

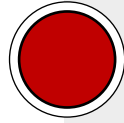


# THE UNIVERSITY OF PHOENIX CAREER OPTIMISM INDEX™ STUDY 2022

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RESEARCH FINDINGS – SURVEY OF U.S. WORKERS + EMPLOYERS  
MARCH 2022

# CAREER OPTIMISM INDEX™, WAVE 2



- Research study to examine American Workers' sense of optimism about their careers in the context of workplace, economic and societal trends and challenges.
- First conducted among Workers in 2021, the report includes year-over-year tracking data among this audience.
- This year, the study also explores insights from Employers to provide comparison between the workforce and those who hire, train and retain them.

## RESEARCH APPROACH

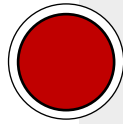
### SURVEY METHODOLOGY + SAMPLE DEFINITIONS

- 20-minute, online survey of:
  - Gen Pop: n=5000 US, nationally representative adults, age 18+, who either currently work or wish to be working (MOE +/- 1.39%)
  - Oversamples of n=300 adults in each of the top 20 designated market areas (DMAs): New York City, Los Angeles, Chicago, Philadelphia, Dallas, San Francisco-Oakland-San Jose, Washington D.C., Houston, Boston, Atlanta, Phoenix, Tampa, Seattle, Detroit, Minneapolis, Miami, Denver, Orlando, Cleveland, Sacramento (sample sizes + MOEs below)
  - Employers: n=500 US employers who are influential or play a critical role in hiring and workplace decisions within a range of departments, company sizes and industries (MOE +/- 4.38%)
- Gen Pop and Employer fieldwork was conducted between December 12, 2021 – January 6, 2022; DMA fieldwork was conducted between December 12, 2021 – January 15, 2022
- DMA sample sizes and margins of error:

• New York City +/- 5.64 (n=302)	• Washington D.C. +/- 5.55 (n=312)	• Detroit +/- 5.64 (n=302)
• Los Angeles +/- 5.68 (n=298)	• Houston +/- 5.67 (n=299)	• Minneapolis +/- 5.64 (n=302)
• Chicago +/- 5.65 (n=301)	• Boston +/- 5.65 (n=301)	• Miami +/- 5.67 (n=299)
• Philadelphia +/- 5.66 (n=300)	• Atlanta +/- 5.63 (n=303)	• Denver +/- 5.65 (n=301)
• Dallas +/- 5.67 (n=299)	• Phoenix +/- 5.64 (n=302)	• Orlando +/- 5.57 (n=309)
• SF-Oak-San Jose +/- 5.66 (n=300)	• Tampa +/- 5.63 (n=303)	• Cleveland +/- 5.65 (n=301)
	• Seattle +/- 5.64 (n=302)	• Sacramento +/- 5.66 (n=300)

# CAREER OPTIMISM INDEX™, WAVE 2

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## ANALYSIS SHOWN IN THIS REPORT

- American Workers - This report reflects analysis of the Gen Pop audience of 5000 US adults and includes shifts from last year for tracked questions. Throughout the report, there are several demographic and psychographic data call-outs to help readers understand the differences between different types of workers among broader audience.
- DMAs: There are several data slides for the top 20 U.S. DMAs, which are also tracked year over year.
- Employers – The report also includes data for 500 employers, which is a new audience being studied as part of this initiative.

# CAREER OPTIMISM INDEX™, WAVE 2 OVERVIEW

As employers across the country face significant retention issues amid The Great Resignation, the Index identified a significant gap between employer perspective and employee reality – and the core disparities that need to be addressed in order to shift to The Great Retention.

While nearly 1 in 3 Americans say they would quit their current jobs without having another job lined up, the Index found that an astonishing 69% would consider staying in their current roles if things with their current employer changed. With 76% of employers concerned about retention and 90% prioritizing it, these gaps are critical for employers:

- **Compensation:** 86% of employers think their employees are satisfied with their compensation but in reality, nearly half of employees are unsatisfied and 56% are living paycheck to paycheck.
- **Training:** 89% of employers say upskilling opportunities are provided frequently, in comparison to 61% of employees who say these opportunities are provided frequently.
- **Advocacy:** 91% of employers believe their employees have someone in their professional life who advocates for them, but only 63% of employees agree.
- **Mental Health:** 85% of employers say their employees have mental health resources available yet less than half of the workforce have taken advantage of resources available to manage work-related stress.
- **Job Security:** 91% of employers believe their employees feel empowered in their job, but 52% of American workers see themselves as easily replaceable in their position and 41% worry about losing their job.

In addition to these gaps, 40% of Americans say COVID-19 has taken their career off course. But despite these challenges, 81% remain hopeful about the future of their careers, with 73% saying that hope is what got them through the past year. By taking concrete steps to address these gaps, employers can successfully transition away from the Great Resignation and into the Great Retention, stabilizing the American workforce and advancing employee career trajectories at the same time.

# CAREER OPTIMISM INDEX™, DMA OVERVIEW

By surveying workers in the top 20 DMAs across the U.S. the Index shows remarkable consistency – the core disparities among workers and employers are evident in America's top cities, with interesting differences in the details.

Workers in Denver and Washington, D.C. are among the most likely to say they would quit their job without a backup, while New Yorkers and Philadelphians are among the least likely. While a staggering 69% of American workers say they would consider staying in current role if things with their current employer changed, workers in Denver and Dallas are most likely to say they would stay if things changed at their current jobs, and Chicagoans are most likely to say there's nothing that would make them stay.

Across the top 20 DMAs here are some additional highs and lows with regard to the most prominent issues facing workers:

- **Compensation:** While at least one-third of workers across each of the top 20 DMAs are not satisfied with their compensation, workers in Cleveland and Chicago are least satisfied. Most DMAs saw increases in workers saying they're living paycheck to paycheck – the highest increases since last year were in Cleveland, Phoenix, Philadelphia, Seattle, and Los Angeles.
- **Training:** 61% of workers nationally say they have opportunities for upskilling, but half or fewer agree in Boston, Chicago and Minneapolis.
- **Advocacy:** Workers in Chicago and Boston are the least likely to say they have someone in their professional life who advocates for them.
- **Mental Health:** Workers in nearly every DMA are more likely than last year to have sought out resources to manage work-related stress.
- **Job Security:** A bright spot – while a majority of American workers overall feel replaceable in their jobs, this sentiment has declined in 17 out the top 20 U.S. DMAs.

Two years in, workers in 12 out of 20 of the top U.S. DMAs are even more likely than last year to say COVID-19 has taken their career off course. Despite these challenges, workers across the top DMAs remain hopeful about the future of their careers.

# Additional DMA Insights, Key Standouts

## Washington, D.C. is a highly volatile DMA

- Workers in D.C. are the most likely to say they are actively looking for a new job or expecting to look for one in the next 6 months (61%).
- D.C. workers are the most worried about losing their job (44%), but also among the most willing to say they would quit their job without having a backup (34%).
- Nearly half of workers in D.C. say they live paycheck to paycheck (49%), and more than a third feel overwhelmed by debt (36%).
- And still people in D.C. have been the most reliant on hope, with 86% saying they are hopeful about the future of their career and 78% saying hope has helped them get through the past year.

## Chicago workers feel unsupported and unsatisfied

- Chicagoans are among the least likely to say they have frequent upskilling opportunities (46%) and among the least likely to cite having an advocate in their professional lives (53%).
- Additionally, Chicago workers are among the least satisfied with their pay compared to other DMAs (49%), and the least likely of any DMA to say they would stay in their current jobs if something changed (56% in Chicago, compared to 69% nationally).

## Minneapolis workers also feel unsupported but are more satisfied with the status quo

- Workers in Minneapolis are among the least likely to say they have someone in their professional life who advocates for them (57%) and among the most likely to say mentorship programs are not currently offered by their employer (65%).
- However, Minneapolis workers are more satisfied with the amount of money they make than the national average (65% vs. 56%) and are among the least likely to be looking for a new job (30%).

# Additional DMA Insights, Key Standouts (cont.)

## **Boston workers feel financially secure**

- Boston workers have the highest career optimism out of all 20 top DMAs.
- Workers in Boston are financially secure – it is the city where people are least likely to say they live paycheck-to-paycheck (33%) or feel overwhelmed by debt (21%). Workers here are also more likely than the national average to say they are satisfied with the amount of money they currently make (62% vs. 56%).
- They are also among the least likely to say they are worried about losing their job (29%).

## **Los Angeles workers have a positive mindset related to their careers**

- L.A. leads as the DMA where people have the most optimism related to their own mental health, which is driven by a sense of resiliency that is well above the national average (91% vs. 85%) and a high sense of adaptability (88%) (on par with the national average).
- They are among the most likely to feel empowered in their current jobs (80%) and have continued to rely on hope – with 77% saying hope has helped them get through the past year.
- L.A. workers are more satisfied with the amount of money they make than the national average (64% vs. 56%) and are less likely than the national average to be looking for a job (41% vs. 52%).

## **New Yorkers express little desire to switch jobs**

- New Yorkers are among the least prepared to search for a new job (74%) and among the least likely to be actively looking for a new job or expecting to in the next 6 months (36%). New York is also the second lowest DMA in terms of feeling positive about the job opportunities available to them (72%).
- Workers in New York are simultaneously very secure in their finances and the least likely to quit their job without having a backup (21%).

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**The U.S. workforce is moving  
around and Employers are  
understandably worried**

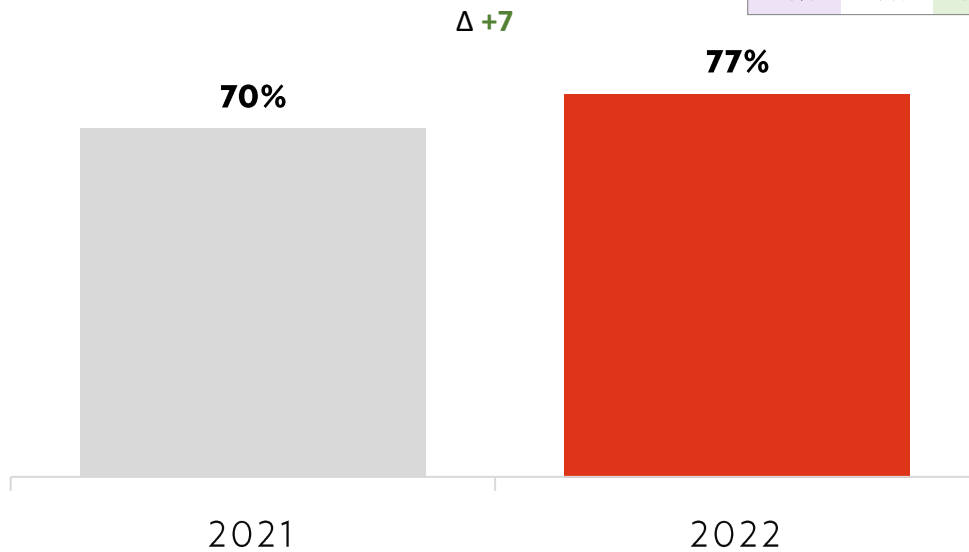


# AMERICANS FEEL EVEN MORE PREPARED THAN LAST YEAR TO SEARCH FOR A JOB, AND OVER HALF ARE LOOKING

## JOB SEARCH READINESS

(Shown % Top 2 Prepared)

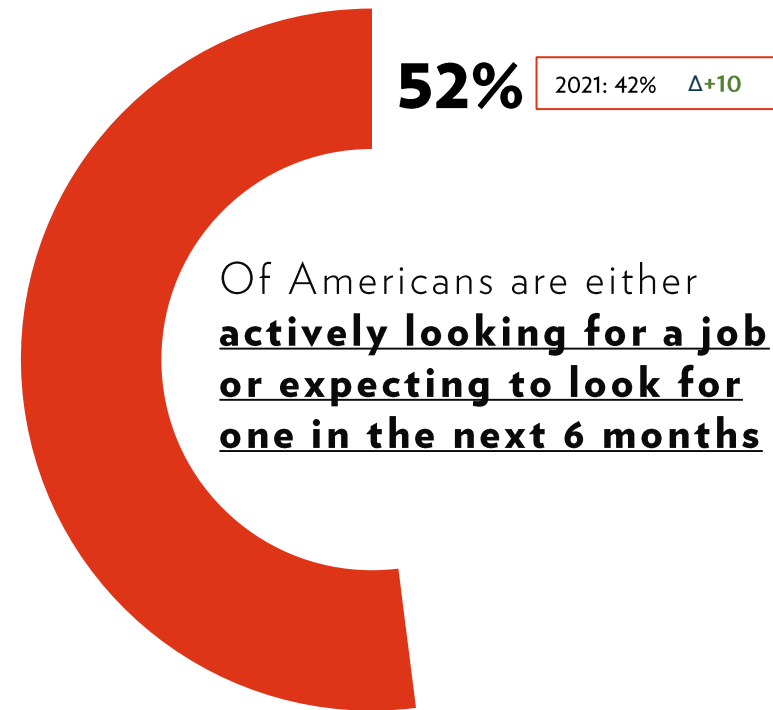
White	Black	Latinx	Asian
76%	79%	82%	72%



Feel **prepared** to search for a job if they had to

## LOOKING FOR A NEW JOB

(Shown % Selected Response)



- 62% of Americans who are not hopeful about the future of their career are actively looking or expecting to look for new jobs

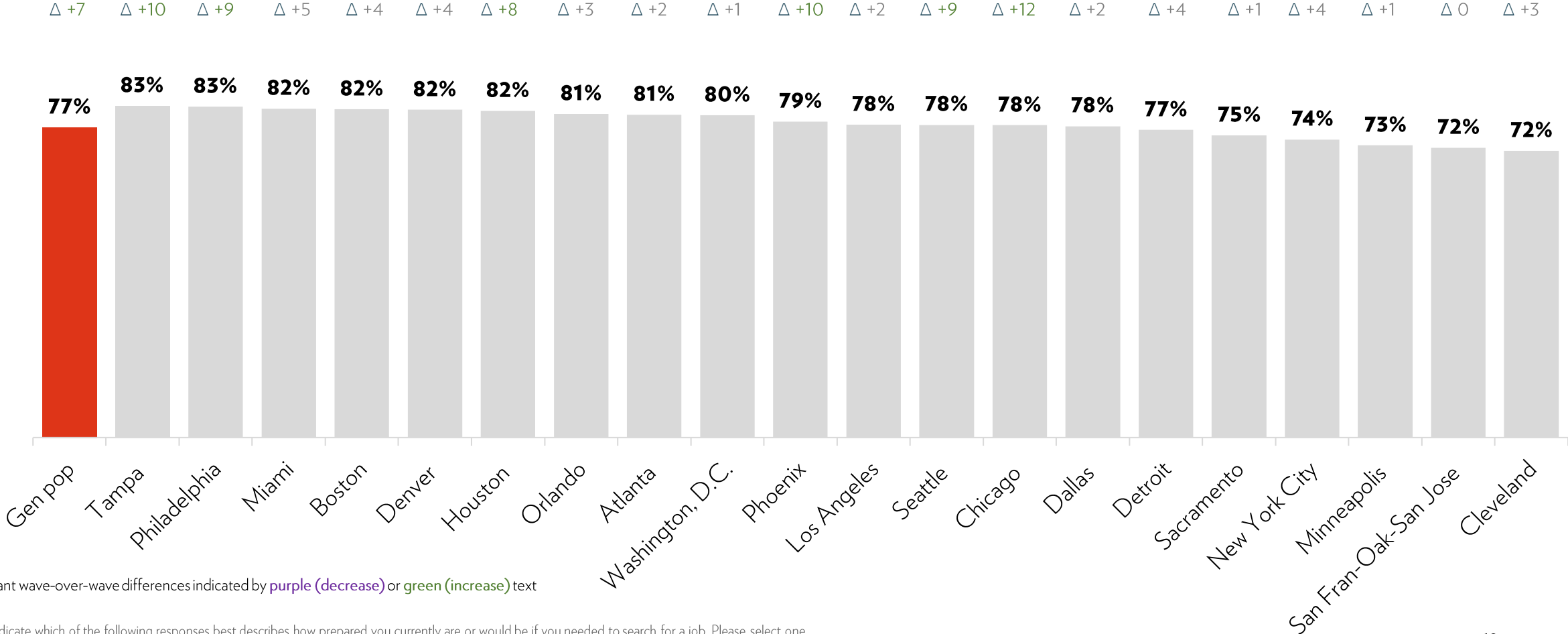
- Black Americans (73%), Gen Z (81%), Lower income Americans (Under \$50k, 61%)

White	Black	Latinx	Asian
44%	73%	60%	60%

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text; Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

# MOST WORKERS FEEL PREPARED FOR A JOB SEARCH, WITH THOSE IN TAMPA AND PHILADELPHIA JUST ABOVE THE U.S. AVERAGE

JOB SEARCH READINESS  
(Shown % Top 2 Prepared)



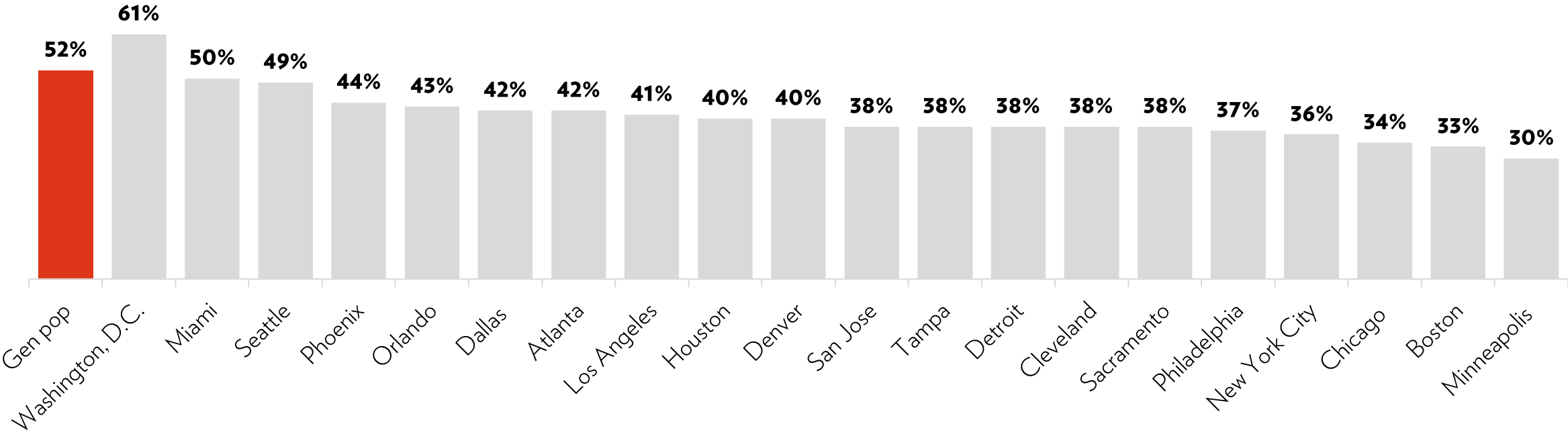
\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

Q2. Please indicate which of the following responses best describes how prepared you currently are or would be if you needed to search for a job. Please select one.  
 Base: Gen Pop n=5000, NYC n=302, Los Angeles n=298, Chicago n=301, Philadelphia n=300, Dallas n=299, SF-Oak-San Jose n=300, Washington, D.C. n=312, Houston n=299, Boston n=301, Atlanta n=303, Phoenix n=302, Tampa n=303, Seattle n=302, Detroit n=302, Minneapolis n=302, Miami n=299, Denver n=301, Orlando n=309, Cleveland n=301, Sacramento n=300.

# MANY ARE LOOKING FOR JOBS ACROSS THE U.S. AND THOSE IN WASHINGTON D.C., MIAMI AND SEATTLE ARE MOST LIKELY TO BE LOOKING

## LOOKING FOR A NEW JOB

(Shown % Selected Actively Looking for a New Job or Expecting to Look for One in the Next 6 Months)

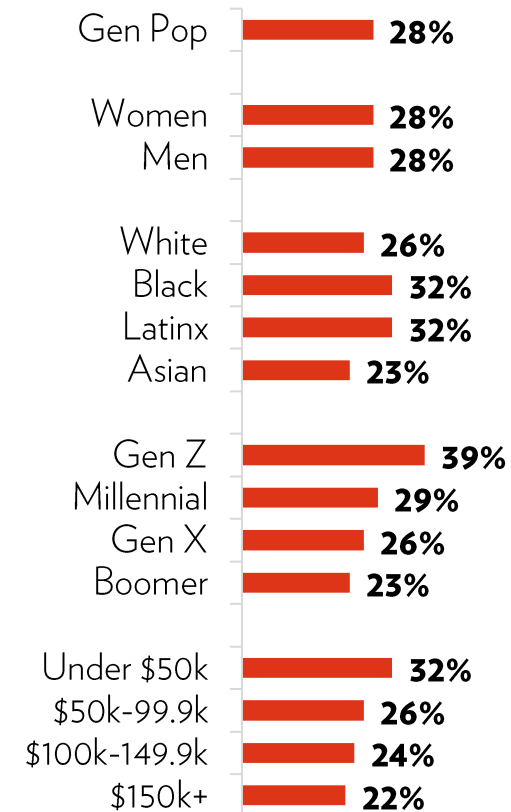
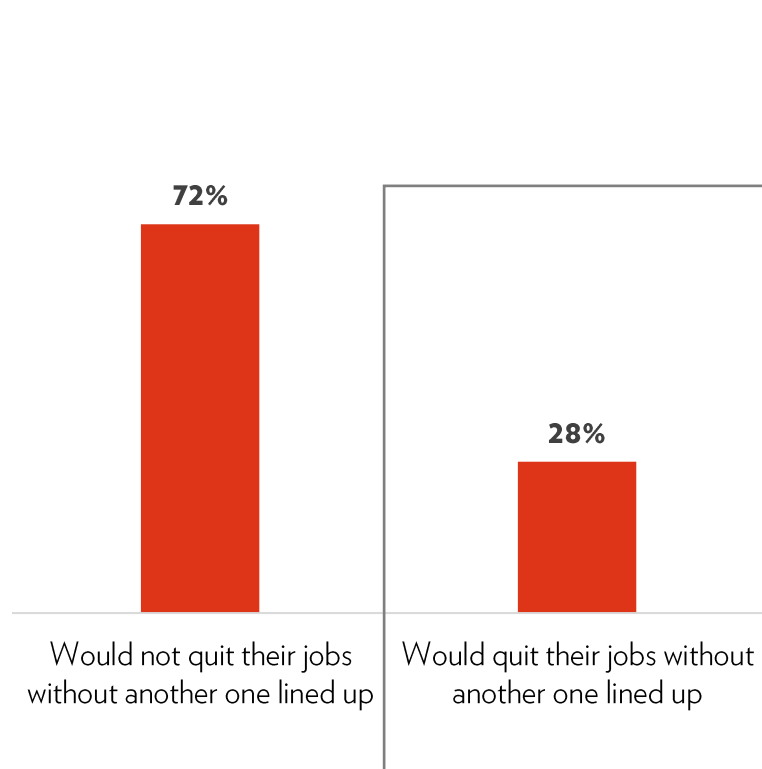


S9: Regardless of your current employment status, which of the following applies to you? Base: Gen Pop n=5000, NYC n=302, Los Angeles n=298, Chicago n=301, Philadelphia n=300, Dallas n=299, SF-Oak-San Jose n=300, Washington, D.C. n=312, Houston n=299, Boston n=301, Atlanta n=303, Phoenix n=302, Tampa n=303, Seattle n=302, Detroit n=302, Minneapolis n=302, Miami n=299, Denver n=301, Orlando n=309, Cleveland n=301, Sacramento n=300.

# ALMOST 1 IN 3 SAY THEY WOULD QUIT THEIR JOB WITHOUT HAVING ANOTHER ONE LINED UP

## QUITTING JOBS WITHOUT A BACKUP

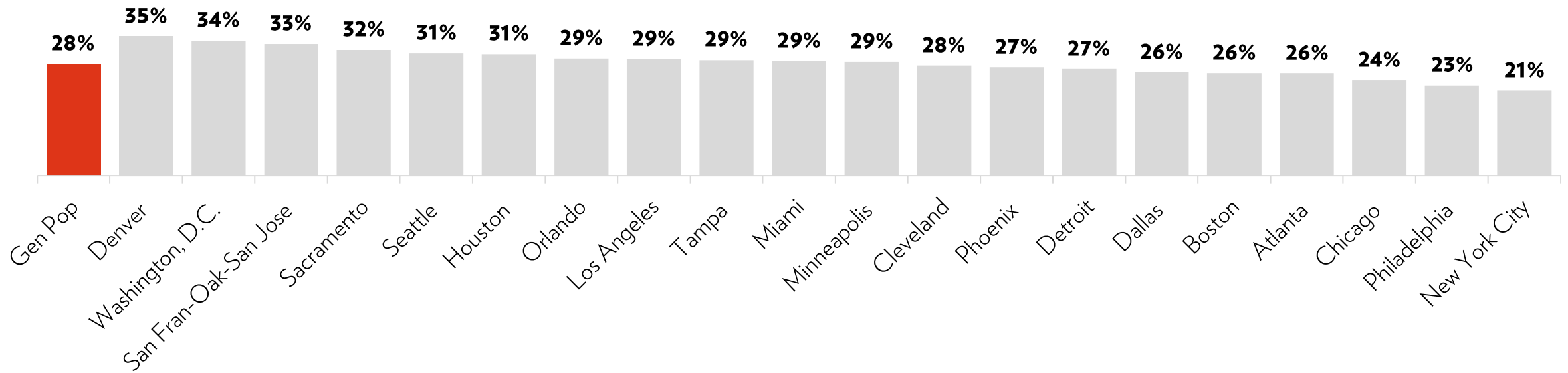
(Shown % Selected Response)



- Demographically, Black, Latinx, younger, and lower income Americans are the most willing to take the risk
- 36% of those who say they would quit their job without another one lined up are also less optimistic about the future of their career
- 29% do manual work, 31% provide direct services to others, and 22% work in office settings

# WORKERS IN DENVER AND D.C. ARE AMONG THE MOST LIKELY TO SAY THEY WOULD QUIT THEIR JOB WITHOUT A BACKUP; NEW YORKERS AND PHILADELPHIANS AMONG LEAST LIKELY

QUITTING JOBS WITHOUT A BACKUP  
*(Shown % Selected Response)*

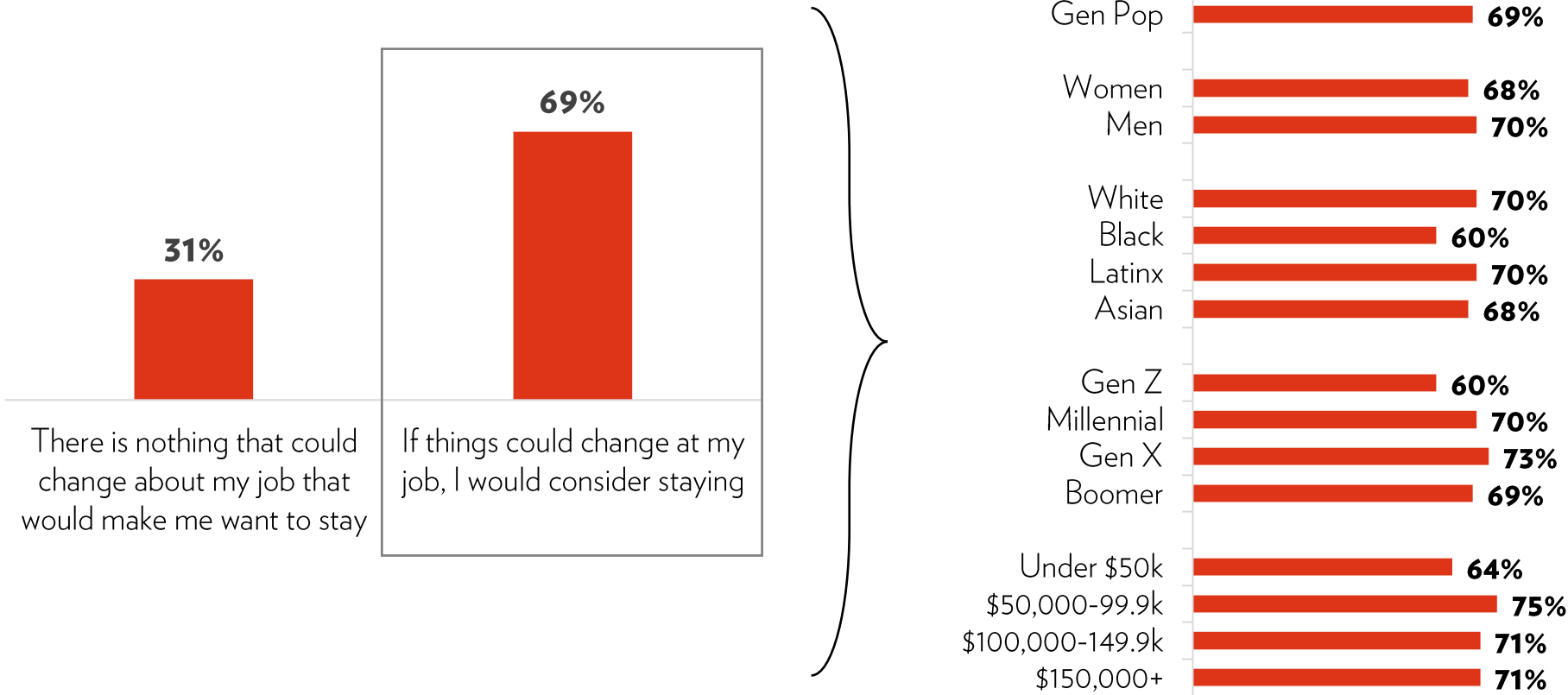


Q71: Regardless of your current employment status, would you ever quit a job without having another one lined up? Base: Gen Pop n=5000, NYC n=302, Los Angeles n=298, Chicago n=301, Philadelphia n=300, Dallas n=299, SF- Oak-San Jose n=300, Washington, D.C. n=312, Houston n=299, Boston n=301, Atlanta n=303, Phoenix n=302, Tampa n=303, Seattle n=302, Detroit n=302, Minneapolis n=302, Miami n=299, Denver n=301, Orlando n=309, Cleveland n=301, Sacramento n=300.

