared with 39% of workers in the Northeast, 38% of workers in the South, and 36% in the Midwest.

By industry, workers in professional services, finance and wholesale trade led in overall job quality — with 53%, 48% and 49% in quality jobs, respectively. By contrast, just 29% of workers in leisure and hospitality and 26% of those in retail and warehouses were in quality jobs, Gallup found.

## LI People ON THE MOVE

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LINDENHURST UNION FREE SCHOOLS

**Alicia Podlaha**, of Bohemia, has been hired as assistant superintendent for special education and pupil services at the **Lindenhurst Union Free School District**. Podlaha was assistant director of special education for the Roosevelt Union Free School District.



ROBERT B. FRIED

**Robert B. Fried**, of Dix Hills, has been hired as executive vice president and chief investigative officer at **Page One, Inc.** in Nashville, Tennessee, working remotely. Fried was senior vice president and global head of forensics and investigation at Sandline Global in Manhattan.



COLLEEN KIKER

**Colleen Kiker**, of Sound Beach, has been hired as retail stores donation coordinator at **Long Island Cares** in Hauppauge. Kiker was lead prep teacher at The Learning Experience in Rocky Point.



WESTHAMPTON BEACH SCHOOL DISTRICT

**JoAnne Williams**, of Hampton Bays, a special education teacher at Westhampton Beach High School, has been promoted to director of pupil personnel services in the **Westhampton Beach School District**.



ASHBROOKE PHOTOGRAPHY INC

**Devon Giordano**, of Massapequa, has been hired as executive director of the **Long Island Conservancy** in Sayville. Giordano was associate director of development at the Nature Conservancy of New York in Cold Spring Harbor.



SIMONETTI & ASSOCIATES

**Michele V. Fenton**, of Huntington, has been hired as a senior associate at **Simonetti & Associates** in Westbury. Fenton was an attorney at Hedayati Law Group in Garden City.

— DIANE DANIELS

Send submissions and color headshots to [peopleonthemove@newsday.com](mailto:peopleonthemove@newsday.com)