Bluecrew and Toluna surveyed entry-level workers to understand how they’re thinking about working over the holidays. **What we found is that flexible schedules take precedence over pay when people look for holiday work.**

**Festive and Flexible**

Amount of surveyed respondents who noted they are looking for a seasonal/holiday job.

- 38% (839)  
- 66%

Of the 18–34 year olds we surveyed are looking for a seasonal holiday job.

**How many jobs will you have during the holiday season?**

- 40% 1 Job
- 38% 2
- 9% 3
- 8% More than 3
- 5% None

Of respondents plan to work 2 or more jobs during the holiday season.

**Why are you taking on a holiday season job?**

- 58% To earn extra money
- 40% To cover my monthly expenses
What do you look for most in a holiday job?

The primary benefit workers are looking for in a holiday job is a **flexible schedule** that allows them to work when they want. More respondents prioritized a flexible schedule or working more hours over getting the highest pay rate when looking for a holiday job.

When do you plan to start looking for a holiday season job?

63% Respondents were planning to start looking for a holiday season job before October.

How easy or difficult do you feel it is to land a holiday season job?

63% Easy, I have a lot of options.

20% Difficult, there are few jobs that fit my criteria

9% Not sure

8% Difficult, there are a lot of people competing for the jobs that interest me

28% Of respondents feel it will be difficult to land a holiday season job.
How do you plan to look for a holiday/seasonal job?

Responses were asked to check all that apply.

- 75% Online job marketplaces or job boards (Indeed, CareerBuilder, Monster, etc.)
- 57% Social media (Facebook, Twitter, LinkedIn, Snap, etc.)
- 44% Word of mouth
- 42% Mobile apps (Bluecrew, DoorDash, Uber, etc.)
- 34% Help wanted or now hiring signs

The primary source for respondents to look for a seasonal job are **online job marketplaces or job boards**.

42% Of respondents plan to look for holiday seasonal jobs through mobile apps.

Where do you plan on working?

Respondents were asked to check all that apply.

- 60% Retail store
- 38% Restaurant
- 36% Customer Service
- 34% Warehouse (logistics)
- 22% Hospitality
- 22% Manufacturing
- 20% Gig work
- 7% Other

How much do you expect your hourly rate to be?

- 32% Minimum wage in my state
- 9% $7.25 - $9.25
- 23% $9.26 - $11.25
- 30% $11.26 - $13.25
- 17% $13.26 - $15.25
- 15% More than $15.25 an hour

Of respondents expect their hourly rate to be $13.26 or higher.
How many total hours do you want to work per week?

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<thead>
<tr>
<th>Hours</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>5 - 10 hours</td>
<td>7%</td>
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<td>11 - 15 hours</td>
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<td>35 - 40 hours</td>
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<td>More than 40 hours</td>
<td>7%</td>
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Of respondents want to work less than 20 hours per week during the holiday season.

40%

How many total hours do you expect to be given by your employer(s) per week?

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<thead>
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<tbody>
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</tr>
<tr>
<td>More than 40 hours</td>
<td>6%</td>
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</tbody>
</table>

Respondents expect to work at least 35 hours per week.

19%