# MOST WORKERS SAY THEY WOULD CONSIDER STAYING AT THEIR CURRENT JOB IF THEY THOUGHT THINGS COULD CHANGE; THERE IS AN OPPORTUNITY FOR EMPLOYERS TO ADDRESS EMPLOYEE NEEDS

## IF SOMETHING CHANGED, WOULD YOU STAY?

(Shown % Selected, Among those employed and looking for a job or expecting to look for a job in the next six months)

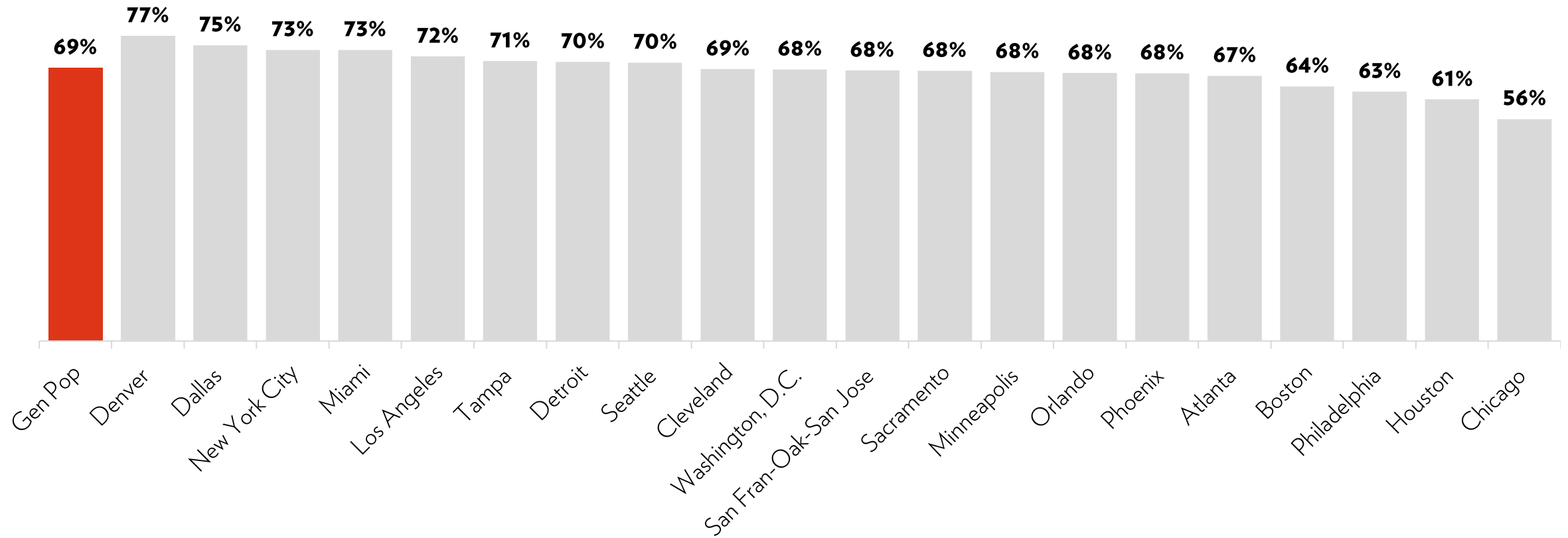


Q69. Which of the following best describes how you feel about your current job? Base: Among those employed and looking for a job or expecting to look for a job in the next six months: Gen Pop n=1992, Women n= 976, Men n=1015, White n=1046, Black n=212, Latinx n=561, Asian n=86\* (\*low base size), Gen Z n=332, Millennial n=890, Gen X n=580, Boomer n=191, Under \$50k n=910, \$50,00-\$99,999 n=624, \$100,000-\$149,999 n=300, \$150,000+ n=139, Chicago n=80, Houston n=106, Philadelphia n=94.

# DENVER AND DALLAS WORKERS ARE MOST LIKELY TO SAY THEY WOULD STAY IF THINGS CHANGED AT THEIR JOB; CHICAGOANS ARE MOST LIKELY TO SAY THERE'S NOTHING THAT WOULD MAKE THEM STAY

IF SOMETHING CHANGED, WOULD YOU STAY?

*(Shown % Selected If Things Could Change at my Job, I Would Consider Staying; Among those employed and looking for a job or expecting to look for a job in the next six months)*



Q69: Which of the following best describes how you feel about your current job? Base: Among those employed who are actively looking or expecting to look for a job: Gen Pop n=1992, Denver n=106, Dallas n=107, NYC n=94, Miami n=132, Los Angeles n=107, Tampa n=100, Detroit n=106, Seattle n=126, Cleveland n=90, Washington, D.C. n=137, San Fran-Oak-San Jose n=100, Sacramento n=81, Minneapolis n=83, Orlando n=118, Phoenix n=124, Atlanta n=120, Boston n=83, Philadelphia n=94, Houston n=106, Chicago n=80.

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# RETENTION IS A TOP PRIORITY FOR EMPLOYERS; MOST CITE A HIGHER TURNOVER RATE THAN BEFORE

## TURNOVER THIS YEAR

(Shown % Top 2 Priority; Top 3 Concerned; Top 2 Higher)

90%

Of Employers say that talent retention is a **priority** at their organization

76%

Of Employers are **concerned** about the turnover rate at their company

55%

Of Employers say the turnover rate this year is **higher** than in previous years

Q79\_EMP: How concerned are you about the current turnover rate at your company/department? Base: Employers n=500  
Q78\_EMP: To the best of your knowledge, how does the turnover rate this year compare to the previous year's? Base: Employers n=500  
Q82\_EMP: How much of a priority are each of the following to your organization? Base: Employers n=500

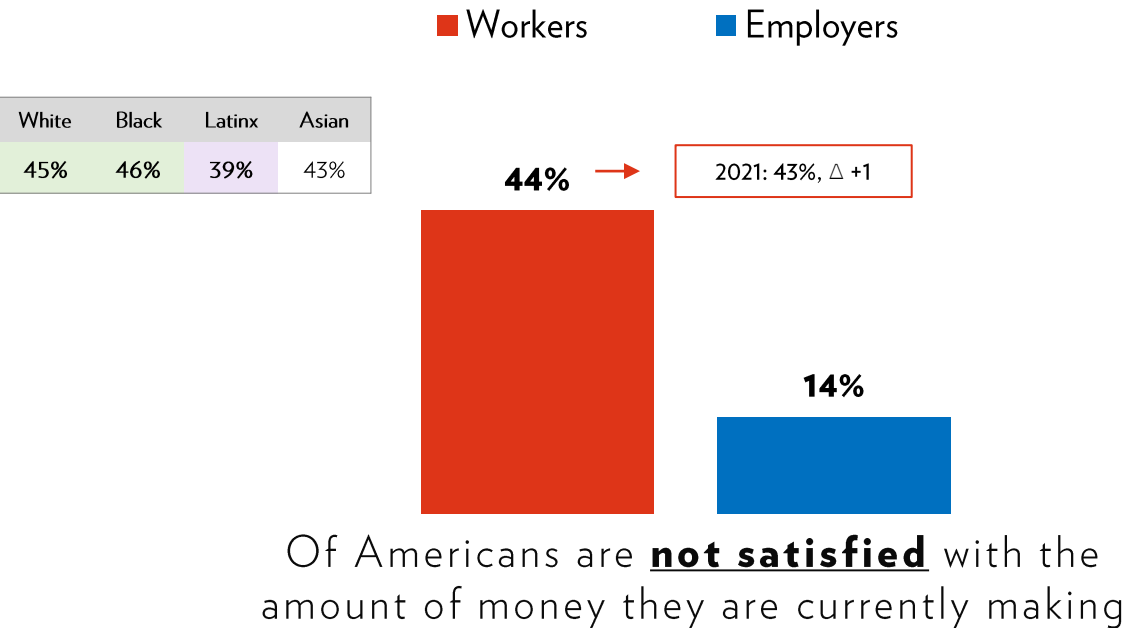


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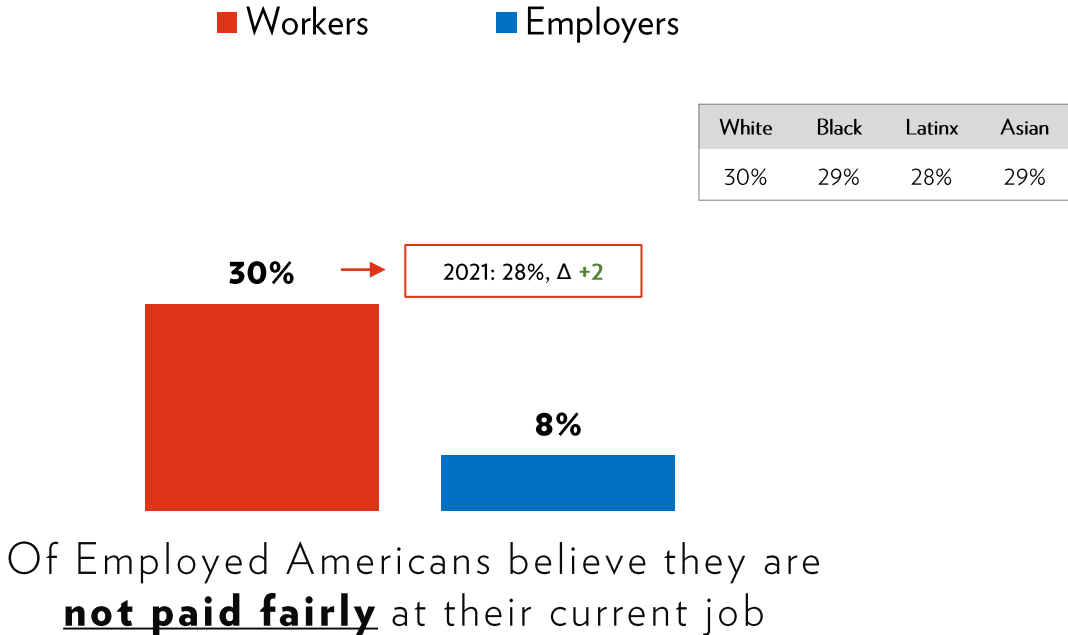
**There are many notable disconnects  
between Workers and Employers**

# EMPLOYERS BELIEVE WORKERS ARE SATISFIED WITH THEIR COMPENSATION, BUT NEARLY HALF ARE NOT

## SATISFACTION WITH COMPENSATION (Shown % Bottom 2 Disagree, among Gen Pop and Employers)



## FAIRNESS OF PAY (Shown % Bottom 2 Disagree, Among Employed Americans and Employers)

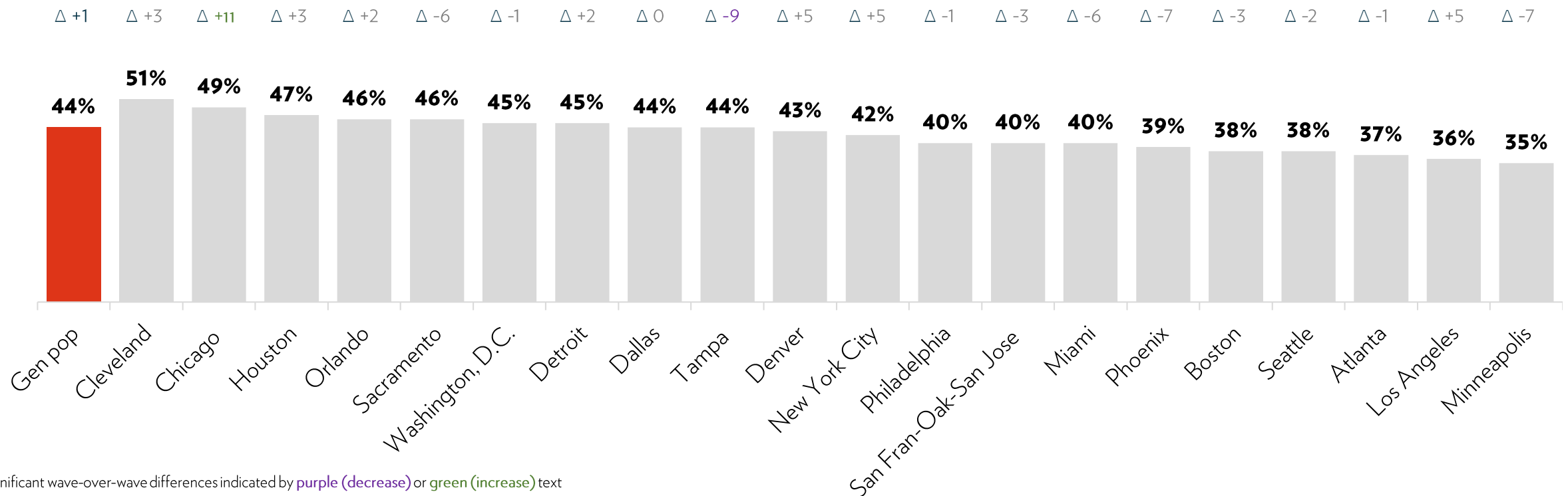


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text; Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

Q7: How much do you agree or disagree with the following statements? Base: Among those employed: Gen Pop 2021/2022 n=4123/n=4404 White n=2760, Black n=320, Latinx n=1014, Asian n=166. Q7\_EMP: How much do you agree or disagree with the following statements? Please try to think about the majority or most employees when you respond. Base: Employers n=500. Q13: How much do you agree or disagree with the following statements about finances? Base: Gen Pop 2021/2022 n=5000/n=5000, Black n=397, White n=3065, Latinx n=1144, Asian n=203. Q13\_EMP: How much do you agree or disagree with the following statements about finances as it relates to your employees? Please try to think about the majority or most employees when you respond. Base: Employers n=500.

# WORKERS IN CLEVELAND AND CHICAGO ARE LEAST SATISFIED WITH HOW MUCH MONEY THEY CURRENTLY MAKE

“I AM NOT SATISFIED WITH THE AMOUNT OF MONEY I AM CURRENTLY MAKING”  
*(Shown % Bottom 2 Disagree)*



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

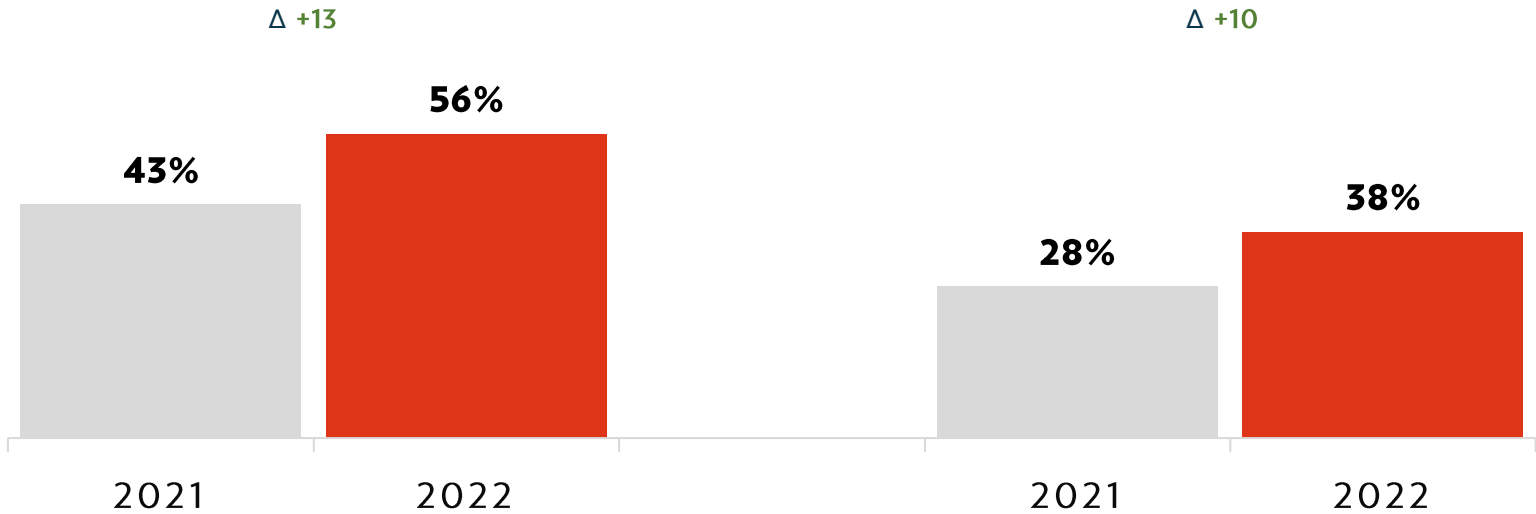
# MORE THAN HALF OF AMERICAN WORKERS LIVE PAYCHECK TO PAYCHECK AND MANY FEEL OVERWHELMED BY DEBT

## FINANCIAL SECURITY

(Shown % Top 2 Agree)

- Women (61%), Gen Z (66%), and Black Americans (61%) are most likely to say they live paycheck to paycheck

White	Black	Latinx	Asian
54%	61%	57%	48%



- Women (42%), Gen Z (45%), Millennials (44%) and Latinx Americans (41%) are most likely to say they are overwhelmed by debt

- Cleveland (34%) had a 9-point increase from 2021

White	Black	Latinx	Asian
36%	40%	41%	31%

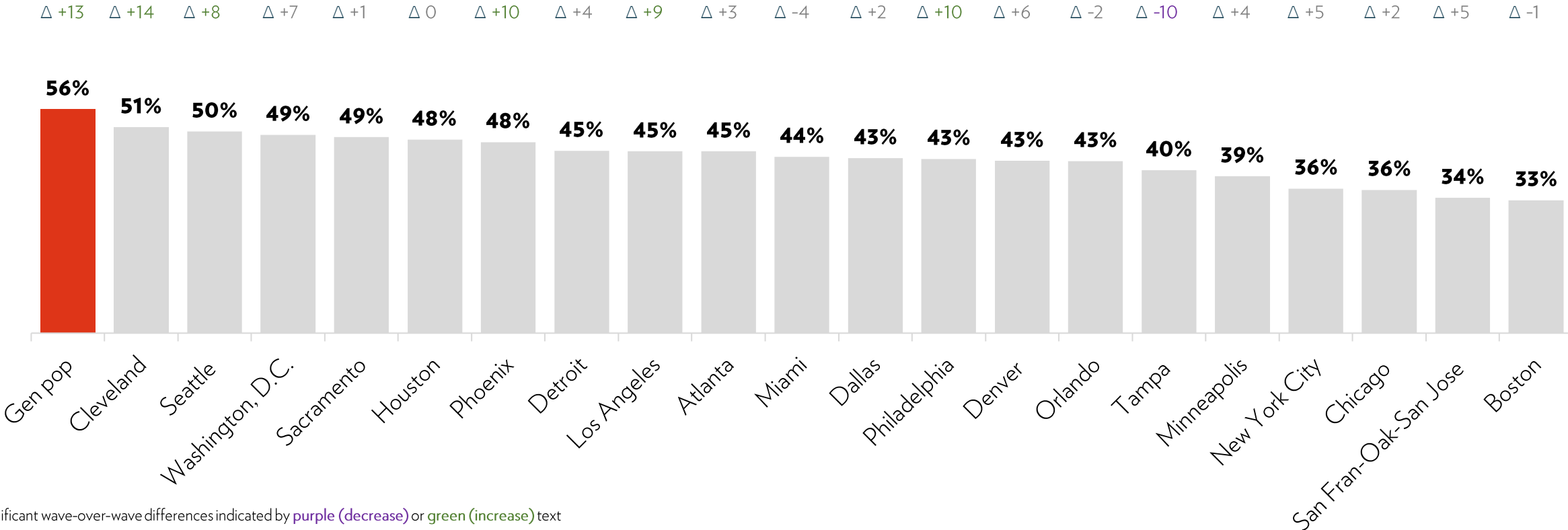
Of Americans live **paycheck to paycheck**

Of Americans feel **overwhelmed** by debt

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text; Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

# MOST DMAS SAW INCREASES IN LIVING PAYCHECK TO PAYCHECK – THE HIGHEST INCREASES IN CLEVELAND, PHOENIX, PHILADELPHIA, SEATTLE AND L.A.

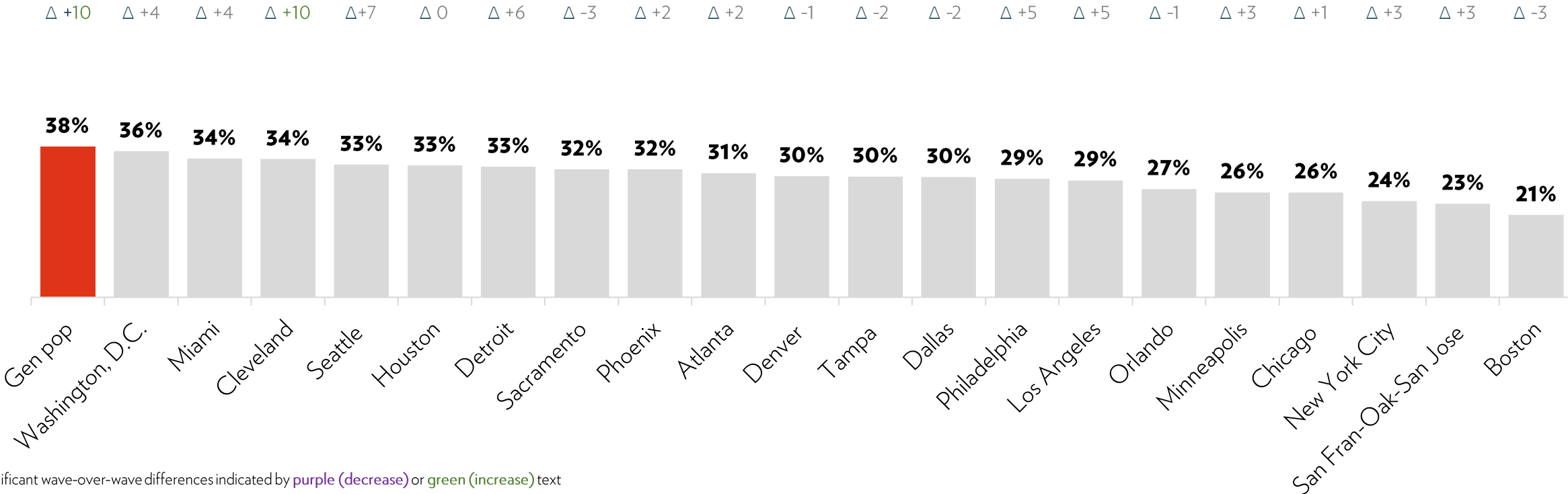
“I LIVE PAYCHECK TO PAYCHECK”  
(Shown % Top 2 Agree)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# SIMILARLY, CLEVELAND SAW THE HIGHEST INCREASE IN FEELING OVERWHELMED BY DEBT, FOLLOWED CLOSELY BY SEATTLE

“I AM OVERWHELMED BY DEBT”  
(Shown % Top 2 Agree)

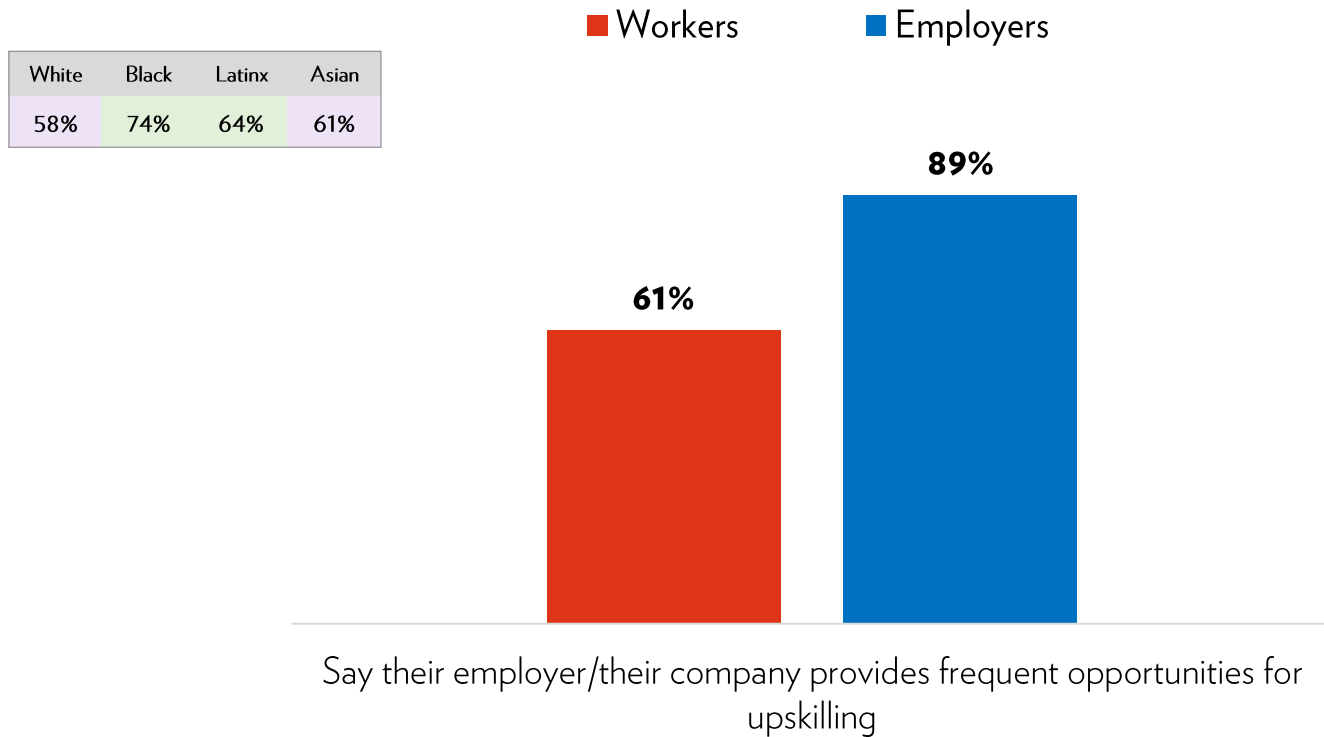


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# EMPLOYERS THINK THEY ARE PROVIDING FREQUENT OPPORTUNITIES FOR UPSKILLING - BUT WORKERS DON'T SEE IT THIS WAY

## EMPLOYEE/EMPLOYER PERSPECTIVES ON UPSKILLING OPPORTUNITIES

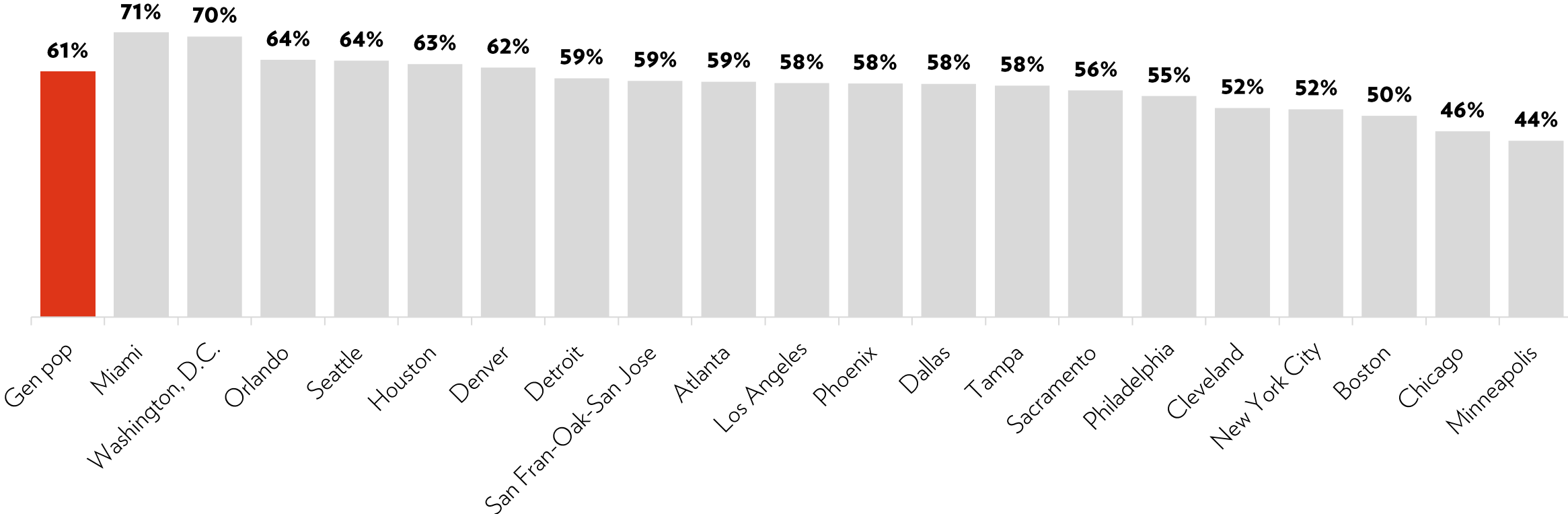
(Shown % Top 2 Sometimes/Often, Among Employed Americans and Employers)



\* Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

# MINNEAPOLIS, CHICAGO AND BOSTON CITE THE LEAST FREQUENT OPPORTUNITIES FOR UPSKILLING

EMPLOYEE PERSPECTIVES ON UPSKILLING OPPORTUNITIES  
*(Shown % Top 2 Sometimes/Often, Among Employed Americans)*



Q55. How often does your employer provide specific opportunities for you to participate in: Base: Among those employed Gen Pop: n=4404, Washington, D.C. n=259, Miami n=281, Atlanta n=297, Sacramento n=266, Los Angeles n=282, Orlando n=293, New York City n=286, Houston n=286, Denver n=287, Seattle n=280, Philadelphia n=282, Tampa n=287, Cleveland n=276, Chicago n=279, Detroit n=293, Boston n=286, Phoenix n=294, Dallas n=280, Minneapolis n=293, San Fran-Oak-San Jose n=288.



# WHILE THE NUMBERS ARE GENERALLY HIGH, WORKERS ARE FAR LESS LIKELY THAN EMPLOYERS TO BELIEVE THEY HAVE ADVOCATES AND THE RIGHT TOOLS TO SUCCEED

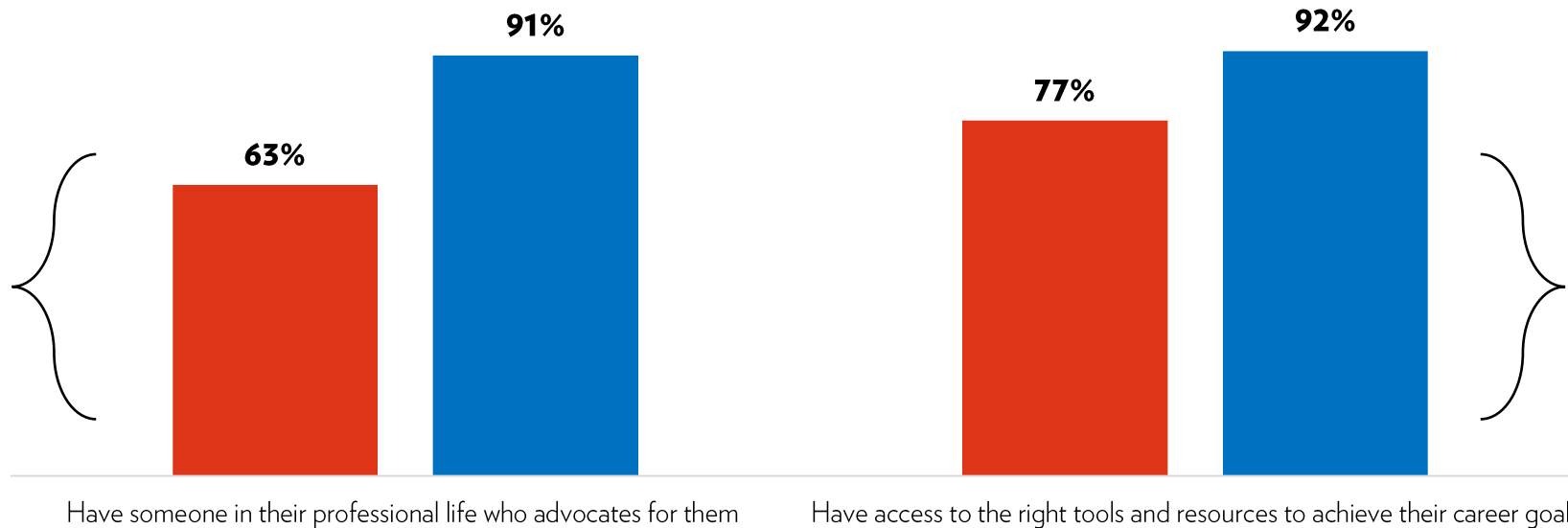
## CAREER SUPPORT

(Shown % Top 2 Agree, Among Gen Pop and Employers)

■ Workers ■ Employers

White	Black	Latinx	Asian
61%	64%	68%	64%

- Females (61%), Boomers (53%), and lower income Americans (Under \$50k, 56%) are the least likely to say they have someone in their professional life who advocates for them



White	Black	Latinx	Asian
76%	79%	78%	80%

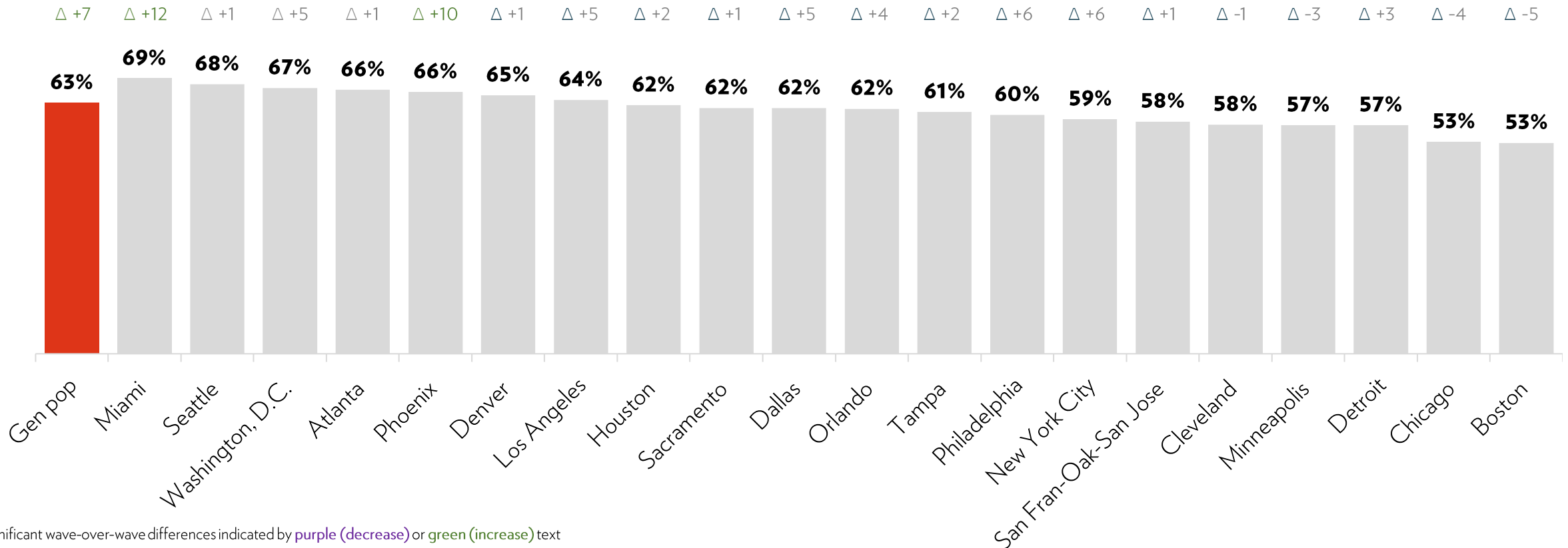
- Females (74%), Gen Zers (71%), and lower income Americans (Under \$50k, 71%) are the least likely to feel they have access to the right tools and resources to achieve their career goals

\* Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

# WORKERS IN CHICAGO AND BOSTON ARE THE LEAST LIKELY TO AGREE THEY HAVE SOMEONE IN THEIR PROFESSIONAL LIFE WHO ADVOCATES FOR THEM

“I HAVE SOMEONE IN MY PROFESSIONAL LIFE WHO ADVOCATES FOR ME”

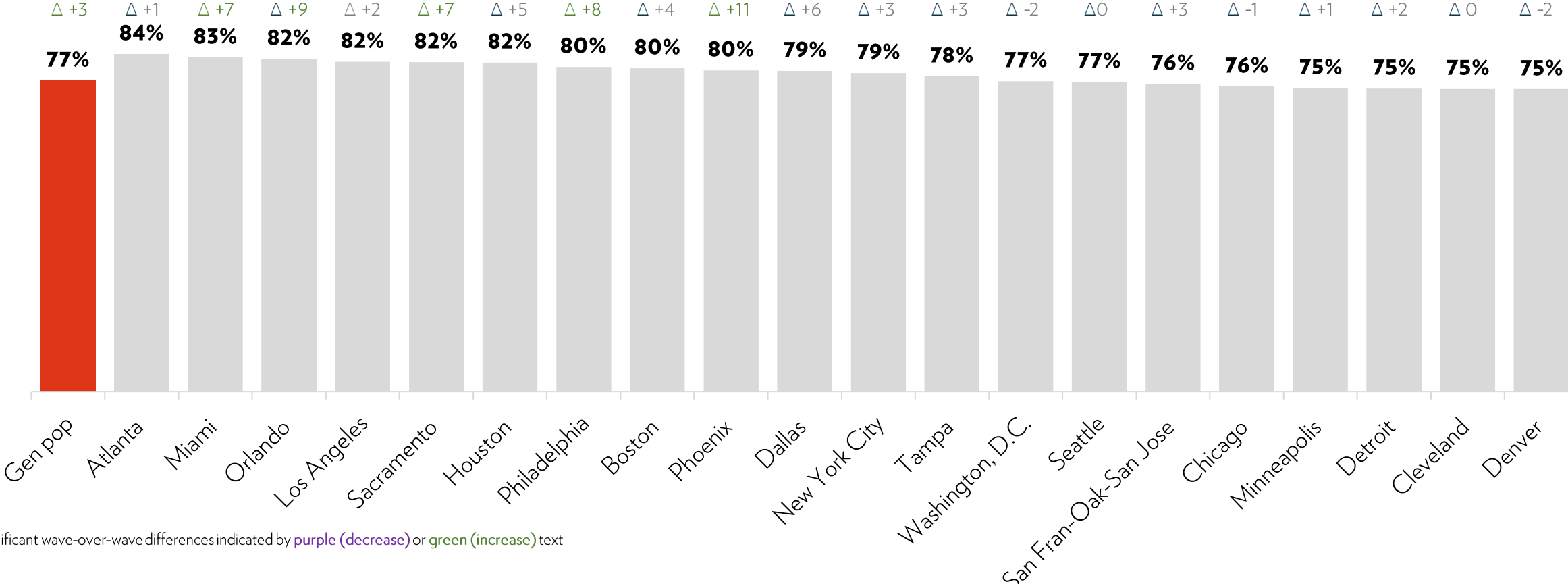
(Shown % Top 2 Agree)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# THERE IS STRONG ALIGNMENT ACROSS DMAS ABOUT ACCESS TO THE TOOLS AND RESOURCES THEY NEED, DESPITE THE MISALIGNMENT WITH EMPLOYERS

“I FEEL I HAVE ACCESS TO THE RIGHT TOOLS AND RESOURCES TO ACHIEVE MY CAREER GOALS”  
*(Shown % Top 2 Agree)*



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

Q16: How much do you agree or disagree with the following statements about your career trajectory? Base: Gen Pop n=5000, NYC n=302, Los Angeles n=298, Chicago n=301, Philadelphia n=300, Dallas n=299, SF-Oak-San Jose n=300, Washington, D.C. n=312, Houston n=299, Boston n=301, Atlanta n=303, Phoenix n=302, Tampa n=303, Seattle n=302, Detroit n=302, Minneapolis n=302, Miami n=299, Denver n=301, Orlando n=309, Cleveland n=301, Sacramento n=300.

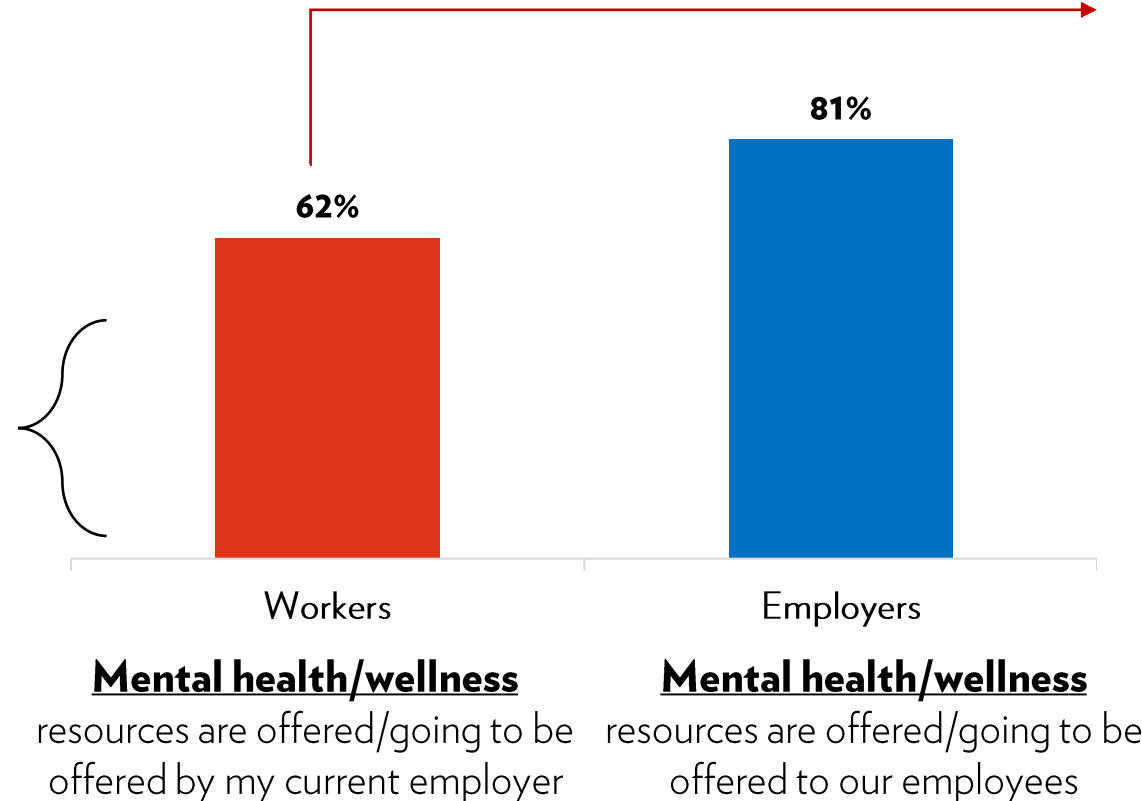
# WORKERS MAY NOT SEE THEIR EMPLOYER AS A SOURCE OF MENTAL HEALTH SUPPORT – LESS THAN HALF HAVE TAKEN ADVANTAGE OF THE RESOURCES OFFERED BY THEIR EMPLOYER

**MENTAL HEALTH/WELLNESS RESOURCES OFFERED**  
*(Shown % Top 2 Agree, Among Employed Americans and Employers)*

White	Black	Latinx	Asian
59%	70%	67%	65%

- Nearly half (**48%**) of Americans say they need support managing their mental health/wellness
- **44%** have looked for mental health resources to help them manage work-related stress

- Younger generations (Gen Zers, 59% and Millennials, 57%), Latinx (51%) and Black (50%) Americans, and people who have income \$100k-\$149.9k (49%) are most likely to have looked for mental health resources to help them manage work-related stress

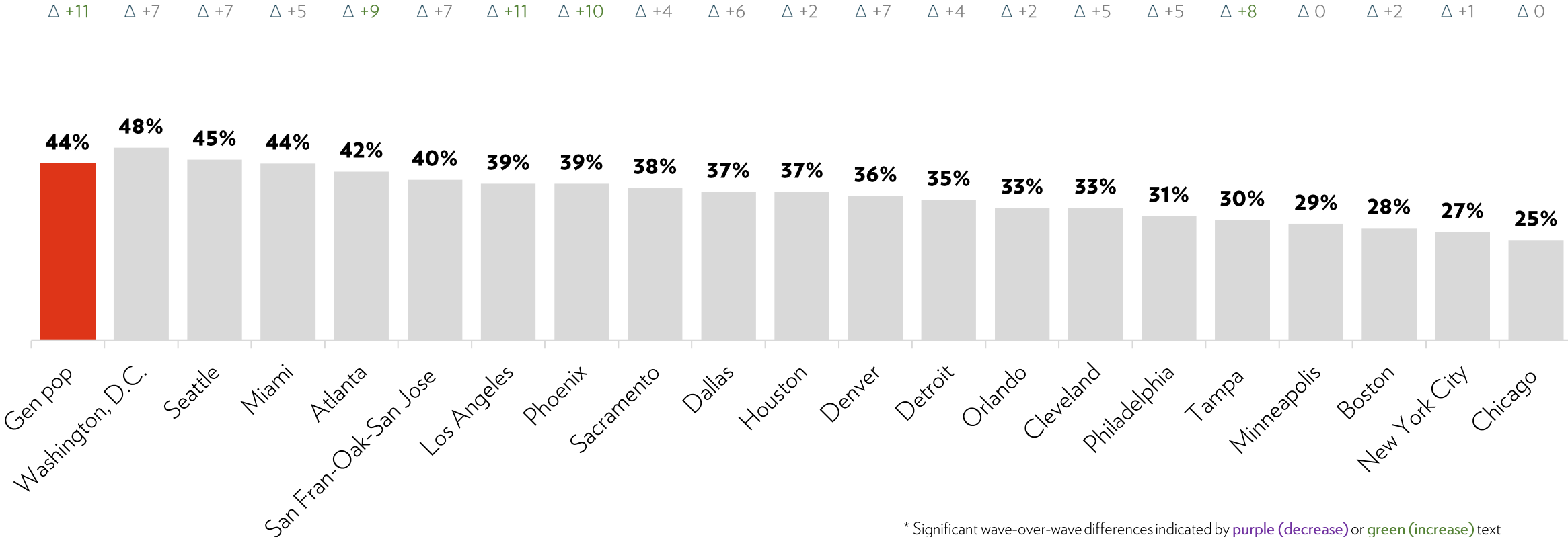


\* Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

# WORKERS IN NEARLY EVERY DMA HAVE BECOME INCREASINGLY DEPENDENT ON MENTAL HEALTH RESOURCES OVER THE LAST YEAR

“I HAVE LOOKED FOR MENTAL HEALTH RESOURCES TO HELP ME MANAGE WORK-RELATED STRESS”

(Shown % Top 2 Agree)

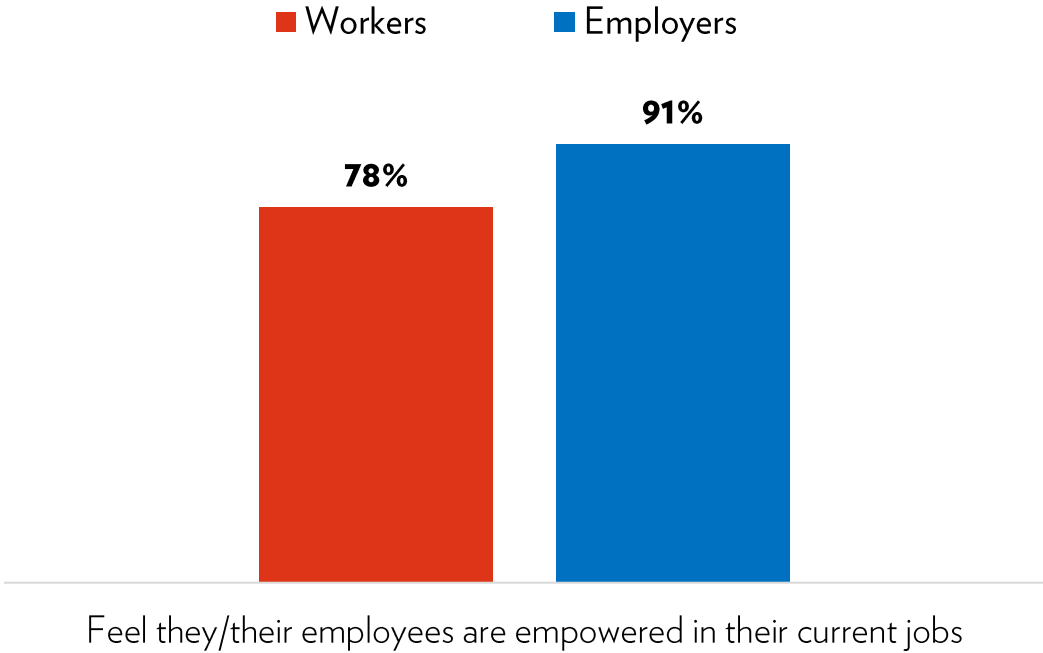


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

Q15: How much do you agree or disagree with the following statements about your mental health/ well-being? Base: Gen Pop n=5000, NYC n=302, Los Angeles n=298, Chicago n=301, Philadelphia n=300, Dallas n=299, SF-Oak-San Jose n=300, Washington, D.C. n=312, Houston n=299, Boston n=301, Atlanta n=303, Phoenix n=302, Tampa n=303, Seattle n=302, Detroit n=302, Minneapolis n=302, Miami n=299, Denver n=301, Orlando n=309, Cleveland n=301, Sacramento n=300.

# EMPLOYERS SEE AMERICAN WORKERS AS MORE EMPOWERED THAN THEY ACTUALLY FEEL

**EMPOWERMENT IN CURRENT JOB**  
*(Shown % Top 2 Somewhat/Very Empowered, Among Employed Americans and Employers)*



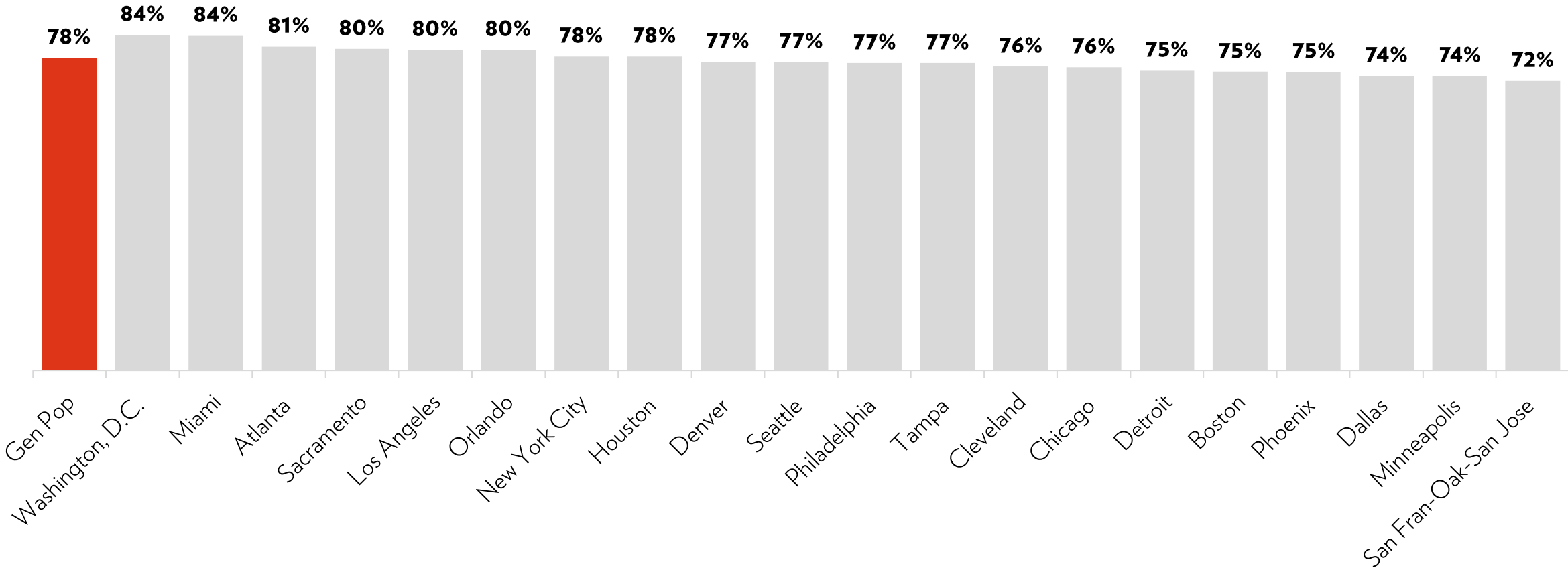
• Behind higher income workers (\$100k-\$149.9k, 86%; \$150k+, 84%) Millennials (83%) and Men (82%) feel the most empowered at work

White	Black	Latinx	Asian
78%	79%	80%	79%

Q49: How empowered do you feel in your current job? Please select one. Base: Among those Employed: Gen Pop n=4404, White n=2760, Black n=320, Latinx n=1014, Asian n=166, Men n=2162, Millennial n=1660, n=2372, \$100,000-\$149,999 n=721, \$150k+ n=359. Q49\_EMP: Thinking about employees who you've hired/at your company, how empowered do you think they generally feel in their current jobs? Base: Employers n=500.

# DESPITE NOTED CHALLENGES, WORKERS IN D.C. AND MIAMI SAY THEY ARE MORE EMPOWERED IN THEIR JOBS THAN THE AVERAGE WORKER

EMPOWERMENT IN CURRENT JOB  
*(Shown % Top 2 Somewhat/Very Empowered, Among Employed Americans)*



Q49. How empowered do you feel in your current job? Please select one. Base: Among those employed Gen Pop:n=4404, Washington, D.C. n=259, Miami n=281, Atlanta n=297, Sacramento n=266, Los Angeles n=282, Orlando n=293, New York City n=286, Houston n=286, Denver n=287, Seattle n=280, Philadelphia n=282, Tampa n=287, Cleveland n=276, Chicago n=279, Detroit n=293, Boston n=286, Phoenix n=294, Dallas n=280, Minneapolis n=293, San Fran-Oak-San Jose n=288.

# WORKERS WORRY ABOUT LOSING THEIR JOBS AND FEEL REPLACEABLE

## CAREER STRESSORS

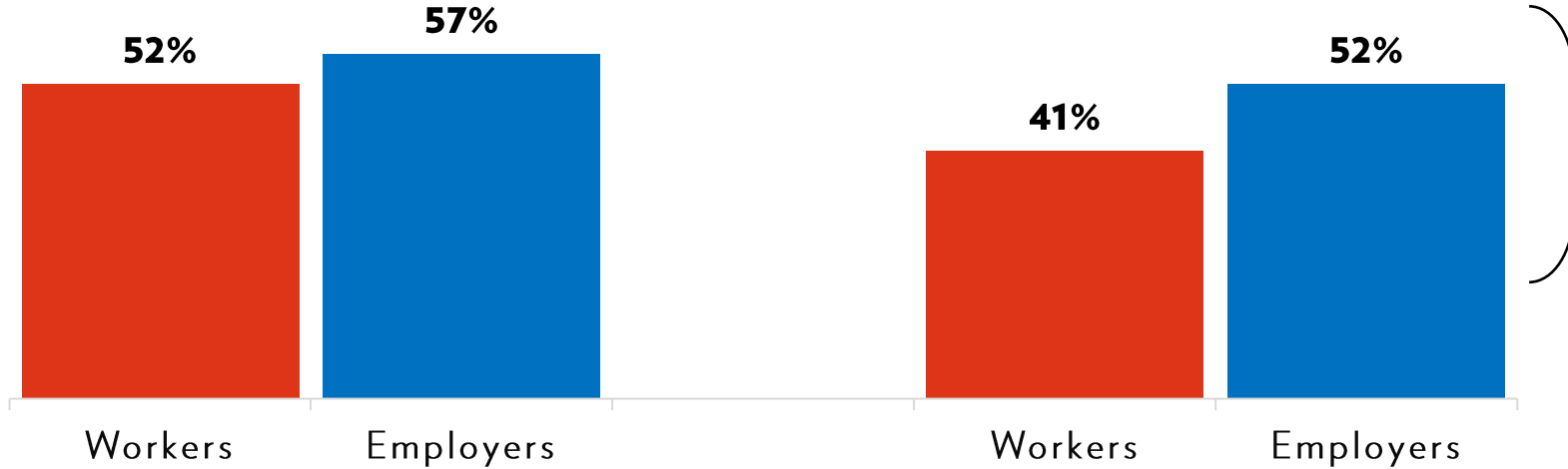
(Shown % Top 2 Agree, Among Gen Pop and Employers)

- Women feel more replaceable compared to men (54% vs. 50%)
- Minority groups (Black Americans 57%, Latinx Americans 54%) are more likely to feel replaceable compared to White Americans (50%)

- Women are more worried about losing their job than men (43% vs. 40%)
- And younger generations are more worried than older ones (Gen Zers 51% and Millennials 46% vs. Gen Xers 40% and Boomers 29%)
- Latinx and Asian Americans (46%, 49% respectively) are more worried than White Americans (39%)

- Houston (37%) had an 11-point decrease, while SF-Oak-San Jose (36%) and Minneapolis (26%) each had a 10-point decrease from 2021

White	Black	Latinx	Asian
50%	57%	54%	53%



I am/my employees are **easily replaceable** in (their) job position(s)

I/my employees worry about **losing jobs**

\* Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

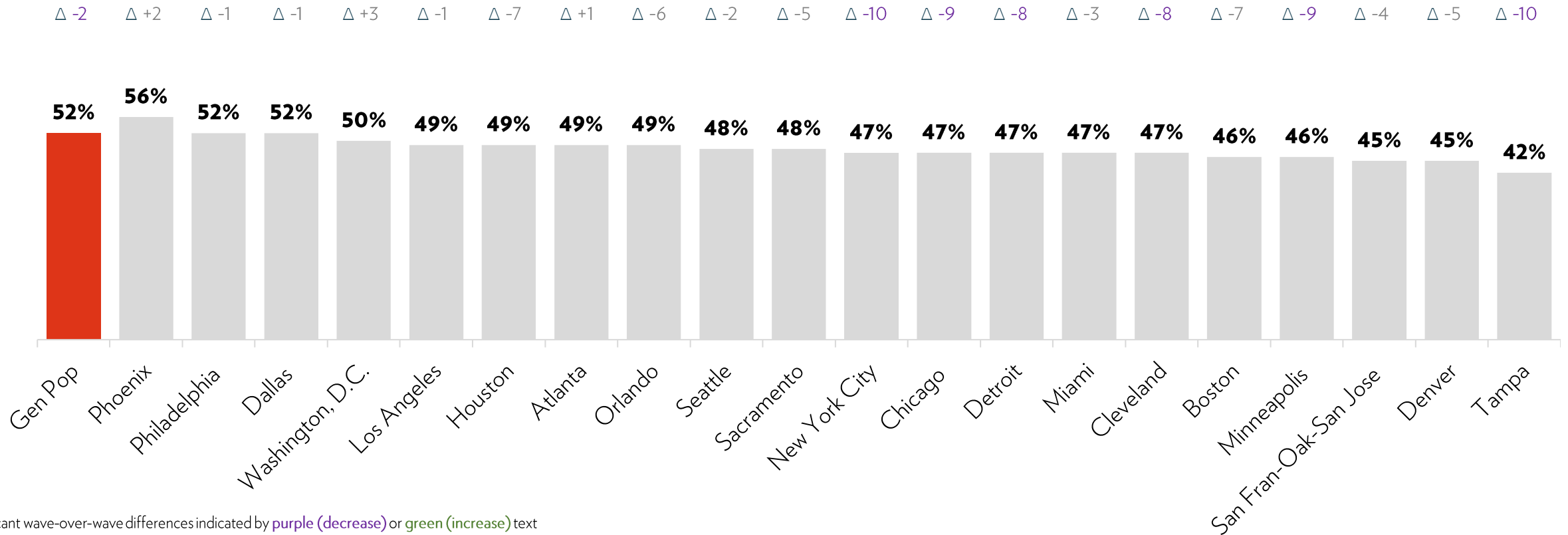
White	Black	Latinx	Asian
39%	40%	46%	49%

Q12: How much do you agree or disagree with the following statements about job security? Base: Gen Pop n=5000. Base: Women n=2647, Men n=2349, White n=3065, Black n=397, Latinx n=1144, Asian n=203, Gen Z n=651, Millennial n=1853, Gen X n=1546, Boomer n=930, NYC n=302, Houston n=299, SF-Oak-San Jose n=300, Minneapolis n=302, Detroit n=302. Q12\_EMP: How much do you agree or disagree with the following statements about job security as it relates to your employees? Please try to think about the majority or most employees when you respond. Base: Employers n=500.



# WHILE A SIGNIFICANT PORTION FEEL REPLACEABLE, THIS SENTIMENT HAS DECLINED IN 17 OUT OF THE TOP 20 U.S. DMAS

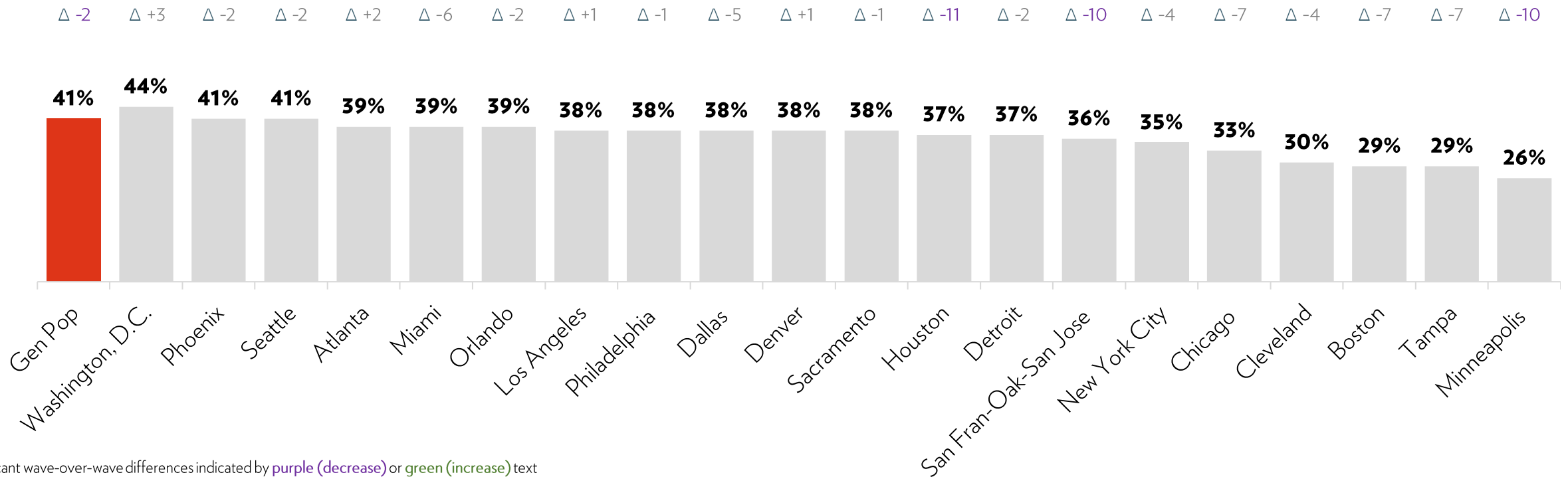
“I AM EASILY REPLACEABLE IN MY JOB POSITION”  
(Shown % Top 2 Agree)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# AMERICANS IN NYC, CHICAGO, CLEVELAND, BOSTON, TAMPA AND MINNEAPOLIS ARE LESS WORRIED ABOUT LOSING THEIR JOBS THAN THE AVERAGE AMERICAN WORKER

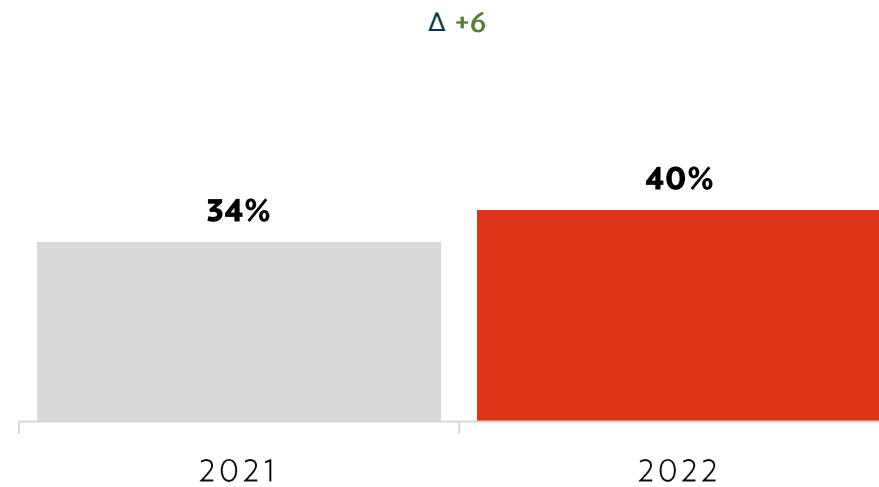
“I WORRY ABOUT LOSING JOBS”  
(Shown % Top 2 Agree)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# ON TOP OF IT ALL, THE PANDEMIC CONTINUES TO NEGATIVELY IMPACT AMERICAN WORKERS' CAREERS

## CAREER HAS BEEN DERAILED (Shown % Top 2 Agree)



- Younger generations (Gen Z, 50%; Millennials, 46%) and minority groups (Black Americans, 48%; Latinx Americans, 47%) are more likely to think COVID has derailed their career

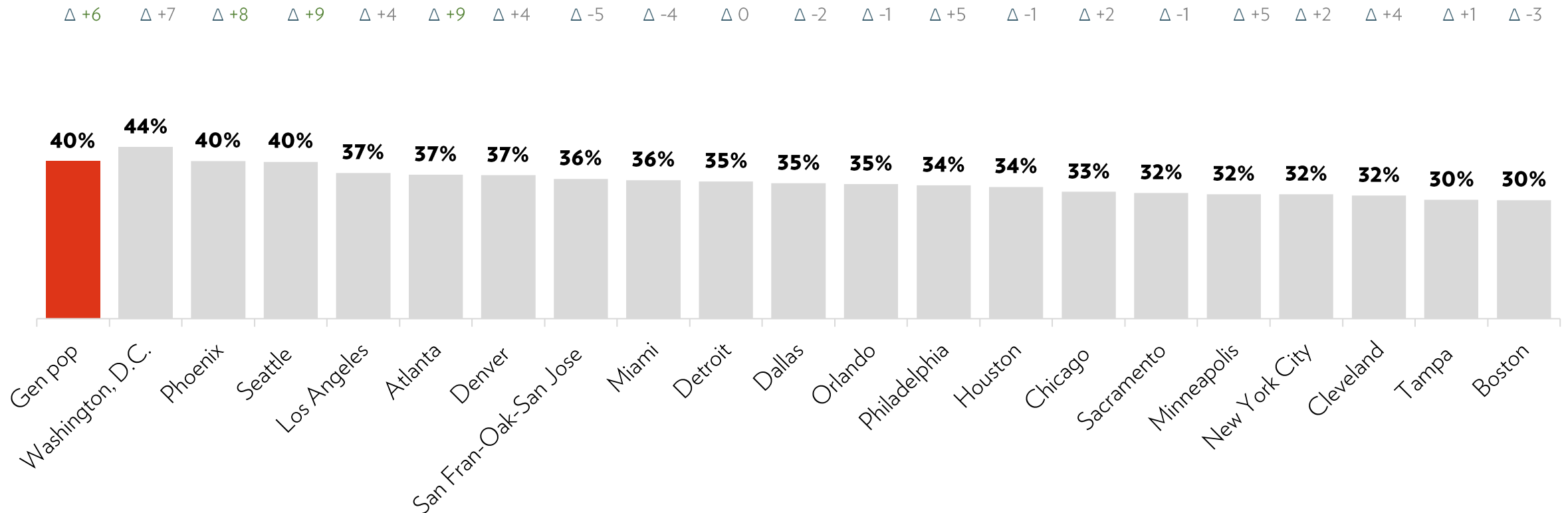
White	Black	Latinx	Asian
36%	48%	47%	41%

% of Americans say their career has been **taken off course/derailed** due to COVID-19

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text; Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

# TWO YEARS IN, WORKERS IN 12 OUT OF 20 OF THE TOP U.S. DMAS ARE EVEN MORE LIKELY THAN LAST YEAR TO SAY THE PANDEMIC HAS DERAILED THEIR CAREER

CAREER HAS BEEN DERAILED  
(Shown % Top 2 Agree)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

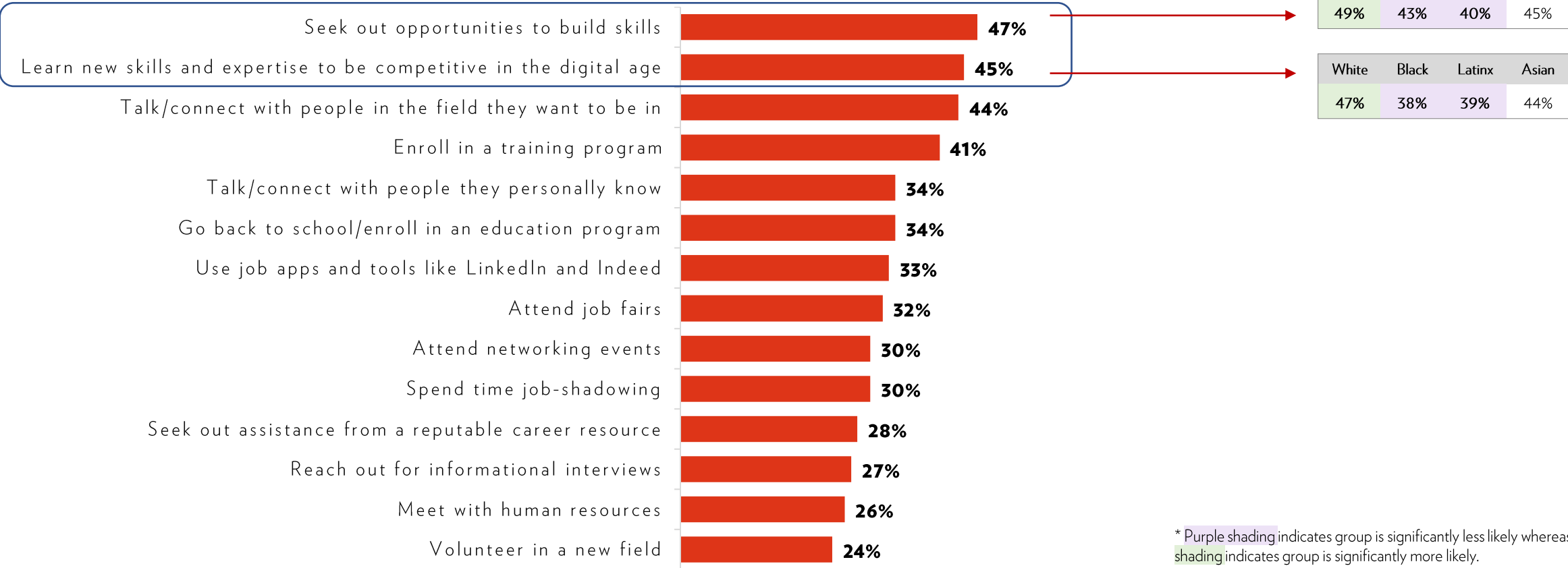
Q27: How much do you agree or disagree with the following statements about the pandemic and how it may have impacted you? Base: Gen Pop n=5000, NYC n=302, Los Angeles n=298, Chicago n=301, Philadelphia n=300, Dallas n=299, SF-Oak-San Jose n=300, Washington, D.C. n=312, Houston n=299, Boston n=301, Atlanta n=303, Phoenix n=302, Tampa n=303, Seattle n=302, Detroit n=302, Minneapolis n=302, Miami n=299, Denver n=301, Orlando n=309, Cleveland n=301, Sacramento n=300.

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**Skills development is so important to workers, yet they feel opportunities are limited**

# WORKERS THINK LEARNING AND BUILDING SKILLS ARE CRITICAL, ESPECIALLY WHEN CONSIDERING A CAREER CHANGE

ACTIONS TAKEN TO SUCCESSFULLY CHANGE CAREERS  
(Shown % Selected Response)



\* Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

Q24: Which actions do you think people would have to take to successfully change careers? Base: Gen Pop 2021/2022 n=5000/n=5000, White n=3065, Black n=397, Latinx n=1144, Asian n=203.

# SKILLS DEVELOPMENT IS A TOP-OF-MIND CONCERN FOR LARGE PROPORTIONS OF AMERICAN WORKERS

MINDSET AND ACTION AROUND SKILLS  
*(Shown % Selected Response; % Top 2 Agree, Among Employed Americans)*

52%

Of workers say they will need to **learn new skills within the next year** to continue their current job

- More Men (55%) than Women (49%)
- More Gen Z (68%) and Millennials (62%) than Gen X (46%) and Boomers (33%)
- More Black (66%), Asian (63%), and Latinx (59%) Americans than White (47%) Americans
- More people with higher incomes, \$100k-\$149.9k (60%), \$150k+ (56%) than lower incomes, \$50k-\$99.9k (50%), under \$50k (50%)

47%

Of workers say **seeking out opportunities to build skills is necessary to change careers**

- More Women (49%) than Men (45%)
- More Boomers (52%) and Gen X (50%) than Millennials (44%) and Gen Z (41%)
- More White Americans (49%) than Black (43%) and Latinx (40%) Americans

46%

Of workers say they are **not as skilled as they need to be**

- More Gen Zers (59%) than Millennials (50%), Gen Xers (43%), and Boomers (36%)
- More Black (55%) and Latinx (51%) Americans than White (42%) Americans
- More people with incomes of under \$50k (49%), \$50k-\$99.9k (42%), \$100k-\$149.9k (42%) than \$150k+ (36%)

Q24: Which actions do you think people would have to take to successfully change careers? Base: Gen Pop n=5000, Women n=2647, Men n=2349, Gen Z n=651, Millennial n=1853, Gen X n=1546, Boomer n=930, White n=3065, Black n=397, Hispanic n=1144. Q59: How much do you agree or disagree with the following statements? Select one per row. Base: Among those employed: Gen Pop n=4404, Women n=2239, Men n=2162, Gen Z n=457, Millennial n=1660, Gen X n= 1389, Boomers n=879, White n=2760, Black n=320, Latinx n=1014, Asian n=166, Income Under \$50k n=1769, Income \$50k-\$99.9k n=1467, Income \$100k-\$149.9k n=721, Income \$150k+ n=359

# A FULL THIRD OF AMERICANS DON'T FEEL OPTIMISTIC ABOUT OPPORTUNITIES FOR TRAINING/UPSKILLING/LEARNING NEW SKILLS IN THEIR CAREERS

## EMPLOYEE PERSPECTIVES ON UPSKILLING/RESKILLING OPPORTUNITIES (Shown % Bottom 2 Pessimistic)

29%

White	Black	Latinx	Asian
29%	31%	29%	24%

Of Americans **do not feel optimistic** about opportunities for training/upskilling/learning new skills in their career

- More Boomers (34%) than Millennials (26%) and Gen Xers (28%)
- More people with lower incomes, Under \$50k (34%) than higher incomes \$50k-\$99.9k (27%), \$100k-\$149.9k (21%), \$150k+ (22%)

*“My employer **doesn’t pay for schooling** to learn new skills so I can advance in my current workplace.” – Female, Gen X*

*“There is **little to no training** to go into a job and there is no training for people prompted in my office.” – Female, Boomer*

*“I feel like at my current job I **don’t learn useful skills** or get certifications towards my career.” – Male, Millennial*

*“**Technology is changing** so much I fear that by the time I take some college courses I would have new technology to contend with.” - Male, Gen X*

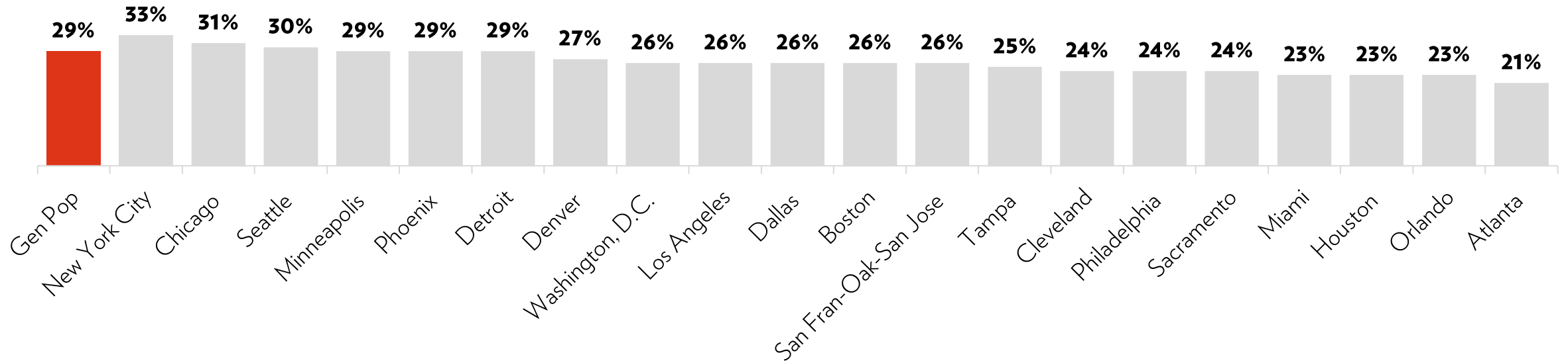
*“To have work/life balance it is difficult to work 45+ hours and attend classes and such to learn new skills” - Male, Boomer*



# NEW YORKERS AND CHICAGOANS FEEL THE LEAST OPTIMISTIC ABOUT OPPORTUNITIES FOR TRAINING AND DEVELOPMENT IN THEIR CAREERS

DO NOT FEEL OPTIMISTIC ABOUT OPPORTUNITIES FOR TRAINING/UPSKILLING/LEARNING NEW SKILLS IN THEIR CAREER

(Shown % Bottom 2 Pessimistic)



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# A QUARTER OF WORKERS FEEL THAT A LACK OF OPPORTUNITIES FOR UPSKILLING IS HOLDING THEM BACK AND EMPLOYERS AGREE

OPPORTUNITIES FOR  
UPSKILLING/DEVELOPMENT  
*(Shown % Selected "Yes")*

25%

&

35%

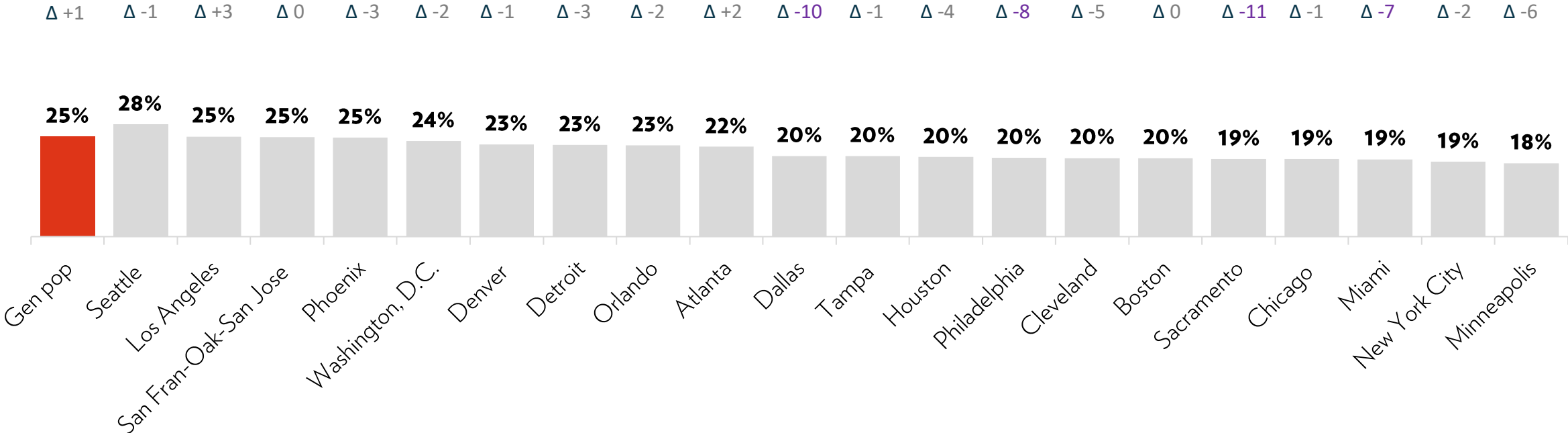
Of Americans feel held back in their careers because of a **lack of opportunities for upskilling/development**

- More Gen Z (31%) and Millennials (28%) than Gen X (24%) and Boomers (18%)
- More Asian Americans (32%) than White (24%) and Black (24%) Americans
- More people with incomes under \$50k (28%) than higher incomes, \$50k-\$99.9k (23%), \$100k-\$149.9k (23%), \$150k+ (19%)

Of Employers say their employees feel held back in their careers because of a **lack of opportunities for upskilling/development**

# A FULL QUARTER OF WORKERS ACROSS THE U.S. AND IN SEATTLE, L.A., SAN FRAN, PHOENIX FEEL HELD BACK BECAUSE OF A LACK OF OPPORTUNITIES FOR DEVELOPMENT

FEEL HELD BACK IN THEIR CAREERS BECAUSE OF A LACK OF OPPORTUNITIES FOR UPSKILLING/DEVELOPMENT  
*(Shown % Selected "Yes")*



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

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# A MAJORITY OF WORKERS SAY THEY WOULD BE MORE LIKELY TO STAY AT THEIR COMPANY IF AN EMPHASIS WAS PLACED ON UPSKILLING AND RESKILLING

## IMPACT OF RESKILLING/UPSILLING ON RETENTION

*(Shown % Top 2 Agree, Among Employed Americans)*

“If my company did more to **upskill** me, I would be more likely to stay throughout my career”

**68%**

- More Men (70%) than Women (66%)
- More Gen Zers (74%) and Millennials (77%) than Gen Xers (65%) and Boomers (50%)
- More Black (72%) and Latinx (71%) Americans than White (65%) Americans
- More people with income \$100k-\$149.9k (76%) than income under \$50k (65%) and \$50k-\$99.9k (67%)

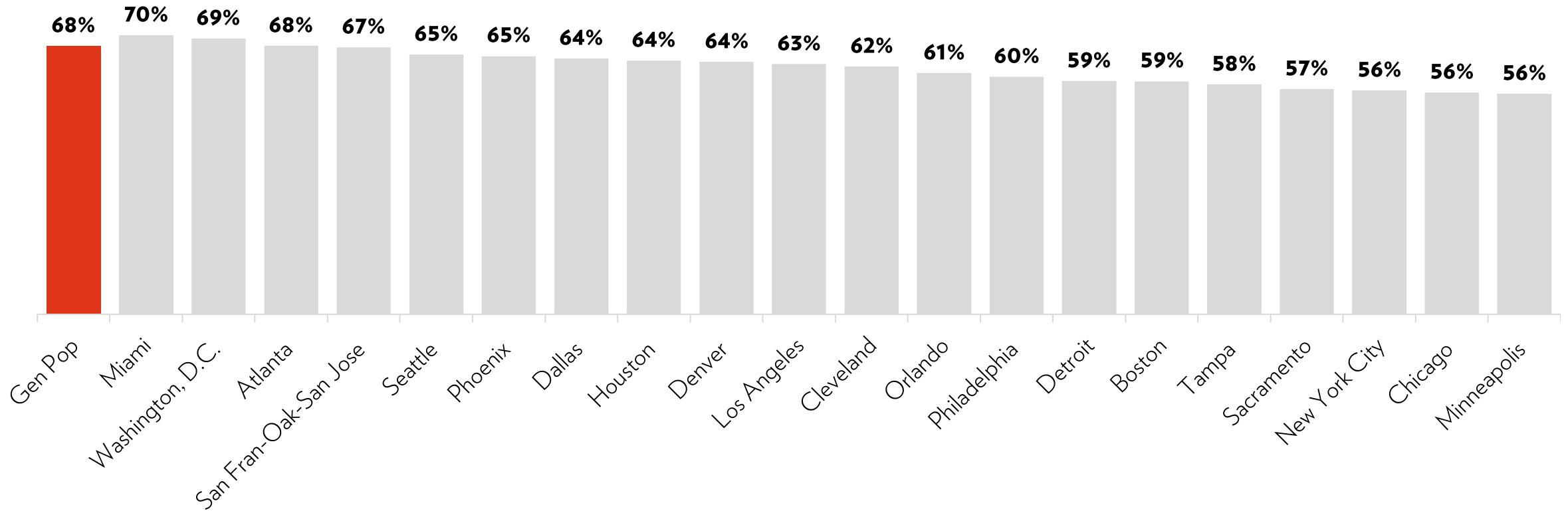
“If my company did more to **reskill** me, I would be more likely to stay throughout my career”

**65%**

- More Millennials (74%) and Gen Zers (71%) than Gen Xers (64%) and Boomers (47%)
- More Latinx (71%) and Black (69%) Americans than White (62%) Americans
- More people with incomes of \$100k-\$149.9k (71%) than under \$50k (63%) and \$50k-\$99.9k (65%)

# ACROSS ALL DMAS, OVER HALF OF WORKERS WOULD STAY IF MORE WAS DONE TO UPSKILL THEM

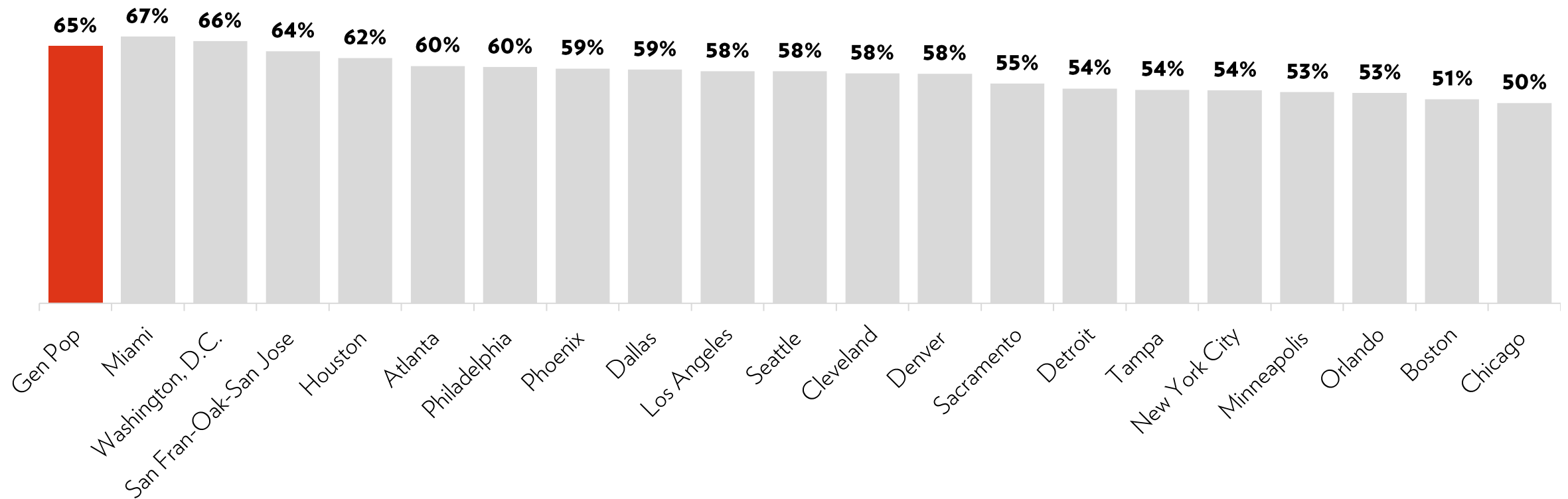
“IF MY COMPANY DID MORE TO UPSKILL ME, I WOULD BE MORE LIKELY TO STAY THROUGHOUT MY CAREER”  
*(Shown % Selected Top 2 Agree, Among Employed Americans)*



# A SIMILAR PATTERN EXISTS FOR RESKILLING – WITH HIGHEST LEVELS IN MIAMI AND D.C.

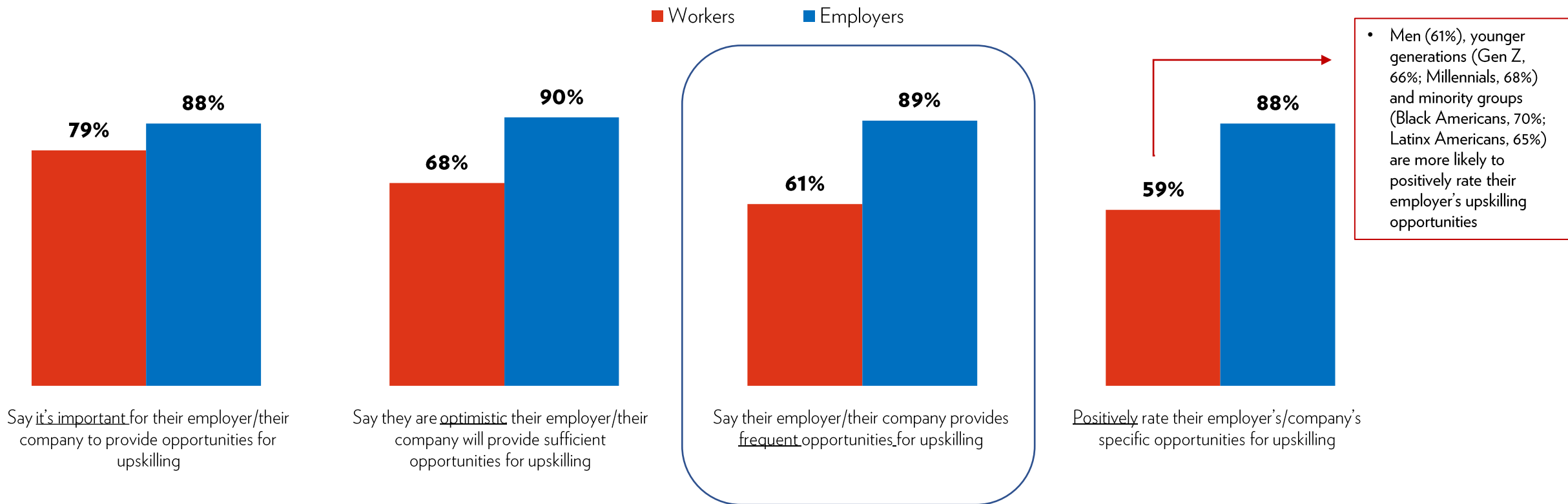
“IF MY COMPANY DID MORE TO RESKILL ME, I WOULD BE MORE LIKELY TO STAY THROUGHOUT MY CAREER”

*(Shown % Selected Top 2 Agree, Among Employed Americans)*



# EMPLOYERS THINK THEY ARE PROVIDING FREQUENT OPPORTUNITIES FOR UPSKILLING - BUT EMPLOYEES DON'T SEE IT THIS WAY

EMPLOYEE/EMPLOYER PERSPECTIVES ON UPSKILLING OPPORTUNITIES  
 (Shown % Top 2 Important; Optimistic; Sometimes/Often; Good/Excellent, Among Employed Americans and Employers)



Q54. How important is it to you that your employer provides opportunities for: Base: Gen Pop among those Employed n=4404. Q55. How often does your employer provide specific opportunities for you to participate in: Base: Gen Pop among those Employed n=4404. Q56. How would you rate your employer's specific opportunities for: Base: Gen Pop among those Employed n=4404, Men n=2162, Gen Z n=457, Millennials n=1660, Black n=320, Latinx n=1014. Q57. When thinking about your career, how optimistic are you that you will have enough opportunity within your workplace for each of the following: Base: Gen Pop among those Employed n=4404. Q54\_EMP. How much does your company prioritize providing employees with opportunities for: Base: Employers n=500. Q55\_EMP. How often does your company provide specific opportunities for employees to participate in: Base: Employers n=500. Q56\_EMP. How would you rate your company's specific opportunities for employees: Base: Employers n=500. Q57\_EMP. How optimistic are you that your company will provide sufficient opportunities to employees for each of the following: Base: Employers n=500

# BLACK AND LATINX AMERICANS PLACE THE LARGEST EMPHASIS ON UPSKILLING OPPORTUNITIES, AND APPRECIATE THEIR EMPLOYERS' EFFORTS

EMPLOYEE PERSPECTIVES ON UPSKILLING OPPORTUNITIES  
 (Shown % Top 2 Important; Optimistic; Sometimes/Often; Good/Excellent, Among Employed Americans)

	White	Black	Latinx	Asian
Say <u>it's important</u> for their employer to provide opportunities for upskilling	<b>77%</b>	<b>87%</b>	<b>82%</b>	<b>80%</b>
Say they are <u>optimistic</u> their employer will provide sufficient opportunities for upskilling	<b>66%</b>	<b>79%</b>	<b>72%</b>	<b>71%</b>
Say their employer provides <u>frequent</u> opportunities for upskilling	<b>58%</b>	<b>74%</b>	<b>64%</b>	<b>61%</b>
<u>Positively</u> rate their employer's specific opportunities for upskilling	<b>56%</b>	<b>70%</b>	<b>65%</b>	<b>58%</b>

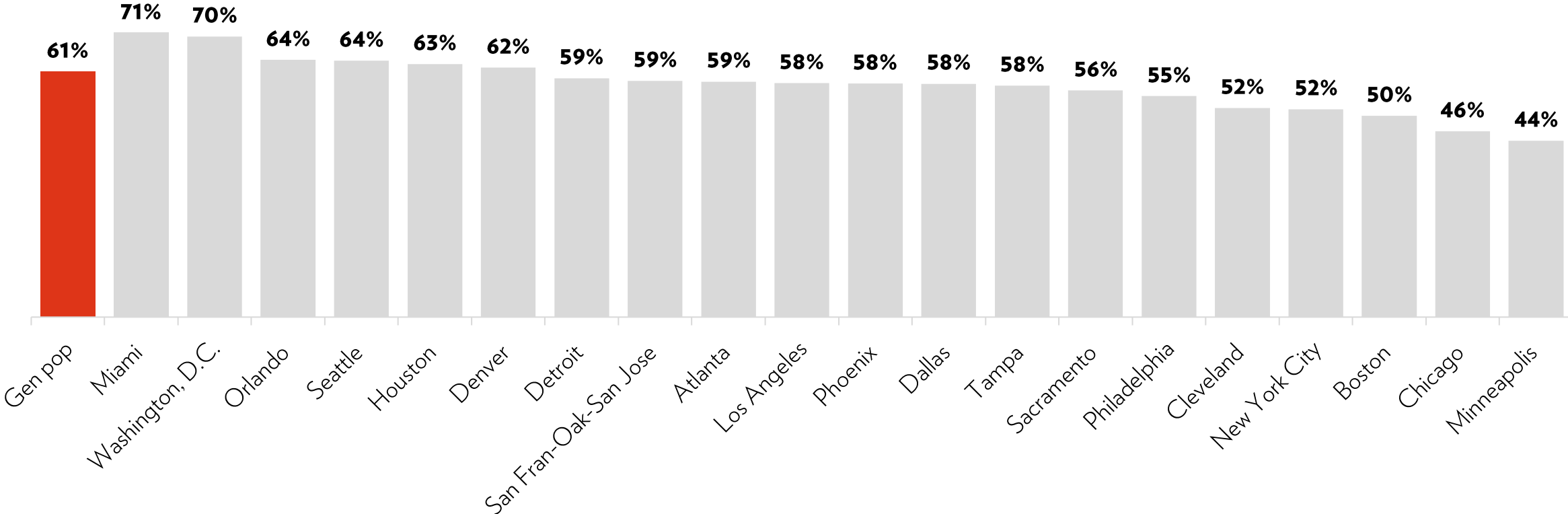
\* Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

Q54. How important is it to you that your employer provides opportunities for: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166. Q55. How often does your employer provide specific opportunities for you to participate in: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166. Q56. How would you rate your employer's specific opportunities for: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166. Q57. When thinking about your career, how optimistic are you that you will have enough opportunity within your workplace for each of the following: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166.



# MINNEAPOLIS, CHICAGO AND BOSTON CITE THE LEAST FREQUENT OPPORTUNITIES FOR UPSKILLING

EMPLOYEE PERSPECTIVES ON UPSILLING OPPORTUNITIES - FREQUENCY  
*(Shown % Top 2 Sometimes/Often, Among Employed Americans)*



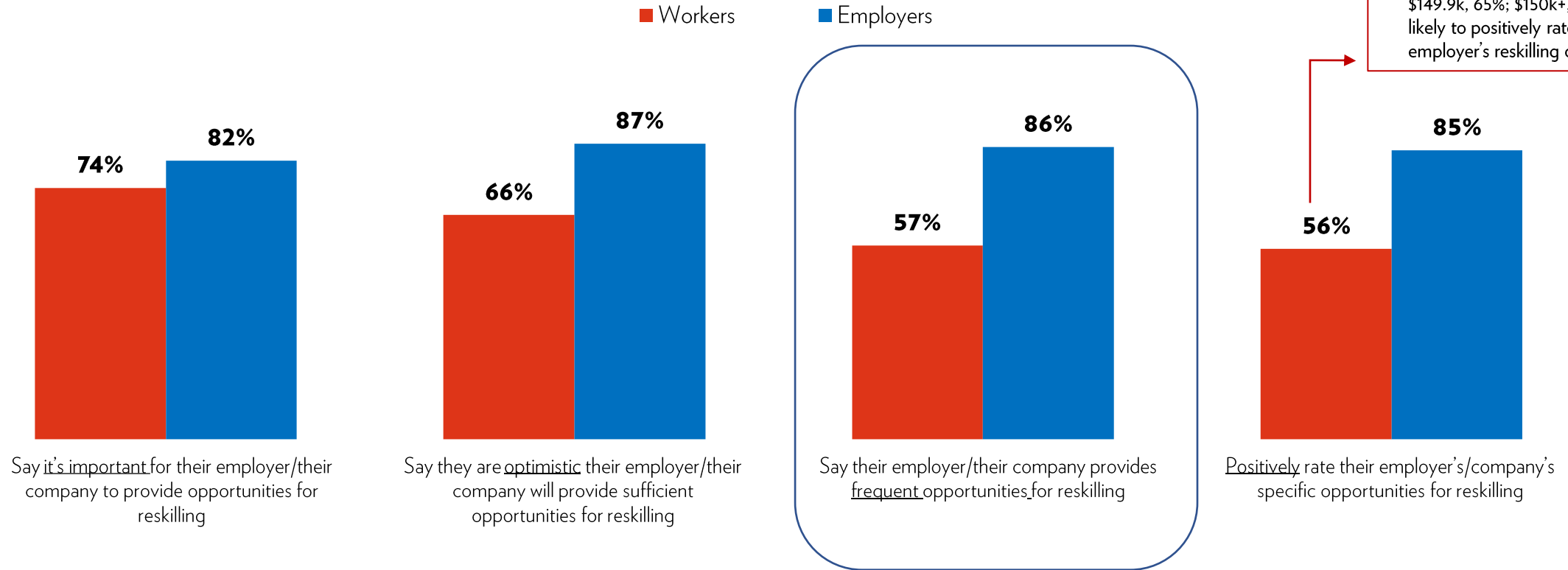
Q55. How often does your employer provide specific opportunities for you to participate in: Base: Among those employed Gen Pop: n=4404, Washington, D.C. n=259, Miami n=281, Atlanta n=297, Sacramento n=266, Los Angeles n=282, Orlando n=293, New York City n=286, Houston n=286, Denver n=287, Seattle n=280, Philadelphia n=282, Tampa n=287, Cleveland n=276, Chicago n=279, Detroit n=293, Boston n=286, Phoenix n=294, Dallas n=280, Minneapolis n=293, San Fran-Oak-San Jose n=288.

# A SIMILAR PATTERN EXISTS FOR RESKILLING

## EMPLOYEE/EMPLOYER PERSPECTIVES ON RESKILLING OPPORTUNITIES

(Shown % Top 2 Important; Optimistic; Sometimes/Often; Good/Excellent, Among Employed Americans and Employers)

- Men (59%), younger generations (Gen Z, 64%; Millennials, 67%), minority groups (Black Americans, 69%; Latinx Americans, 63%), and those with higher incomes (\$100-\$149.9k, 65%; \$150k+, 61%) are more likely to positively rate their employer's reskilling opportunities



Q54. How important is it to you that your employer provides opportunities for: Base size: Gen Pop among those Employed n=4404. Q55. How often does your employer provide specific opportunities for you to participate in: Base size: Gen Pop among those Employed n=4404. Q56. How would you rate your employer's specific opportunities for: Base size: Gen Pop among those Employed n=4404, Men n=2162, Gen Z n=457, Millennials n=1660, Black n=320, Latinx n=1014, \$100-\$149.9k n=721, \$150k n=359. Q57. When thinking about your career, how optimistic are you that you will have enough opportunity within your workplace for each of the following: Base size: Gen Pop among those Employed n=4404. Q54\_EMP. How much does your company prioritize providing employees with opportunities for: Base: Employers n=500. Q55\_EMP. How often does your company provide specific opportunities for employees to participate in: Base: Employers n=500. Q56\_EMP. How would you rate your company's specific opportunities for employees: Base: Employers n=500. Q57\_EMP. How optimistic are you that your company will provide sufficient opportunities to employees for each of the following: Base: Employers n=500

# BLACK AND LATINX AMERICANS ALSO VALUE RESKILLING OPPORTUNITIES

**EMPLOYEE PERSPECTIVES ON RESKILLING OPPORTUNITIES**  
*(Shown % Top 2 Important; Optimistic; Sometimes/Often; Good/Excellent, Among Employed Americans)*

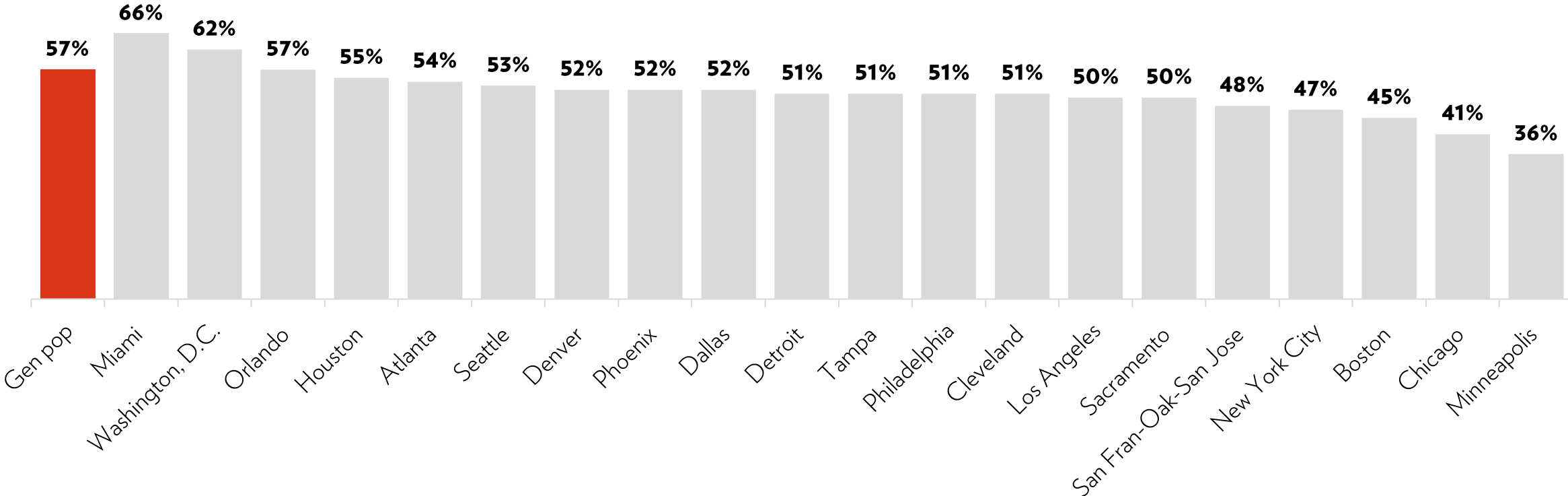
	White	Black	Latinx	Asian
Say <u>it's important</u> for their employer to provide opportunities for reskilling	<b>70%</b>	<b>83%</b>	<b>78%</b>	<b>73%</b>
Say they are <u>optimistic</u> their employer will provide sufficient opportunities for reskilling	<b>63%</b>	<b>77%</b>	<b>71%</b>	<b>66%</b>
Say their employer provides <u>frequent</u> opportunities for reskilling	<b>54%</b>	<b>68%</b>	<b>62%</b>	<b>57%</b>
<u>Positively</u> rate their employer's specific opportunities for reskilling	<b>52%</b>	<b>69%</b>	<b>63%</b>	<b>58%</b>

\* Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

Q54. How important is it to you that your employer provides opportunities for: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166.. Q55. How often does your employer provide specific opportunities for you to participate in: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166. Q56. How would you rate your employer's specific opportunities for: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166. Q57. When thinking about your career, how optimistic are you that you will have enough opportunity within your workplace for each of the following: Base: Gen Pop among those Employed n=4404, White n=2760, Black, n=320, Latinx n=1014, Asian n=166.

# MIAMI AND DC ARE MORE LIKELY THAN THE NATIONAL AVERAGE TO SAY THEIR EMPLOYER PROVIDES FREQUENT OPPORTUNITIES FOR RESKILLING, WHILE CHICAGO AND MINNEAPOLIS ARE AT THE BOTTOM OF THE LIST

EMPLOYEE PERSPECTIVES ON RESKILLING OPPORTUNITIES - FREQUENCY  
*(Shown % Top 2 Sometimes/Often, Among Employed Americans)*



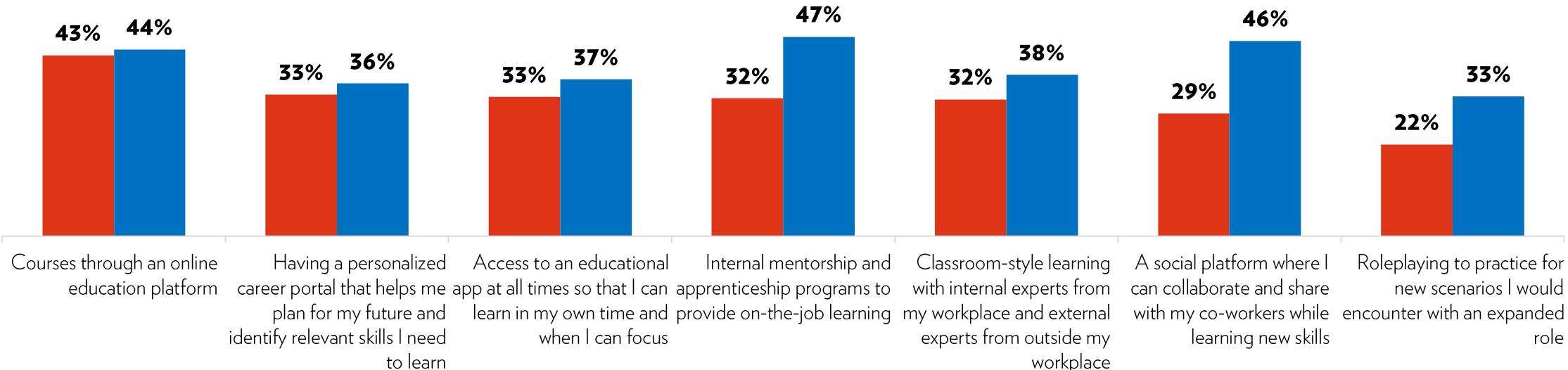
Q55. How often does your employer provide specific opportunities for you to participate in: Base: Among those employed Gen Pop: n=4404, Washington, D.C. n=259, Miami n=281, Atlanta n=297, Sacramento n=266, Los Angeles n=282, Orlando n=293, New York City n=286, Houston n=286, Denver n=287, Seattle n=280, Philadelphia n=282, Tampa n=287, Cleveland n=276, Chicago n=279, Detroit n=293, Boston n=286, Phoenix n=294, Dallas n=280, Minneapolis n=293, San Fran-Oak-San Jose n=288.

# WHICH CAN BE ACHIEVED IN A VARIETY OF WAYS THAT EMPLOYERS SAY THEY CURRENTLY PROVIDE

## RESOURCES THAT MATCH LEARNING STYLES/TOOLS EMPLOYERS CURRENTLY OFFER

(Shown % Selected Response, Among Employed Americans and Employers)

Workers Employers



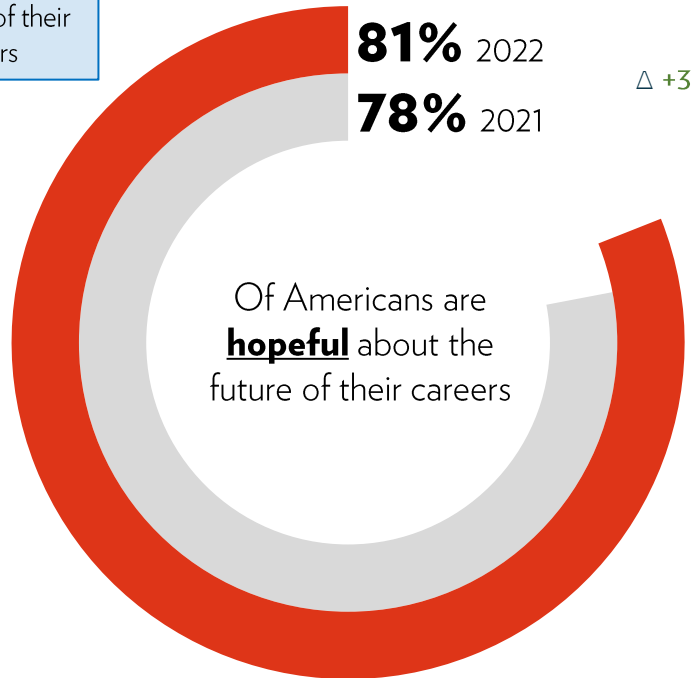
Q58. Many companies have done the following to help their employees either reskill or upskill. Which of the following sound like they match your learning style best? Please select all that apply. Base: Gen Pop among those Employed n=4404, Q60\_EMP. Which of the following tools does your company currently provide to employees for reskilling or upskilling? Please select all that apply. Base: Employers n=500

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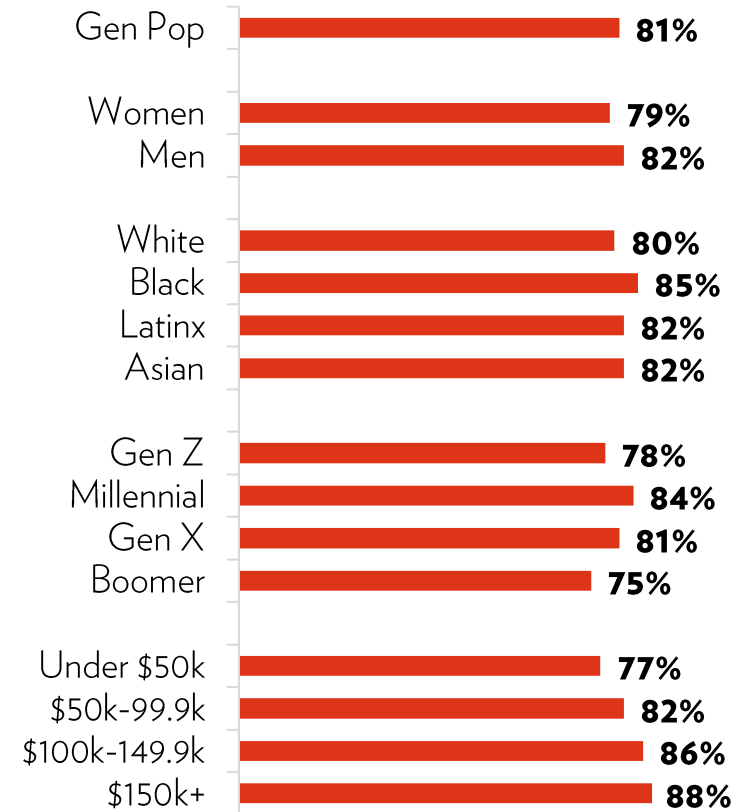
**Despite another incredibly challenging year, American workers remain resilient, optimistic and hopeful about the future when it comes to their careers**

# CAREER OPTIMISM CONTINUES TO GROW AMID ANOTHER DIFFICULT YEAR

Even more – 95% of Employers – are hopeful about the future of their employees' careers



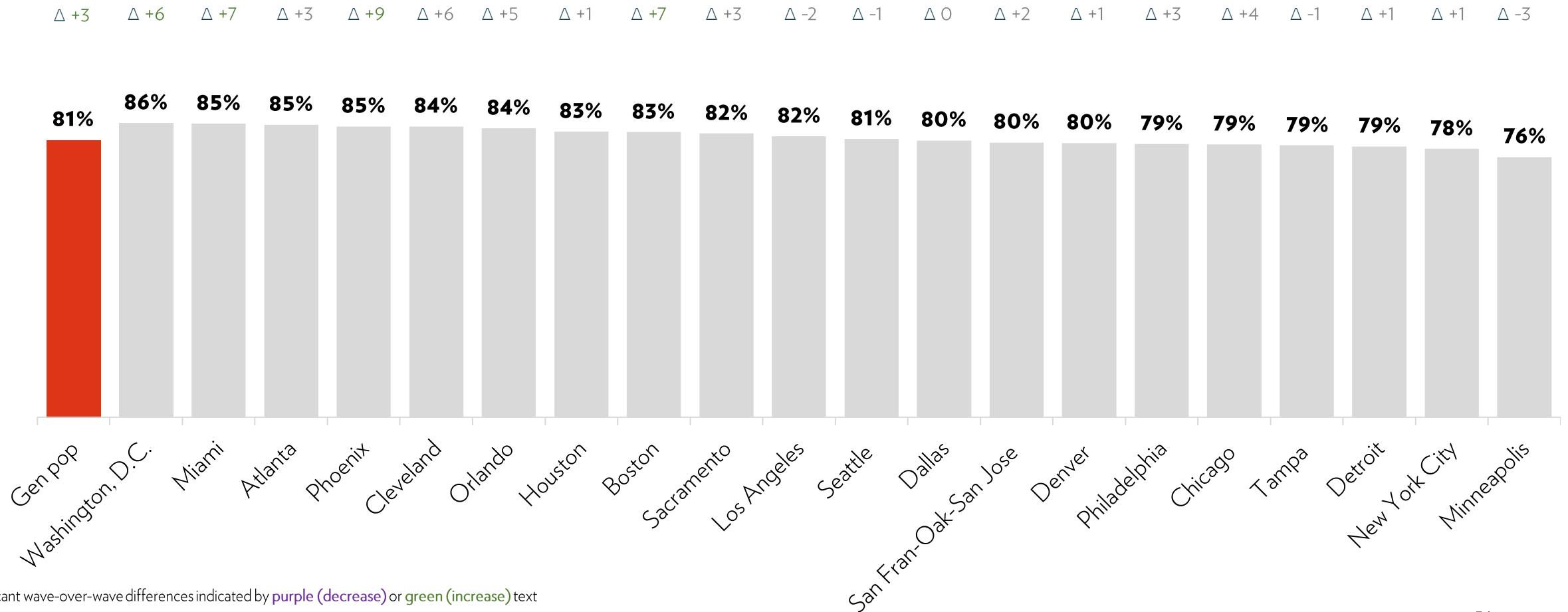
## HOPEFUL ABOUT CAREER (Shown % Top 2 Agree)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# THE LARGEST INCREASES IN CAREER OPTIMISM SINCE LAST YEAR WERE IN PHOENIX, MIAMI, BOSTON, D.C. AND CLEVELAND

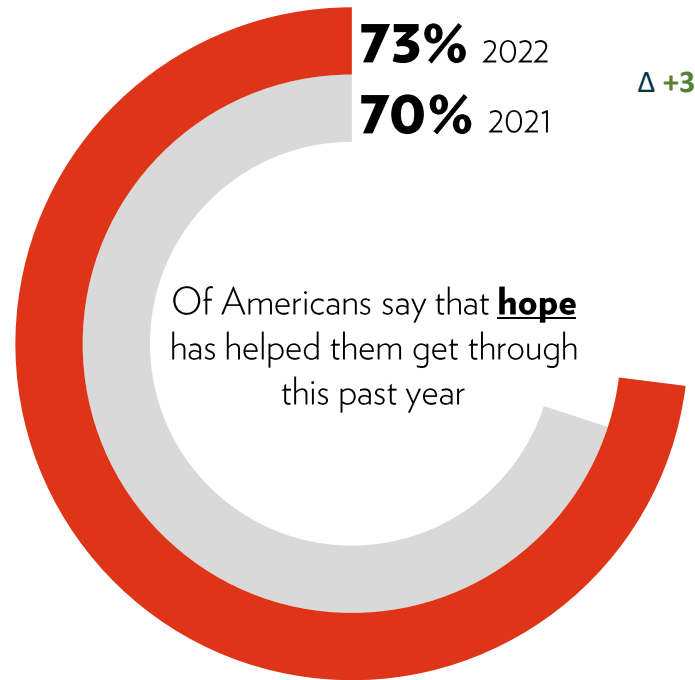
“I AM HOPEFUL ABOUT THE FUTURE OF MY CAREER”  
(Shown % Top 2 Agree)



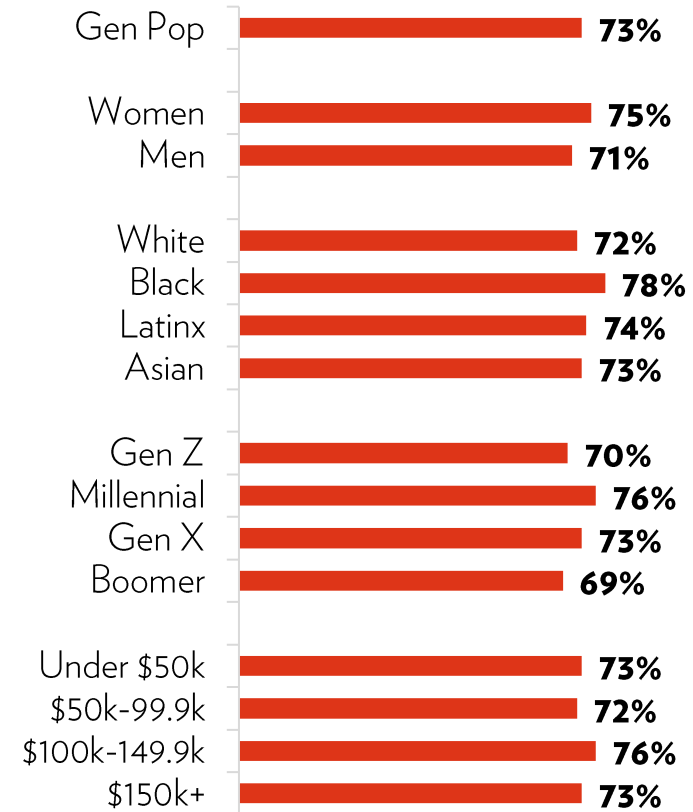
\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text



# AMERICANS CONTINUE TO RELY HEAVILY ON HOPE



## THE ROLE OF HOPE (Shown % Top 2 Agree)

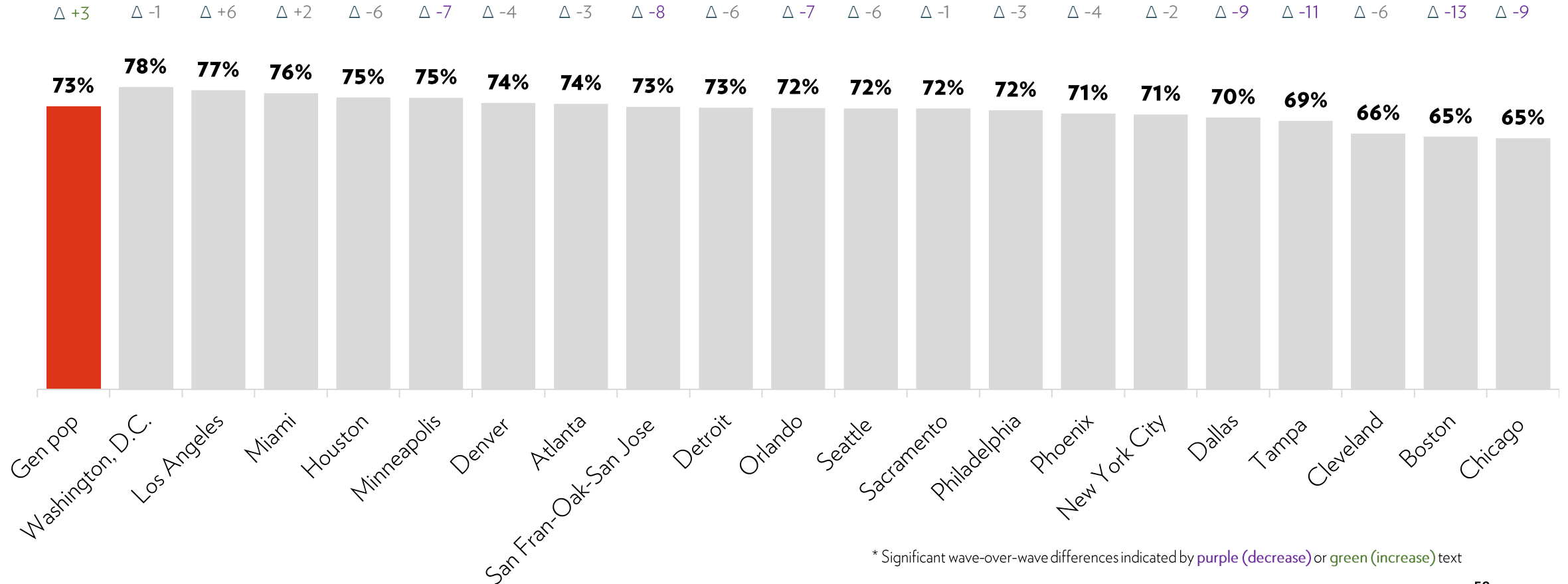


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# RELIANCE ON HOPE IS PERVASIVE, THOUGH IT DECLINED IN MANY DMAS

“HOPE HAS HELPED ME GET THROUGH THIS PAST YEAR”

(Shown % Selected Top 2 Agree)

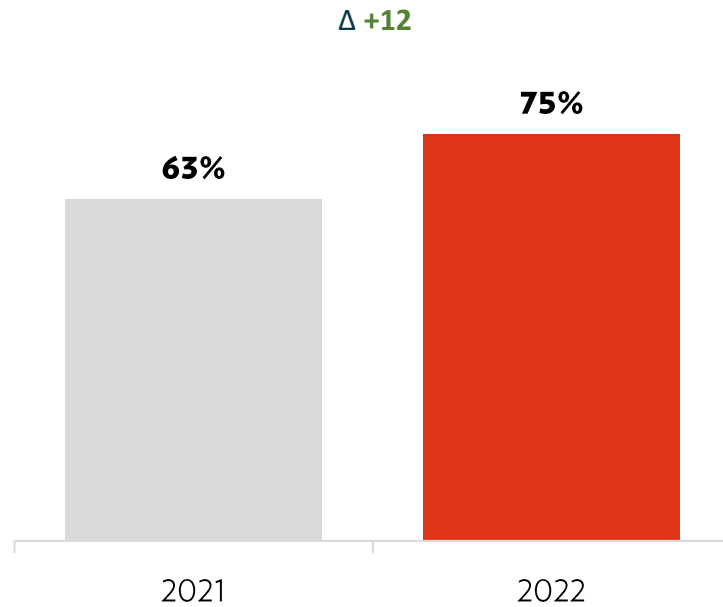


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# AMERICANS ARE EVEN MORE OPTIMISTIC THIS YEAR ABOUT THE OPPORTUNITIES AVAILABLE TO THEM THAN THEY WERE IN 2021

## AVAILABILITY OF JOB OPPORTUNITIES (Shown % Top 2 Positive)

White	Black	Latinx	Asian
75%	79%	77%	70%



Of Americans feel positive about the **job opportunities available to them**

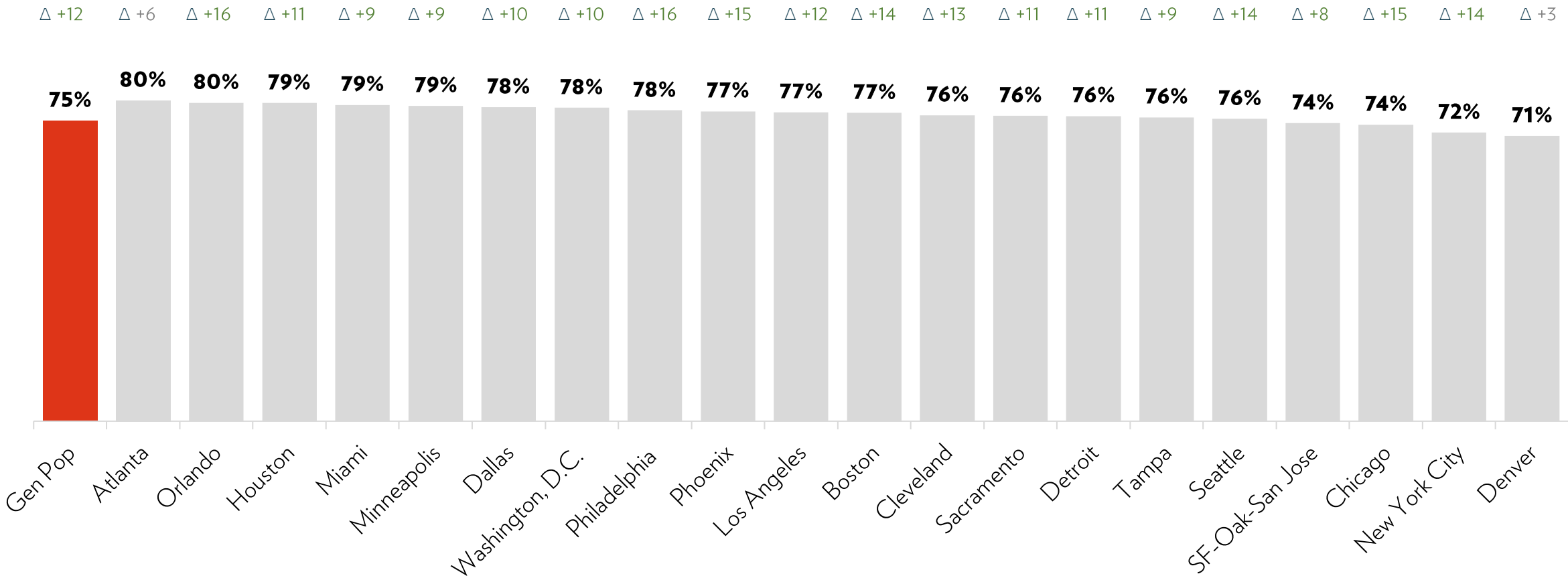
Employers are even more optimistic: 89% feel positive about the job opportunities available to the workforce at this time

- Men feel more positively about available job opportunities than women (78% vs. 72%)
- High income Americans (\$100k-149.9k, 86%) (\$150k+, 84%), Black Americans (79%), Gen Xers (76%) and Millennials (78%) feel the most positive about the job opportunities available to them

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text; Purple shading indicates group is significantly less likely whereas green shading indicates group is significantly more likely.

# WORKERS ACROSS EVERY DMA ARE FEELING MORE POSITIVE THIS YEAR ABOUT THE JOB OPPORTUNITIES AVAILABLE TO THEM

AVAILABILITY OF JOB OPPORTUNITIES  
(Shown % Top 2 Positive)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

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# Measuring Optimism: The Index Scores

# THE CAREER OPTIMISM INDEX™: KEY COMPONENTS

## What is the Career Optimism Index™?

The Career Optimism Index™ is a measure of how optimistic people feel about their careers in terms of five pillars:

- **Job Security:** Employability and job retention
- **Financial Security:** Satisfaction with pay, economic concerns, and debt
- **Skill Development:** Confidence in critical skillset and opportunities for development
- **Mental Health / Wellness:** Emotional, psychological and physical well-being as it pertains to careers
- **Career Trajectory:** Beliefs about the future of their careers, mentorship/advocacy and impacts of technology

## What insight does the Career Optimism Index™ provide?

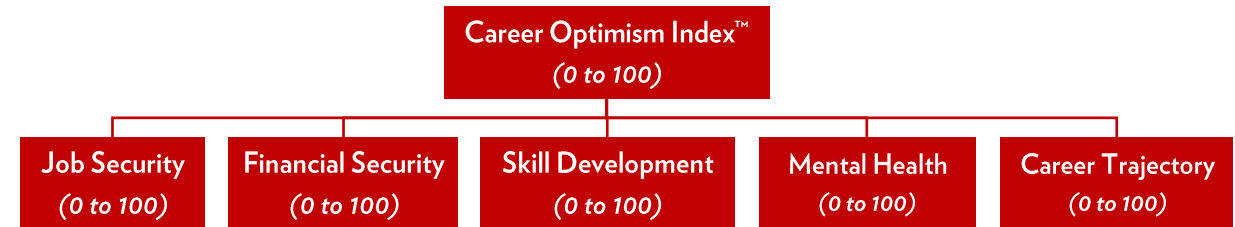
The Career Optimism Index™ provides a current snapshot of career optimism among Workers and Employers in the United States. It was first conducted in 2021 among Workers only, with the Employer audience added this year for comparison.

The Career Optimism Index™ identifies:

- Opportunities to increase career optimism
- Barriers to optimism
- Which groups are most or least optimistic
- How optimism changes over time

## What do the five pillars represent?

The five pillars are the result of multiple years of research and input from partners, students, employers and others regarding barriers to career development and advancement and provide structure for understanding the core elements driving or detracting from career optimism.





# CAREER OPTIMISM REMAINS STABLE, DESPITE SIGNIFICANT CHALLENGES OF FINANCIAL SECURITY AND SKILL DEVELOPMENT

**Overall Career Optimism Index™ Score:**  
**64**  
(2021: 65 Δ-1)



**Job Security: 75**  
(2021: 71 Δ+4)

- The job market is booming, and Americans know they're employable, leaving them feeling more optimistic about their job security than they did last year (improved from 71 to 75)



**Mental Health: 73**  
(2021: 69 Δ+4)

- It has been another challenging year, and mental health is a major focus for most, yet Americans are optimistic about their resilience and ability to adapt to new situations (improved from 69 to 73)



**Career Trajectory: 65**  
(2021 : 61 Δ+4)

- They are more optimistic about their career trajectory, as they are armed with hope for the future of their careers, the tools to reach their goals, and colleagues to advocate for them (improved from 61 to 65)



**Financial Security: 54**  
(2021 : 63 Δ-9)

- Americans are faced with a myriad of financial struggles which have worsened since last year; the effects of the pandemic and inflation weigh heavily – financial optimism has declined, with more living paycheck to paycheck and feeling overwhelmed by debt (declined from 63 to 54)



**Skill Development: 53**  
(2021: 58 Δ-5)

- When it comes to skills development, Americans aren't confident in their current skills and don't feel they have access to the right opportunities to advance their careers (declined from 58 to 53)

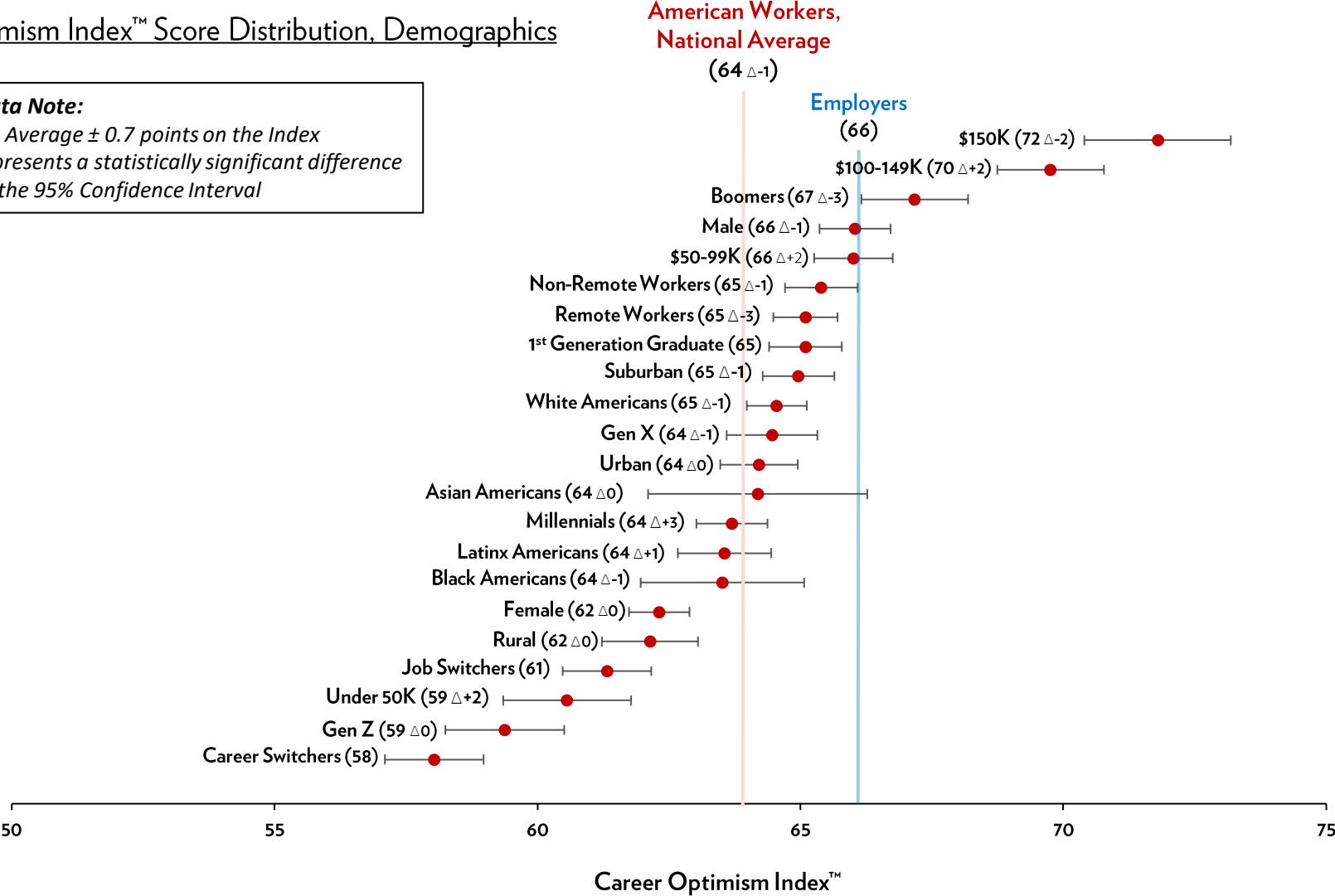
*Index Scores among Gen Pop overall and across each of the five pillars, 2021 and 2022. The Career Optimism Index™ is a measure of how optimistic people feel about their careers in terms of the five pillars below. Respondents reacted to a range of statements within each pillar, each statement and pillar are weighted equally. The Career Optimism Index™ ranges from 0 to 100, with 0 being least optimistic and 100 most optimistic about their careers overall and for each of the five pillars.*



# THOSE WITH HIGHER INCOMES, BOOMERS, AND MEN ARE MORE OPTIMISTIC THAN THE AVERAGE AMERICAN WORKER – YOUNGER GENERATIONS, LOWER INCOME EARNERS, PROSPECTIVE STUDENTS, AND WOMEN ARE LEAST OPTIMISTIC

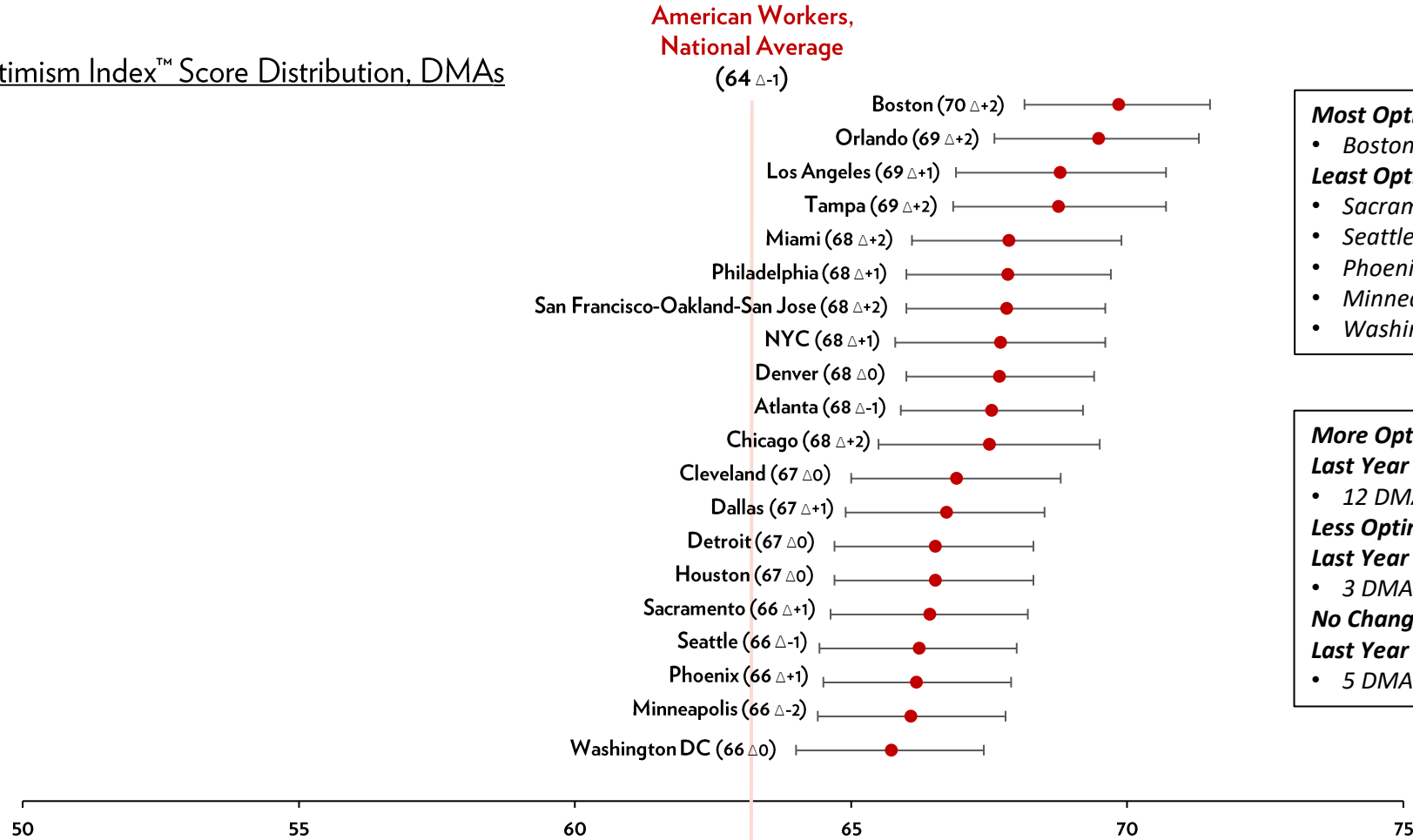
Career Optimism Index™ Score Distribution, Demographics

**Data Note:**  
 On Average ± 0.7 points on the Index represents a statistically significant difference at the 95% Confidence Interval



# THERE IS A 4-POINT SPREAD BETWEEN THE MOST AND LEAST OPTIMISTIC DMAS – ALL OF THE TOP 20 U.S. DMAS ARE ABOVE THE NATIONAL AVERAGE BY A STATISTICALLY VALID MARGIN

Career Optimism Index™ Score Distribution, DMAs



- Most Optimistic**
- Boston
- Least Optimistic**
- Sacramento
  - Seattle
  - Phoenix
  - Minneapolis
  - Washington, D.C.

- More Optimistic than Last Year**
- 12 DMAs
- Less Optimistic than Last Year**
- 3 DMAs
- No Change since Last Year**
- 5 DMAs

# SKILL DEVELOPMENT IS KEY DRIVER FOR MOST OPTIMISTIC DMAS – DENVER, ATLANTA, MINNEAPOLIS, AND LOS ANGELES

DMA	Career Optimism Index Score: National Avg. 64	Skill Development: National Avg. 53	Financial Security: National Avg. 54	Career Trajectory: National Avg. 65	Job Security: National Avg. 75	Mental Health: National Avg. 73
Boston	70 (Δ+2)	65 (Δ0)	71 (Δ+2)	63 (Δ+3)	76 (Δ+3)	75 (Δ+2)
Orlando	69 (Δ+2)	64 (Δ+3)	63 (Δ+1)	67 (Δ+5)	79 (Δ+4)	75 (Δ+2)
LA	69 (Δ+1)	62 (Δ-2)	64 (Δ-4)	67 (Δ+3)	74 (Δ+2)	77 (Δ+3)
Tampa	69 (Δ+2)	64 (Δ+1)	65 (Δ+5)	64 (Δ+2)	75 (Δ+3)	75 (Δ-1)
Miami	68 (Δ+2)	60 (Δ0)	60 (Δ0)	69 (Δ+2)	76 (Δ+2)	75 (Δ+3)
Philadelphia	68 (Δ+1)	61 (Δ-2)	62 (Δ-6)	64 (Δ+5)	78 (Δ+5)	74 (Δ+2)
SF-Oak-San Jose	68 (Δ+2)	62 (Δ+3)	69 (Δ-2)	62 (Δ+3)	73 (Δ+2)	73 (Δ+3)
NYC	68 (Δ+1)	63 (Δ0)	68 (Δ-5)	62 (Δ+3)	71 (Δ+3)	74 (Δ+1)
Denver	68 (Δ0)	61 (Δ-3)	63 (Δ-2)	63 (Δ-1)	76 (Δ+2)	75 (Δ+1)
Atlanta	68 (Δ-1)	59 (Δ-5)	61 (Δ-4)	68 (Δ+3)	76 (Δ0)	74 (Δ+2)
Chicago	68 (Δ+2)	66 (Δ+4)	67 (Δ-2)	61 (Δ0)	70 (Δ+3)	73 (Δ+1)
Cleveland	67 (Δ0)	62 (Δ-3)	59 (Δ-7)	63 (Δ+1)	77 (Δ+4)	74 (Δ+2)
Dallas	67 (Δ+1)	61 (Δ+2)	62 (Δ-2)	64 (Δ+3)	74 (Δ+1)	73 (Δ-1)
Detroit	67 (Δ0)	60 (Δ-2)	61 (Δ-4)	64 (Δ+4)	76 (Δ+1)	72 (Δ-1)
Houston	67 (Δ0)	60 (Δ0)	59 (Δ-2)	66 (Δ+3)	75 (Δ-2)	73 (Δ0)
Sacramento	66 (Δ+1)	59 (Δ0)	59 (Δ0)	66 (Δ+4)	75 (Δ0)	73 (Δ+2)
Seattle	66 (Δ-1)	59 (Δ-1)	59 (Δ-8)	66 (Δ+1)	75 (Δ+2)	72 (Δ0)
Phoenix	66 (Δ+1)	58 (Δ-2)	61 (Δ-3)	65 (Δ+7)	75 (Δ+3)	72 (Δ+1)
Minneapolis	66 (Δ-2)	63 (Δ-2)	67 (Δ-1)	60 (Δ-1)	71 (Δ-2)	69 (Δ-3)
Washington DC	66 (Δ0)	55 (Δ-3)	56 (Δ-6)	67 (Δ+3)	78 (Δ+3)	74 (Δ+3)

- LA leads as the DMA where people have the most optimism related to their own mental health, which is driven by a strong sense of resilience and adaptability.
- Americans in Orlando and Philadelphia feel the most secure in their jobs, whereas those in NYC, Chicago and Minneapolis have doubts about their job security.
- Americans in Minneapolis and Chicago feel that their career trajectory is most at risk, whereas those in Miami and Atlanta remain optimistic about their career trajectories.
- Americans in major cities feel more optimistic about their opportunities for skills development and financial security compared to the national average.

Score is significantly higher than Gen Pop

Score is significantly lower than Gen Pop

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## **DMA Snapshots**

**The following are high level overviews of each DMA separately, with comparison to the national average. They are listed in order from lowest levels of optimism to highest.)**

# BOSTON

Boston rates highest in optimism on the index and its workers report solid footing in many aspects of their careers. This city has one of the highest overall scores, well above the U.S. average for optimism in both financial security and skills. Bucking the overall U.S. trend, there has been a decline among Boston workers saying they live paycheck to paycheck and being overwhelmed by debt. Boston workers are also far less likely than the average American worker to be “on the market” right now and bucking another trend of not seeing a clear career path forward.

## CAREER OPTIMISM INDEX SCORES

	Boston	Gen Pop
Overall score	70	64
Skills	65	53
Financial security	71	54
Job security	76	75
Career trajectory	63	65
Mental health	75	73

## OPTIMISTIC CAREER MINDSET

	Boston	Gen Pop
I am resilient when facing challenges in my career	87% $\Delta-4$	85% $\Delta+3$
I adapt easily to new work situations	89% $\Delta+2$	87% $\Delta+4$
I am highly employable	87% $\Delta+1$	85% $\Delta+2$
I am always looking for ways to expand my skillset	81% $\Delta 0$	84% $\Delta+2$
Prepared to search for a job if needed	82% $\Delta+4$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Boston	Gen Pop
I do not see a clear path forward in advancing my career	37% $\Delta-4$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	47% $\Delta+5$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	26% $\Delta-2$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	26%	29%

## CAREER STRESSORS

I am easily replaceable in my position	46% $\Delta-7$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	33% $\Delta-4$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	33% $\Delta-1$	56% $\Delta+13$
I am overwhelmed by debt	21% $\Delta-3$	38% $\Delta+10$

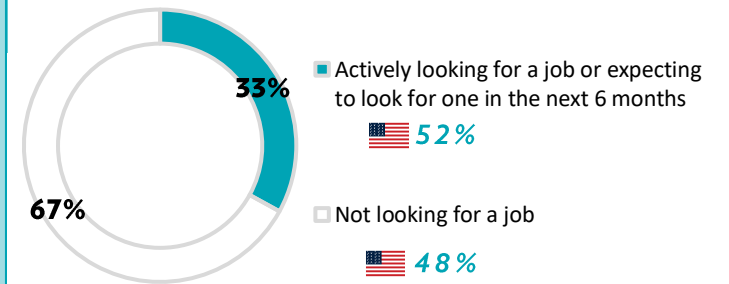
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	28% $\Delta+1$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta +14$   
**77%**  $\Delta +12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**64%**  $\Delta +9$  If things could change at my job, I would consider staying  
 69%

**26%**  $\Delta +8$  Would quit a job without another lined up  
 28%

# ORLANDO

People in Orlando feel that they are both resilient and highly employable – which contribute to making it the second most optimistic DMA in this study. Optimism related to skills development and financial security are also well above the national average. Most feel positively about the job opportunities available to them – this metric improved 16-points since 2021. Further, Orlando workers are less likely to feel replaceable than they felt last year and fewer are currently seeking a job when compared to the national average.

## CAREER OPTIMISM INDEX SCORES

	Orlando	Gen Pop
Overall score	69	64
Skills	64	53
Financial security	63	54
Job security	79	75
Career trajectory	67	65
Mental health	75	73

## OPTIMISTIC CAREER MINDSET

	Orlando	Gen Pop
I am resilient when facing challenges in my career	89% $\Delta+3$	85% $\Delta+3$
I adapt easily to new work situations	87% $\Delta+2$	87% $\Delta+4$
I am highly employable	88% $\Delta 0$	85% $\Delta+2$
I am always looking for ways to expand my skillset	85% $\Delta 0$	84% $\Delta+2$
Prepared to search for a job if needed	81% $\Delta+3$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Orlando	Gen Pop
I do not see a clear path forward in advancing my career	37% $\Delta-4$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	38% $\Delta-4$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	29% $\Delta-4$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	23%	29%

## CAREER STRESSORS

I am easily replaceable in my position	49% $\Delta-6$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	34% $\Delta-6$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	43% $\Delta-2$	56% $\Delta+13$
I am overwhelmed by debt	27% $\Delta-1$	38% $\Delta+10$

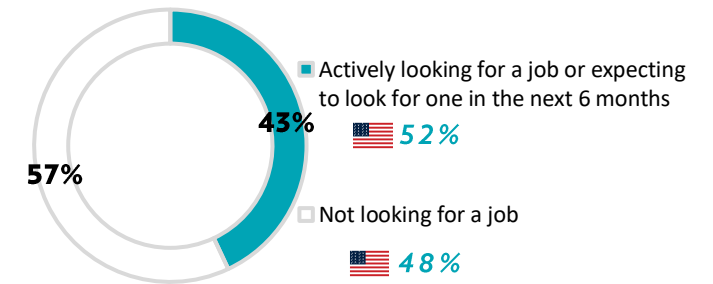
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	33% $\Delta+2$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta +15$   
**80%**  $\Delta +12$  Feel positively about the job opportunities available to them  
 75%  $\Delta +12$

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**68%**  $\Delta +15$   $\Delta +12$  If things could change at my job, I would consider staying  
 69%  $\Delta +12$

**29%**  $\Delta +15$   $\Delta +12$  Would quit a job without another lined up  
 28%  $\Delta +12$

# LOS ANGELES

Workers in LA are feeling very positive about job opportunities available to them, even though fewer are actively seeking a new job than the national average. People in LA are among the most optimistic about their careers – LA’s overall Index score is higher than the national average, with particularly sizeable differences on both Skills and Financial Security, and this is further demonstrated by the lower “stress” ratings around major facets of career pathing, skills development and financial challenges compared to the national average.

## CAREER OPTIMISM INDEX SCORES

	LA	Gen Pop
Overall score	69	64
Skills	62	53
Financial security	64	54
Job security	74	75
Career trajectory	67	65
Mental health	77	73

## OPTIMISTIC CAREER MINDSET

	LA	Gen Pop
I am resilient when facing challenges in my career	91% $\Delta+3$	85% $\Delta+3$
I adapt easily to new work situations	88% $\Delta+1$	87% $\Delta+4$
I am highly employable	83% $\Delta 0$	85% $\Delta+2$
I am always looking for ways to expand my skillset	87% $\Delta-3$	84% $\Delta+2$
Prepared to search for a job if needed	78% $\Delta+2$	77% $\Delta+7$

## CAREER PATH + ACCESS

	LA	Gen Pop
I do not see a clear path forward in advancing my career	41% $\Delta-1$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	36% $\Delta-5$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	31% $\Delta+3$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	26%	29%

## CAREER STRESSORS

I am easily replaceable in my position	49% $\Delta-1$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	41% $\Delta-1$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	45% $\Delta+9$	56% $\Delta+13$
I am overwhelmed by debt	29% $\Delta+4$	38% $\Delta+10$

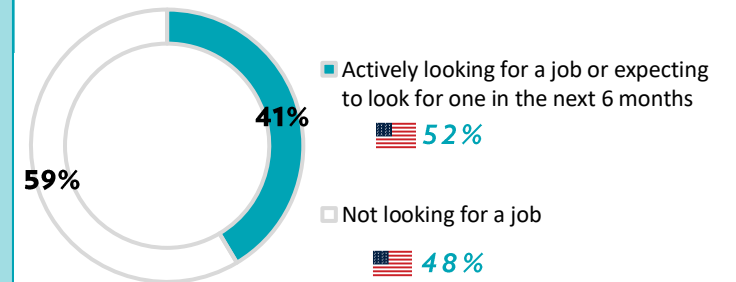
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	39% $\Delta+11$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta+12$   
**77%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**72%**  $\Delta+9$  If things could change at my job, I would consider staying  
 69%

**29%**  $\Delta+11$  Would quit a job without another lined up  
 28%

# TAMPA

Workers in Tampa are among the most optimistic about their careers. Tampa has one of the highest scores for optimism in both skills development and financial security. Tampa workers feel less replaceable and more ready to search for a new job if needed. While they are one of the DMAs least likely to be actively looking or expecting to search for a new job soon, they still feel more positively about job opportunities than they did last year. Fewer are living paycheck to paycheck compared to last year as well.

## CAREER OPTIMISM INDEX SCORES

	Tampa	Gen Pop
Overall score	69	64
Skills	64	53
Financial security	65	54
Job security	75	75
Career trajectory	64	65
Mental health	75	73

## OPTIMISTIC CAREER MINDSET

	Tampa	Gen Pop
I am resilient when facing challenges in my career	87% Δ-2	85% Δ+3
I adapt easily to new work situations	88% Δ+3	87% Δ+4
I am highly employable	85% Δ+1	85% Δ+2
I am always looking for ways to expand my skillset	78% Δ+1	84% Δ+2
Prepared to search for a job if needed	83% Δ+10	77% Δ+7

## CAREER PATH + ACCESS

	Tampa	Gen Pop
I do not see a clear path forward in advancing my career	38% Δ-1	43% Δ+2
I do not have someone in my professional life who advocates for me	39% Δ-2	37% Δ-6
I do not have access to opportunities to develop the skills I need to advance in my career	32% Δ+4	41% Δ+6
Pessimistic about training opportunities/upskilling/learning new skills	25%	29%

## CAREER STRESSORS

I am easily replaceable in my position	42% Δ-9	52% Δ-2
I am worried that my job skills will become outdated because of advancements in technology	35% Δ-3	42% Δ0

## FINANCIAL CONCERNS

I live paycheck to paycheck	40% Δ-10	56% Δ+13
I am overwhelmed by debt	30% Δ-2	38% Δ+10

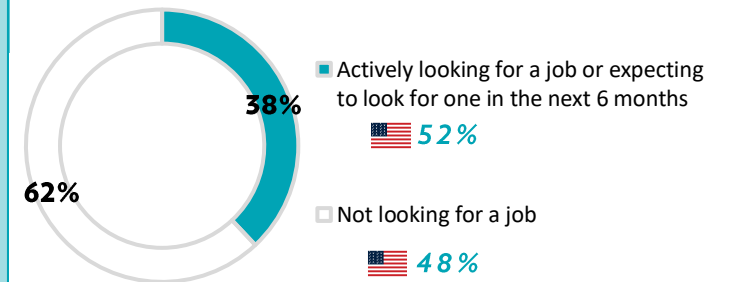
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	30% Δ+8	44% Δ+11
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## JOB OPPORTUNITIES

Δ +8  
**76%** Δ +12 **75%** Feel positively about the job opportunities available to them

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**71%** **69%** If things could change at my job, I would consider staying

**29%** **28%** Would quit a job without another lined up



# MIAMI

People in Miami are among the most optimistic about their careers, and similar to DMAs with the highest optimism scores, skills and financial security are key factors. Many are prepared to look for a job if needed compared to other DMAs, and more cite having have a professional advocate compared to last year. The city is one of the top DMAs for resiliency in the face of challenges.

## CAREER OPTIMISM INDEX SCORES

	Miami	Gen Pop
Overall score	68	64
Skills	60	53
Financial security	60	54
Job security	76	75
Career trajectory	69	65
Mental health	75	73

## OPTIMISTIC CAREER MINDSET

	Miami	Gen Pop
I am resilient when facing challenges in my career	89% $\Delta+4$	85% $\Delta+3$
I adapt easily to new work situations	88% $\Delta+3$	87% $\Delta+4$
I am highly employable	85% $\Delta+3$	85% $\Delta+2$
I am always looking for ways to expand my skillset	86% $\Delta+6$	84% $\Delta+2$
Prepared to search for a job if needed	82% $\Delta+5$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Miami	Gen Pop
I do not see a clear path forward in advancing my career	38% $\Delta+1$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	31% $\Delta-12$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	32% $\Delta 0$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	23%	29%

## CAREER STRESSORS

I am easily replaceable in my position	47% $\Delta-3$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	43% $\Delta+2$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	44% $\Delta-4$	56% $\Delta+13$
I am overwhelmed by debt	34% $\Delta+4$	38% $\Delta+10$

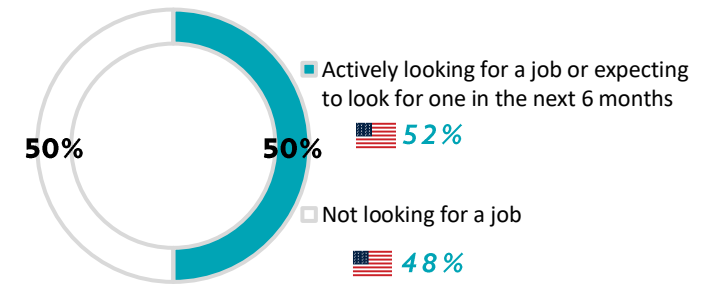
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	44% $\Delta+6$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta+9$   
**79%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**73%**  $\Delta+9$  If things could change at my job, I would consider staying  
 69%

**29%**  $\Delta+11$  Would quit a job without another lined up  
 28%

# PHILADELPHIA

Philadelphia workers are among the most optimistic about job security, feel positively about the job opportunities available to them and believe that they are highly employable. Since last year, there has been a large increase in the number of people who feel prepared to search for a job if needed, a level that is higher than the national average. Compared to other DMAs, workers in Philadelphia are among least likely to quit a job without having another one lined up.

## CAREER OPTIMISM INDEX SCORES

	Philadelphia	Gen Pop
Overall score	68	64
Skills	61	53
Financial security	62	54
Job security	78	75
Career trajectory	64	65
Mental health	74	73

## OPTIMISTIC CAREER MINDSET

	Philadelphia	Gen Pop
I am resilient when facing challenges in my career	89% $\Delta 0$	85% $\Delta +3$
I adapt easily to new work situations	88% $\Delta +2$	87% $\Delta +4$
I am highly employable	92% $\Delta +6$	85% $\Delta +2$
I am always looking for ways to expand my skillset	82% $\Delta +2$	84% $\Delta +2$
Prepared to search for a job if needed	83% $\Delta +9$	77% $\Delta +7$

## CAREER PATH + ACCESS

	Philadelphia	Gen Pop
I do not see a clear path forward in advancing my career	44% $\Delta -1$	43% $\Delta +2$
I do not have someone in my professional life who advocates for me	40% $\Delta -6$	37% $\Delta -6$
I do not have access to opportunities to develop the skills I need to advance in my career	31% $\Delta -15$	41% $\Delta +6$
Pessimistic about training opportunities/upskilling/learning new skills	24%	29%

## CAREER STRESSORS

I am easily replaceable in my position	52% $\Delta -1$	52% $\Delta -2$
I am worried that my job skills will become outdated because of advancements in technology	41% $\Delta +1$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	43% $\Delta +11$	56% $\Delta +13$
I am overwhelmed by debt	29% $\Delta +5$	38% $\Delta +10$

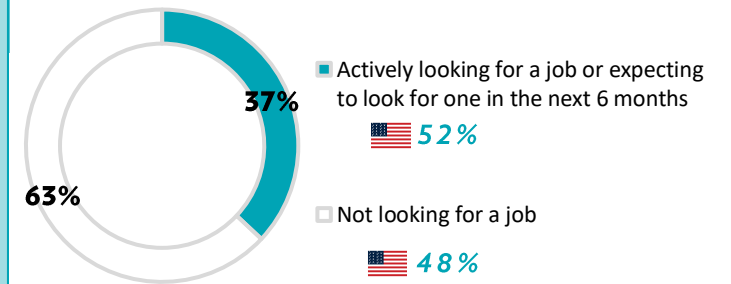
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	31% $\Delta +5$	44% $\Delta +11$
---	-----------------	------------------

## JOB OPPORTUNITIES

$\Delta +16$   
**78%**  $\Delta +12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**63%**  $\Delta +9$  If things could change at my job, I would consider staying  
 69%  
**23%**  $\Delta +1$  Would quit a job without another lined up  
 28%

# SAN FRANCISCO-OAKLAND-SAN JOSE

*1 in financial security. Compared to other DMAs, workers in this market are among the least likely to live paycheck to paycheck or be overwhelmed by debt. Although not many are looking for or expecting to look for a job in the next six months, people in SF-Oak-San Jose are among the most likely to say they would quit their job without having another one lined up.*

## CAREER OPTIMISM INDEX SCORES

	SF-OAK-San Jose	Gen Pop
Overall score	68	64
Skills	62	53
Financial security	69	54
Job security	73	75
Career trajectory	62	65
Mental health	73	73

## OPTIMISTIC CAREER MINDSET

	SF-Oak-San Jose	Gen Pop
I am resilient when facing challenges in my career	88% $\Delta+1$	85% $\Delta+3$
I adapt easily to new work situations	87% $\Delta+2$	87% $\Delta+4$
I am highly employable	83% $\Delta 0$	85% $\Delta+2$
I am always looking for ways to expand my skillset	80% $\Delta-2$	84% $\Delta+2$
Prepared to search for a job if needed	72% $\Delta 0$	77% $\Delta+7$

## CAREER PATH + ACCESS

	SF-Oak-San Jose	Gen Pop
I do not see a clear path forward in advancing my career	40% $\Delta-4$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	42% $\Delta-1$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	35% $\Delta+2$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	26%	29%

## CAREER STRESSORS

I am easily replaceable in my position	45% $\Delta-4$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	43% $\Delta-1$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	34% $\Delta+4$	56% $\Delta+13$
I am overwhelmed by debt	23% $\Delta+2$	38% $\Delta+10$

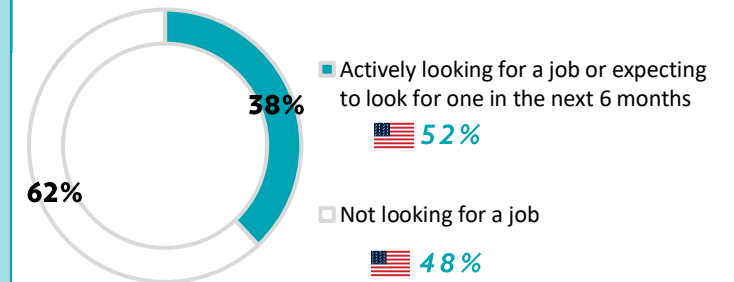
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	40% $\Delta+7$	44% $\Delta+11$
---	----------------	-----------------

## JOB OPPORTUNITIES

$\Delta+9$   
**74%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**68%**  $\Delta+9$  If things could change at my job, I would consider staying  
 69%

**33%**  $\Delta+5$  Would quit a job without another lined up  
 28%

# NEW YORK CITY

New York City has very interesting contrasts – while it has a relatively high score for financial security metrics, New Yorkers feel less job security than the average American worker and buck the trend of feeling more resilient than last year. New York City has one of the highest scores for optimism in financial security with less people living paycheck to paycheck and being overwhelmed by debt. Yet while there has been a large decrease in the number of people who feel easily replaceable in their position since 2021, NYC has one of the lowest optimism scores in job security. Among DMAs, workers in NYC are least likely to quit a job without having another one lined up, a metric linked to higher incomes.

## CAREER OPTIMISM INDEX SCORES

	NYC	Gen Pop
Overall score	68	64
Skills	63	53
Financial security	68	54
Job security	71	75
Career trajectory	62	65
Mental health	74	73

## OPTIMISTIC CAREER MINDSET

	NYC	Gen Pop
I am resilient when facing challenges in my career	86% $\Delta-5$	85% $\Delta+3$
I adapt easily to new work situations	89% $\Delta 0$	87% $\Delta+4$
I am highly employable	80% $\Delta+2$	85% $\Delta+2$
I am always looking for ways to expand my skillset	81% $\Delta+5$	84% $\Delta+2$
Prepared to search for a job if needed	74% $\Delta+4$	77% $\Delta+7$

## CAREER PATH + ACCESS

	NYC	Gen Pop
I do not see a clear path forward in advancing my career	42% $\Delta+2$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	41% $\Delta-6$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	32% $\Delta-2$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	33%	29%

## CAREER STRESSORS

I am easily replaceable in my position	47% $\Delta-10$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	39% $\Delta-5$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	36% $\Delta+5$	56% $\Delta+13$
I am overwhelmed by debt	24% $\Delta+3$	38% $\Delta+10$

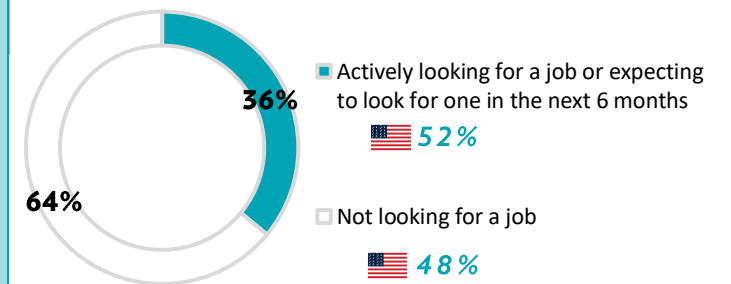
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	27% $\Delta+1$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta+14$   
**72%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**73%**  $\Delta+6$  If things could change at my job, I would consider staying  
 69%

**21%**  $\Delta+2$  Would quit a job without another lined up  
 28%

# DENVER

Workers in Denver are more optimistic about their careers compared to the national average, following the trend of skills and financial security being the largest contributors to optimism. They are more prepared to search for new roles and don't see themselves as easily replaceable as the average American worker. Setting Denver apart from other DMAs and the national average is a dynamic openness: More than any other market, workers in Denver say they would quit their job without another lined up, but they are also more willing to consider staying if things changed at their current jobs.

## CAREER OPTIMISM INDEX SCORES

	Denver	Gen Pop
Overall score	68	64
Skills	61	53
Financial security	63	54
Job security	76	75
Career trajectory	63	65
Mental health	75	73

## OPTIMISTIC CAREER MINDSET

	Denver	Gen Pop
I am resilient when facing challenges in my career	90% $\Delta 0$	85% $\Delta +3$
I adapt easily to new work situations	91% $\Delta +2$	87% $\Delta +4$
I am highly employable	86% $\Delta -1$	85% $\Delta +2$
I am always looking for ways to expand my skillset	85% $\Delta +1$	84% $\Delta +2$
Prepared to search for a job if needed	82% $\Delta +5$	77% $\Delta +7$

## CAREER PATH + ACCESS

	Denver	Gen Pop
I do not see a clear path forward in advancing my career	42% $\Delta +3$	43% $\Delta +2$
I do not have someone in my professional life who advocates for me	35% $\Delta -1$	37% $\Delta -6$
I do not have access to opportunities to develop the skills I need to advance in my career	32% $\Delta +4$	41% $\Delta +6$
Pessimistic about training opportunities/upskilling/learning new skills	27%	29%

## CAREER STRESSORS

I am easily replaceable in my position	45% $\Delta -5$	52% $\Delta -2$
I am worried that my job skills will become outdated because of advancements in technology	33% $\Delta -2$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	43% $\Delta +6$	56% $\Delta +13$
I am overwhelmed by debt	30% $\Delta -1$	38% $\Delta +10$

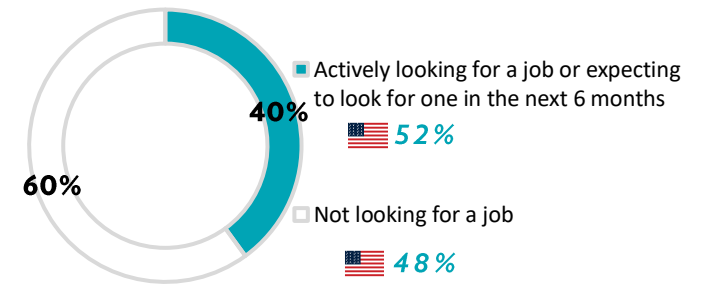
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	36% $\Delta +7$	44% $\Delta +11$
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## JOB OPPORTUNITIES

$\Delta +3$   
**71%**  $\Delta +12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**77%**  $\Delta +6$  If things could change at my job, I would consider staying  
 69%

**35%**  $\Delta +1$  Would quit a job without another lined up  
 28%

# ATLANTA

Atlanta's optimism score is higher than the national average but is one of only two DMAs whose scores declined year over year. Atlanta has one of the highest optimism scores for career trajectory, with most workers in this DMA feeling positively about the job opportunities available to them. However, compared to last year, more people in Atlanta report not having access to opportunities to develop their skills and report being worried about their job skills becoming outdated due to advancements in technology. This is reflected in Atlanta's skills optimism being among the lowest in the U.S.

## CAREER OPTIMISM INDEX SCORES

	Atlanta	Gen Pop
Overall score	68	64
Skills	59	53
Financial security	61	54
Job security	76	75
Career trajectory	68	65
Mental health	74	73

## OPTIMISTIC CAREER MINDSET

	Atlanta	Gen Pop
I am resilient when facing challenges in my career	87% $\Delta+2$	85% $\Delta+3$
I adapt easily to new work situations	89% $\Delta+4$	87% $\Delta+4$
I am highly employable	86% $\Delta-3$	85% $\Delta+2$
I am always looking for ways to expand my skillset	82% $\Delta 0$	84% $\Delta+2$
Prepared to search for a job if needed	81% $\Delta+2$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Atlanta	Gen Pop
I do not see a clear path forward in advancing my career	39% $\Delta+2$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	34% $\Delta-1$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	35% $\Delta+9$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	21%	29%

## CAREER STRESSORS

I am easily replaceable in my position	49% $\Delta+1$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	43% $\Delta+11$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	45% $\Delta+3$	56% $\Delta+13$
I am overwhelmed by debt	31% $\Delta+2$	38% $\Delta+10$

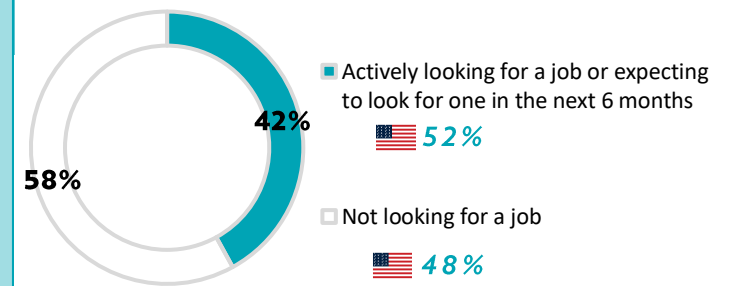
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	42% $\Delta+9$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta+6$   
**80%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**67%**  $\Delta+9$  If things could change at my job, I would consider staying  
 69% (National Average)

**26%**  $\Delta+8$  Would quit a job without another lined up  
 28% (National Average)

# CHICAGO

Chicago presents as one of the least satisfied and least supported cities across the U.S. While Chicago has the highest score for optimism in skills, it also has the lowest score in job security. Nearly half of Chicago workers say they do not have an advocate in their professional life. Additionally, fewer people in Chicago would consider staying at their current job even if things there changed compared to the national average.

## CAREER OPTIMISM INDEX SCORES

	Chicago	Gen Pop
Overall score	68	64
Skills	66	53
Financial security	67	54
Job security	70	75
Career trajectory	61	65
Mental health	73	73

## OPTIMISTIC CAREER MINDSET

	Chicago	Gen Pop
I am resilient when facing challenges in my career	88% $\Delta+2$	85% $\Delta+3$
I adapt easily to new work situations	86% $\Delta+2$	87% $\Delta+4$
I am highly employable	81% $\Delta+2$	85% $\Delta+2$
I am always looking for ways to expand my skillset	77% $\Delta-4$	84% $\Delta+2$
Prepared to search for a job if needed	78% $\Delta+12$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Chicago	Gen Pop
I do not see a clear path forward in advancing my career	42% $\Delta-2$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	47% $\Delta+4$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	31% $\Delta-1$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	31%	29%

## CAREER STRESSORS

I am easily replaceable in my position	47% $\Delta-9$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	38% $\Delta+1$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	36% $\Delta+2$	56% $\Delta+13$
I am overwhelmed by debt	26% $\Delta+1$	38% $\Delta+10$

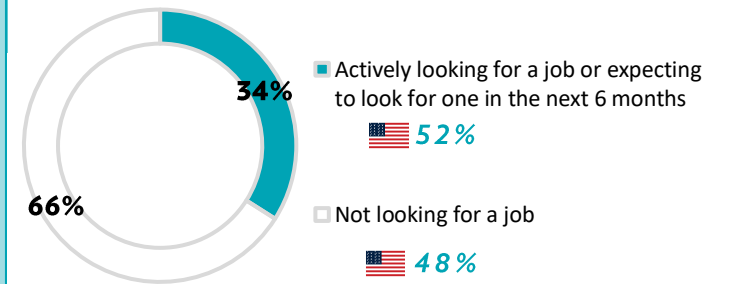
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	25% $\Delta 0$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta +15$   
**74%**  $\Delta +12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**56%**  $\Delta +9$  If things could change at my job, I would consider staying  
 69%

**24%**  $\Delta +8$  Would quit a job without another lined up  
 28%

# CLEVELAND

Workers in Cleveland have become somewhat more optimistic about their careers over the past year. They continue to struggle with having career advocates and skill development opportunities, but they are less likely to feel replaceable as employees. However, significantly more workers in Cleveland are facing financial struggles like debt and living paycheck to paycheck compared to last year, which brings down optimism considerably.

## CAREER OPTIMISM INDEX SCORES

	Cleveland	Gen Pop
Overall score	67	64
Skills	62	53
Financial security	59	54
Job security	77	75
Career trajectory	63	65
Mental health	74	73

## OPTIMISTIC CAREER MINDSET

	Cleveland	Gen Pop
I am resilient when facing challenges in my career	87% $\Delta-1$	85% $\Delta+3$
I adapt easily to new work situations	87% $\Delta 0$	87% $\Delta+4$
I am highly employable	87% $\Delta+3$	85% $\Delta+2$
I am always looking for ways to expand my skillset	83% $\Delta+5$	84% $\Delta+2$
Prepared to search for a job if needed	72% $\Delta+3$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Cleveland	Gen Pop
I do not see a clear path forward in advancing my career	38% $\Delta 0$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	42% $\Delta+1$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	34% $\Delta+8$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	24%	29%

## CAREER STRESSORS

I am easily replaceable in my position	47% $\Delta-8$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	32% $\Delta+2$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	51% $\Delta+13$	56% $\Delta+13$
I am overwhelmed by debt	34% $\Delta+9$	38% $\Delta+10$

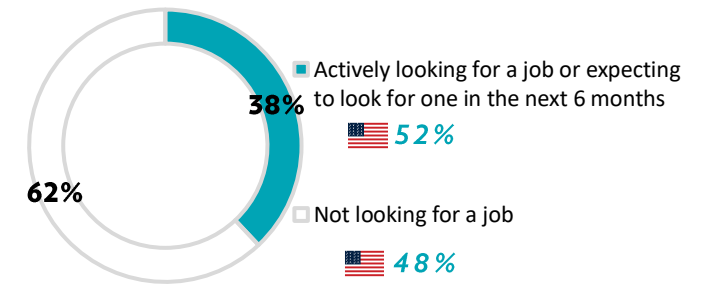
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	33% $\Delta+5$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta +14$   
**76%**  $\Delta +12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**69%**  $\Delta +1$  If things could change at my job, I would consider staying

**28%**  $\Delta +1$  Would quit a job without another lined up



# DALLAS

Dallas workers are above the national average for optimism in skills and financial security. Compared to the national average, fewer in Dallas are living paycheck to paycheck or are overwhelmed by debt. Additionally, while Dallas is among the top DMAs that feel easily replaceable in their positions, many workers do feel positively about the job opportunities available to them and say that if things could change at their job, they would consider staying.

## CAREER OPTIMISM INDEX SCORES

	Dallas	Gen Pop
Overall score	67	64
Skills	61	53
Financial security	62	54
Job security	74	75
Career trajectory	64	65
Mental health	73	73

## OPTIMISTIC CAREER MINDSET

	Dallas	Gen Pop
I am resilient when facing challenges in my career	88% Δ-2	85% Δ+3
I adapt easily to new work situations	88% Δ-1	87% Δ+4
I am highly employable	84% Δ0	85% Δ+2
I am always looking for ways to expand my skillset	83% Δ-3	84% Δ+2
Prepared to search for a job if needed	78% Δ+2	77% Δ+7

## CAREER PATH + ACCESS

	Dallas	Gen Pop
I do not see a clear path forward in advancing my career	38% Δ-3	43% Δ+2
I do not have someone in my professional life who advocates for me	38% Δ-5	37% Δ-6
I do not have access to opportunities to develop the skills I need to advance in my career	33% Δ-2	41% Δ+6
Pessimistic about training opportunities/upskilling/learning new skills	26%	29%

## CAREER STRESSORS

I am easily replaceable in my position	52% Δ-1	52% Δ-2
I am worried that my job skills will become outdated because of advancements in technology	40% Δ-7	42% Δ0

## FINANCIAL CONCERNS

I live paycheck to paycheck	43% Δ+2	56% Δ+13
I am overwhelmed by debt	30% Δ+3	38% Δ+10

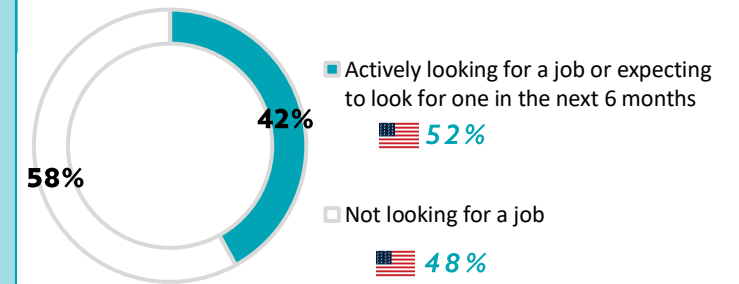
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	37% Δ+6	44% Δ+11
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## JOB OPPORTUNITIES

Δ +11  
**78%** Δ +12 **75%** Feel positively about the job opportunities available to them

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**75%** 69% If things could change at my job, I would consider staying

**26%** 28% Would quit a job without another lined up

# DETROIT

While the overall optimism score in Detroit is close to the national average, a holistic look at the data suggest that workers in Detroit are less optimistic about their careers compared to other DMAs. They are struggling more financially now than last year while simultaneously feeling less resilient and adaptable. Detroit is also one of the top DMAs in reporting a lack of professional advocates. Important positive notes contributing to optimism include Detroit workers feeling less replaceable this year and bucking the national trend of not seeing a clear path forward in their careers.

## CAREER OPTIMISM INDEX SCORES

	Detroit	Gen Pop
Overall score	67	64
Skills	60	53
Financial security	61	54
Job security	76	75
Career trajectory	64	65
Mental health	72	73

## OPTIMISTIC CAREER MINDSET

	Detroit	Gen Pop
I am resilient when facing challenges in my career	83% $\Delta-5$	85% $\Delta+3$
I adapt easily to new work situations	85% $\Delta-6$	87% $\Delta+4$
I am highly employable	85% $\Delta 0$	85% $\Delta+2$
I am always looking for ways to expand my skillset	79% $\Delta-3$	84% $\Delta+2$
Prepared to search for a job if needed	77% $\Delta+4$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Detroit	Gen Pop
I do not see a clear path forward in advancing my career	42% $\Delta-4$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	43% $\Delta-3$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	34% $\Delta+3$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	29%	29%

## CAREER STRESSORS

I am easily replaceable in my position	47% $\Delta-8$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	40% $\Delta+2$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	45% $\Delta+4$	56% $\Delta+13$
I am overwhelmed by debt	33% $\Delta+7$	38% $\Delta+10$

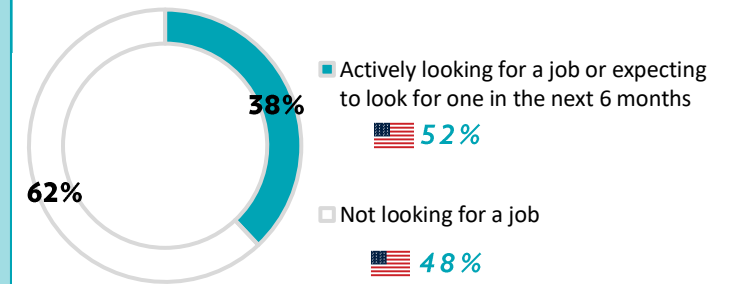
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	35% $\Delta+3$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta+11$   
**76%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**70%**  $\Delta+9$  If things could change at my job, I would consider staying  
 69%

**27%**  $\Delta+8$  Would quit a job without another lined up  
 28%

# HOUSTON

Houston is one of five cities with no change to its overall optimism score and a city that bucks multiple national trends. Workers in Houston report a decline in positive mindset around resilience, adaptability and employability, whereas the national trend is upward for each of these metrics. On the upside, Houston workers also buck the trend of increased financial challenges over the past year. Additionally, they are trending in a positive direction on career path and access metrics and feeling positively about the job opportunities available to them. Fewer people in Houston than any other DMA (with one exception, Chicago) would consider staying at their current job even if things changed there.

## CAREER OPTIMISM INDEX SCORES

	Houston	Gen Pop
Overall score	67	64
Skills	60	53
Financial security	59	54
Job security	75	75
Career trajectory	66	65
Mental health	73	73

## OPTIMISTIC CAREER MINDSET

	Houston	Gen Pop
I am resilient when facing challenges in my career	84% Δ-1	85% Δ+3
I adapt easily to new work situations	86% Δ-3	87% Δ+4
I am highly employable	85% Δ-3	85% Δ+2
I am always looking for ways to expand my skillset	88% Δ+4	84% Δ+2
Prepared to search for a job if needed	82% Δ+8	77% Δ+7

## CAREER PATH + ACCESS

	Houston	Gen Pop
I do not see a clear path forward in advancing my career	43% Δ-2	43% Δ+2
I do not have someone in my professional life who advocates for me	38% Δ-2	37% Δ-6
I do not have access to opportunities to develop the skills I need to advance in my career	34% Δ-2	41% Δ+6
Pessimistic about training opportunities/upskilling/learning new skills	23%	29%

## CAREER STRESSORS

I am easily replaceable in my position	49% Δ-7	52% Δ-2
I am worried that my job skills will become outdated because of advancements in technology	39% Δ-4	42% Δ0

## FINANCIAL CONCERNS

I live paycheck to paycheck	48% Δ+1	56% Δ+13
I am overwhelmed by debt	33% Δ0	38% Δ+10

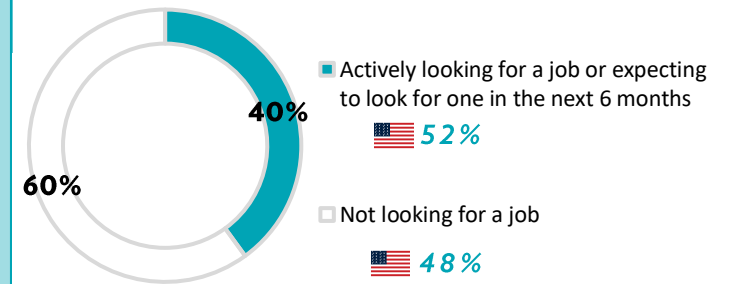
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	37% Δ+2	44% Δ+11
---	---------	----------

## JOB OPPORTUNITIES

Δ +12  
**79%** Δ +12  
**75%** Feel positively about the job opportunities available to them

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**61%** **69%** If things could change at my job, I would consider staying

**31%** **28%** Would quit a job without another lined up

# SACRAMENTO

Sacramento has one of the lowest index scores among the top U.S. DMAs, yet workers in Sacramento maintain positivity about the job opportunities available to them. This city has one of the lower scores in financial security, with many saying they live paycheck to paycheck. Most people in Sacramento say they're not looking for a job – yet this group is among the most likely to say they would be willing to quit their job without having a backup. Sacramento is not markedly negative – it is closer to the national average on most metrics versus indexing higher on positive metrics.

## CAREER OPTIMISM INDEX SCORES

	Sacramento	Gen Pop
Overall score	66	64
Skills	59	53
Financial security	59	54
Job security	75	75
Career trajectory	66	65
Mental health	73	73

## OPTIMISTIC CAREER MINDSET

	Sacramento	Gen Pop
I am resilient when facing challenges in my career	84% Δ+1	85% Δ+3
I adapt easily to new work situations	84% Δ-1	87% Δ+4
I am highly employable	86% Δ0	85% Δ+2
I am always looking for ways to expand my skillset	85% Δ0	84% Δ+2
Prepared to search for a job if needed	75% Δ+1	77% Δ+7

## CAREER PATH + ACCESS

	Sacramento	Gen Pop
I do not see a clear path forward in advancing my career	38% Δ-6	43% Δ+2
I do not have someone in my professional life who advocates for me	38% Δ-1	37% Δ-6
I do not have access to opportunities to develop the skills I need to advance in my career	32% Δ-5	41% Δ+6
Pessimistic about training opportunities/upskilling/learning new skills	24%	29%

## CAREER STRESSORS

I am easily replaceable in my position	48% Δ-5	52% Δ-2
I am worried that my job skills will become outdated because of advancements in technology	38% Δ-1	42% Δ0

## FINANCIAL CONCERNS

I live paycheck to paycheck	49% Δ+1	56% Δ+13
I am overwhelmed by debt	32% Δ-3	38% Δ+10

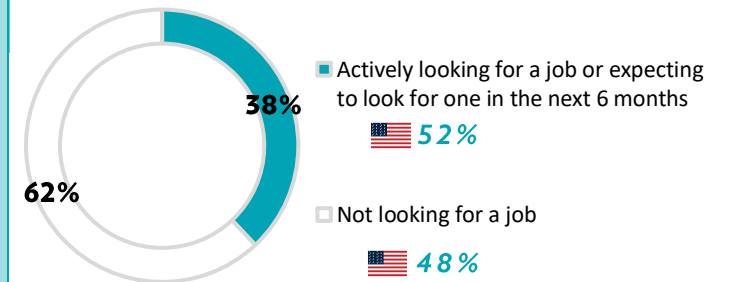
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	38% Δ+3	44% Δ+11
---	---------	----------

## JOB OPPORTUNITIES

Δ+11  
**76%** Δ+12 **75%** Feel positively about the job opportunities available to them

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**68%** **69%** If things could change at my job, I would consider staying

**32%** **28%** Would quit a job without another lined up

# SEATTLE

Seattle is one of the five DMAs at the bottom of the overall index score for career optimism. While the city has a better financial security score compared to the national average, aligning with the national trend, more people in Seattle are overwhelmed by debt and living paycheck to paycheck compared to last year. While Seattle workers are feeling as resilient as ever, they have personal concerns around adaptability and feeling employable that are moving in a different direction than most DMAs and the national trend. Seattle workers are also the third most likely DMA to be job seeking at this time.

## CAREER OPTIMISM INDEX SCORES

	Seattle	Gen Pop
Overall score	66	64
Skills	59	53
Financial security	59	54
Job security	75	75
Career trajectory	66	65
Mental health	72	73

## OPTIMISTIC CAREER MINDSET

	Seattle	Gen Pop
I am resilient when facing challenges in my career	87% $\Delta+5$	85% $\Delta+3$
I adapt easily to new work situations	86% $\Delta-3$	87% $\Delta+4$
I am highly employable	85% $\Delta-1$	85% $\Delta+2$
I am always looking for ways to expand my skillset	84% $\Delta 0$	84% $\Delta+2$
Prepared to search for a job if needed	78% $\Delta+9$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Seattle	Gen Pop
I do not see a clear path forward in advancing my career	40% $\Delta-2$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	32% $\Delta-1$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	36% $\Delta+3$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	30%	29%

## CAREER STRESSORS

I am easily replaceable in my position	48% $\Delta-2$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	40% $\Delta+1$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	50% $\Delta+8$	56% $\Delta+13$
I am overwhelmed by debt	33% $\Delta+7$	38% $\Delta+10$

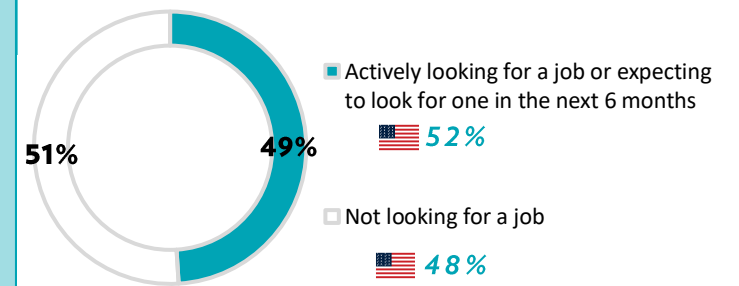
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	45% $\Delta+7$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta+13$   
**76%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**70%**  $\Delta+13$  If things could change at my job, I would consider staying  
 69%

**31%**  $\Delta+11$  Would quit a job without another lined up  
 28%

# PHOENIX

Phoenix is one of the five lowest scoring DMAs for overall career optimism, however, this means they are generally on par with national trends. Workers in Phoenix say they are resilient, adaptable, employable, and say they are more likely than last year to see a path forward in their careers. They also report being prepared to look for a job – many are in fact doing so – and they are among the top DMAs reporting they are easily replaceable. Workers in Phoenix are representative of national trends, when it comes to having a professional advocate, not having access to skills building opportunities, but feeling positive about job opportunities available to them, and unfortunately, increased financial stressors as well.

## CAREER OPTIMISM INDEX SCORES

	Phoenix	Gen Pop
Overall score	66	64
Skills	58	53
Financial security	61	54
Job security	75	75
Career trajectory	65	65
Mental health	72	73

## OPTIMISTIC CAREER MINDSET

	Phoenix	Gen Pop
I am resilient when facing challenges in my career	86% $\Delta+1$	85% $\Delta+3$
I adapt easily to new work situations	88% $\Delta+3$	87% $\Delta+4$
I am highly employable	87% $\Delta+7$	85% $\Delta+2$
I am always looking for ways to expand my skillset	81% $\Delta 0$	84% $\Delta+2$
Prepared to search for a job if needed	79% $\Delta+10$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Phoenix	Gen Pop
I do not see a clear path forward in advancing my career	38% $\Delta -6$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	34% $\Delta-10$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	40% $\Delta+9$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	29%	29%

## CAREER STRESSORS

I am easily replaceable in my position	56% $\Delta+2$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	39% $\Delta -2$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	48% $\Delta+10$	56% $\Delta+13$
I am overwhelmed by debt	32% $\Delta+2$	38% $\Delta+10$

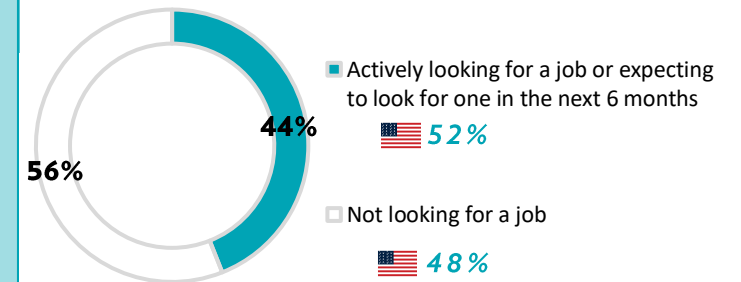
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	39% $\Delta+10$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta +15$   
**77%**  $\Delta +12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**68%**  $\Delta +9$  If things could change at my job, I would consider staying  
 69%

**27%**  $\Delta +11$  Would quit a job without another lined up  
 28%

# MINNEAPOLIS

Minneapolis is among the lowest overall career optimism scores. It ranks among the highest in the country for financial security and skills, but performs lower than almost all other DMAs and the national average on job security, mental health, and career trajectory. They are one of the top DMAs reporting a lack of professional advocates and are moving in the opposite direction of an otherwise positive national trend. However, fewer people in Minneapolis feel replaceable or that their skills will become outdated, both compared to last year and to the national average. Workers in Minneapolis report being optimistic about job opportunities, however, are the least likely workers in the U.S. DMAs to be job seeking.

## CAREER OPTIMISM INDEX SCORES

	Minneapolis	Gen Pop
Overall score	66	64
Skills	63	53
Financial security	67	54
Job security	71	75
Career trajectory	60	65
Mental health	69	73

## OPTIMISTIC CAREER MINDSET

	Minneapolis	Gen Pop
I am resilient when facing challenges in my career	87% $\Delta-1$	85% $\Delta+3$
I adapt easily to new work situations	80% $\Delta-8$	87% $\Delta+4$
I am highly employable	84% $\Delta+1$	85% $\Delta+2$
I am always looking for ways to expand my skillset	80% $\Delta+2$	84% $\Delta+2$
Prepared to search for a job if needed	73% $\Delta+1$	77% $\Delta+7$

## CAREER PATH + ACCESS

	Minneapolis	Gen Pop
I do not see a clear path forward in advancing my career	45% $\Delta+4$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	43% $\Delta+3$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	27% $\Delta+3$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	29%	29%

## CAREER STRESSORS

I am easily replaceable in my position	46% $\Delta-9$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	31% $\Delta-4$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	39% $\Delta+4$	56% $\Delta+13$
I am overwhelmed by debt	26% $\Delta+2$	38% $\Delta+10$

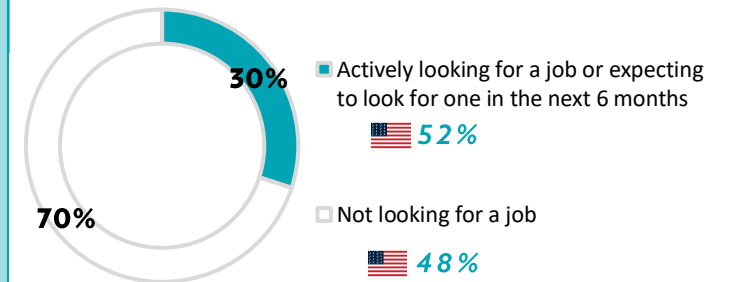
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	29% $\Delta 0$	44% $\Delta+11$
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## JOB OPPORTUNITIES

$\Delta+9$   
**79%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**68%**  $\Delta+9$  If things could change at my job, I would consider staying  
 69% (National Average)

**29%**  $\Delta+1$  Would quit a job without another lined up  
 28% (National Average)

# WASHINGTON, D.C.

D.C. represents a volatile market – while there was no change in its overall optimism score since last year, it's at the bottom of the rankings, and it's the market most likely to have workers looking for jobs by a significant margin. Workers in D.C. are also among the most likely to be overwhelmed by debt and be living paycheck to paycheck. Many do feel positively about job opportunities and believe they are highly employable, and they are the second highest proportion of workers across DMAs who are willing to quit their current jobs even if they don't have a new one lined up.

## CAREER OPTIMISM INDEX SCORES

	DC	Gen Pop
Overall score	66	64
Skills	55	53
Financial security	56	54
Job security	78	75
Career trajectory	67	65
Mental health	74	73

## OPTIMISTIC CAREER MINDSET

	DC	Gen Pop
I am resilient when facing challenges in my career	87% $\Delta+3$	85% $\Delta+3$
I adapt easily to new work situations	87% $\Delta+1$	87% $\Delta+4$
I am highly employable	90% $\Delta+3$	85% $\Delta+2$
I am always looking for ways to expand my skillset	88% $\Delta+8$	84% $\Delta+2$
Prepared to search for a job if needed	80% $\Delta+1$	77% $\Delta+7$

## CAREER PATH + ACCESS

	DC	Gen Pop
I do not see a clear path forward in advancing my career	47% $\Delta+6$	43% $\Delta+2$
I do not have someone in my professional life who advocates for me	33% $\Delta-5$	37% $\Delta-6$
I do not have access to opportunities to develop the skills I need to advance in my career	35% $\Delta+4$	41% $\Delta+6$
Pessimistic about training opportunities/upskilling/learning new skills	26%	29%

## CAREER STRESSORS

I am easily replaceable in my position	50% $\Delta+3$	52% $\Delta-2$
I am worried that my job skills will become outdated because of advancements in technology	43% $\Delta-1$	42% $\Delta 0$

## FINANCIAL CONCERNS

I live paycheck to paycheck	49% $\Delta+8$	56% $\Delta+13$
I am overwhelmed by debt	36% $\Delta+4$	38% $\Delta+10$

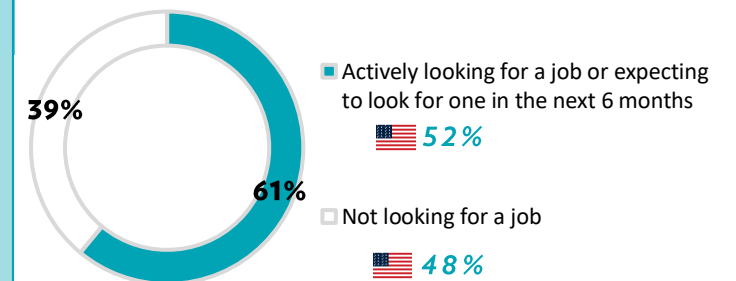
## MENTAL HEALTH

I have looked for mental health resources to help me manage work-related stress	48% $\Delta+7$	44% $\Delta+11$
---	----------------	-----------------

## JOB OPPORTUNITIES

$\Delta+10$   
**78%**  $\Delta+12$  Feel positively about the job opportunities available to them  
 75%

## JOB SEEKING



## EMPLOYERS SHOULD KNOW

**68%**  $\Delta+9$  If things could change at my job, I would consider staying

**34%**  $\Delta+8$  Would quit a job without another lined up



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# Appendix

# WE ASKED PEOPLE IF THEY HAVE SWITCHED JOBS OR CAREERS OVER THE PAST 6 MONTHS...

JOB/CAREER SWITCHERS  
*(Shown % Selected)*

**18%**

Of Americans have **changed jobs or careers** in the past 6 months

Of those 18%...

**28%**

Say they switched **jobs**

**42%**

Say they switched **careers**

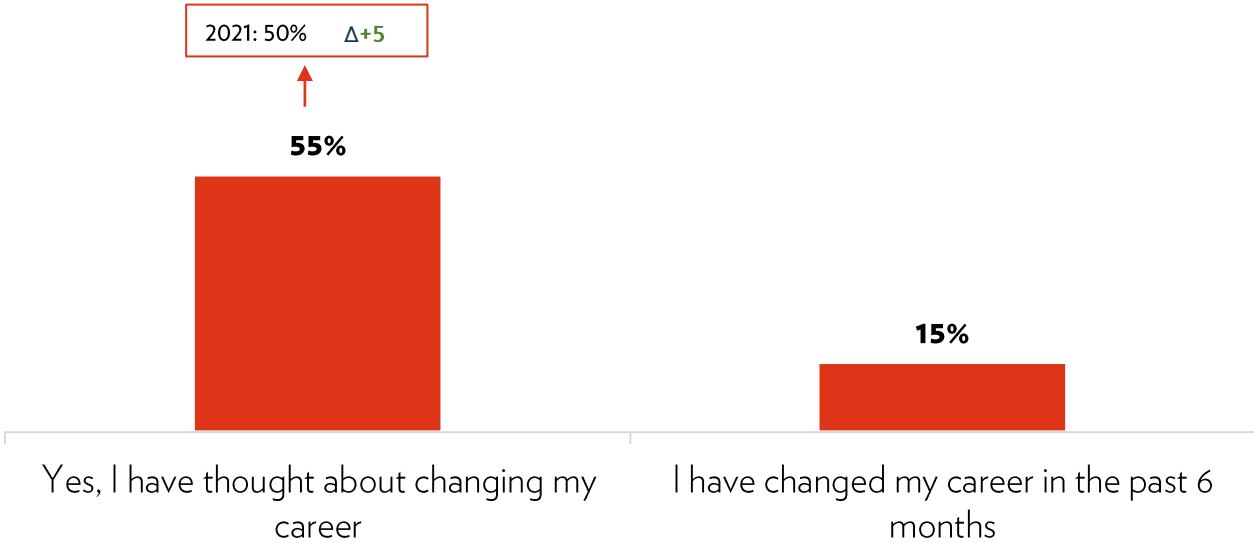
**30%**

Say they switched both their **job and career**

# MORE THAN 1 IN 10 AMERICANS HAVE CHANGED JOBS IN THE LAST SIX MONTHS, AND MOST ARE AT LEAST THINKING ABOUT IT

## CONSIDERATION OF CHANGING CAREERS *(Shown % Selected Response)*

- 70% of Americans who are not hopeful about the future of their career say they have thought about changing careers
- More Black Americans (64%), Younger generations (Gen Z, 64%), and Lower income Americans (Under \$50k, 60%) have thought about changing careers

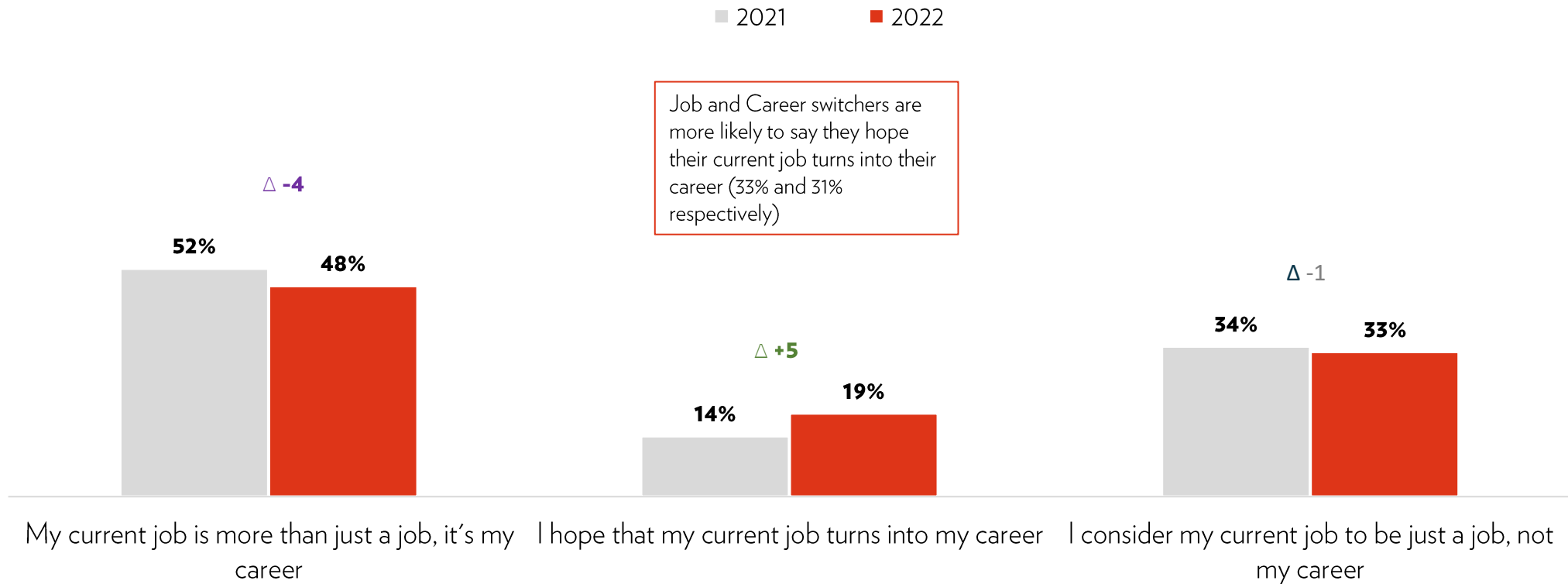


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# AMERICAN WORKERS BELIEVE THEIR JOB IS NOT JUST THEIR JOB, IT IS THEIR CAREER

## CAREER STATEMENTS

(Shown % Selected Response, Among Employed Americans)

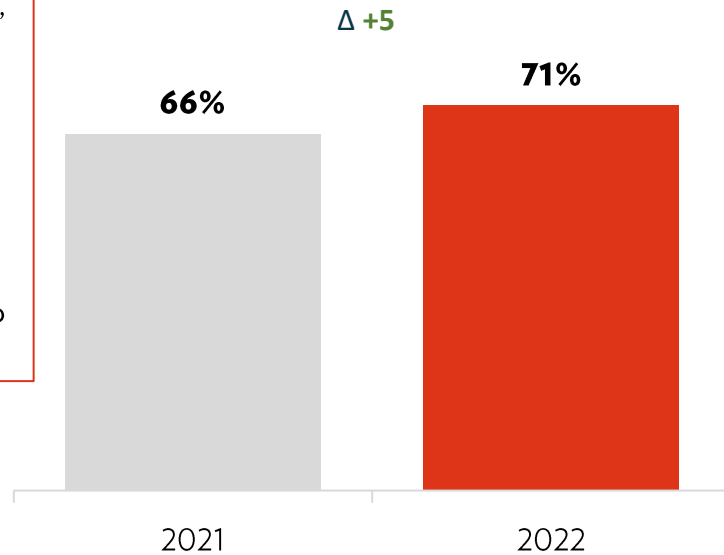


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# JOBS/CAREERS ARE BECOMING MORE CONNECTED TO AMERICANS' IDENTITIES, CAUSING THEM TO LOOK FOR OPPORTUNITIES THAT ALIGN WITH THEIR VALUES

CONNECTION OF JOB/CAREER TO IDENTITY  
(Shown % Selected Top 2 Agree, Among Employed Americans)

- Frontline workers (74%), Prospective students (79%), First generation graduates (78%), and Working parents (75%), are more likely than Job/career switchers (68%), to see their identity as connected to their career



Employed Americans say that their job/career is part of their **identity**

**82%** of Employed Americans say their job aligns with their **personal values**.

**27%** of those who changed their career did so because they **wanted to pursue a career in an industry they are more passionate about**, **26%** wanted to move to a job where they **make more of a positive impact on society**, **15%** said their career wasn't **diverse enough** and **24%** said **their values did not align with their previous career**.

**12%** of Americans said they are held back in their careers because **their values don't align with their company's values**.

Of those who left their job in the past 6 months, **13%** are looking for **company values that align with their values**.

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

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# MOST BELIEVE THERE IS A JOB OUT THERE THAT BETTER SUITS THEM

## JOB MARKET PERCEPTIONS

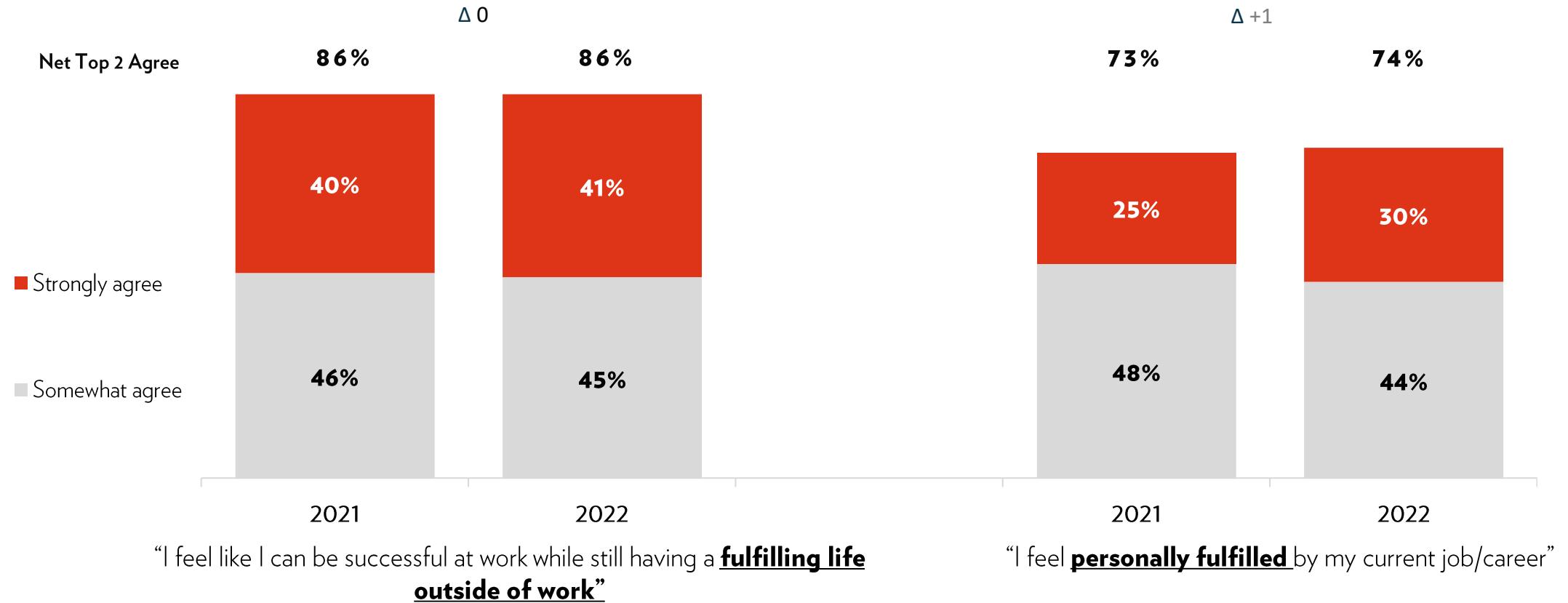
*(Shown % Top 2 Agree, Among Employed Americans and Gen Pop)*



# A MAJORITY CONTINUE TO BELIEVE PERSONAL FULFILLMENT IS ACHIEVABLE

## WORK AND FULFILLMENT

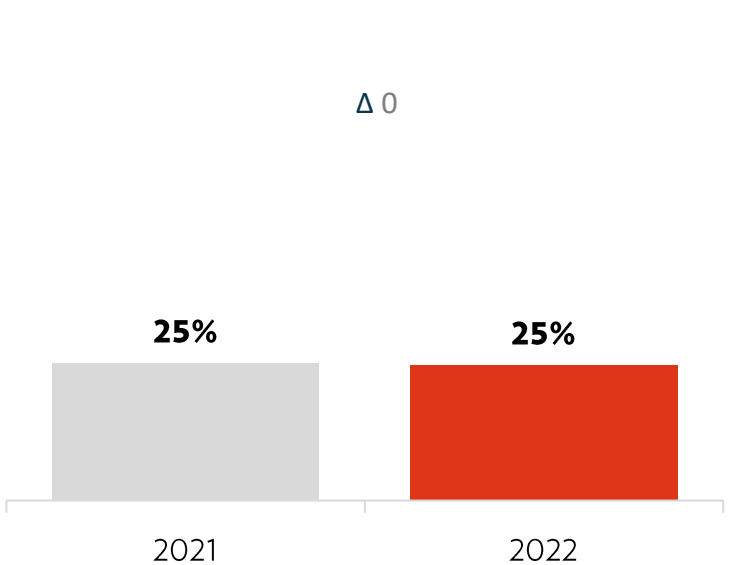
(Shown % Selected Response, Among Employed Americans)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# OVERALL, A QUARTER OF AMERICANS STILL DESCRIBE THEMSELVES AS STRESSED WHEN IT COMES TO THEIR CAREERS

FEELINGS ASSOCIATED WITH CAREER  
(Shown % Selected Response)



Americans feel **stressed** about their own careers

- Women (27%) and Gen Z (27%) are the most stressed about their careers

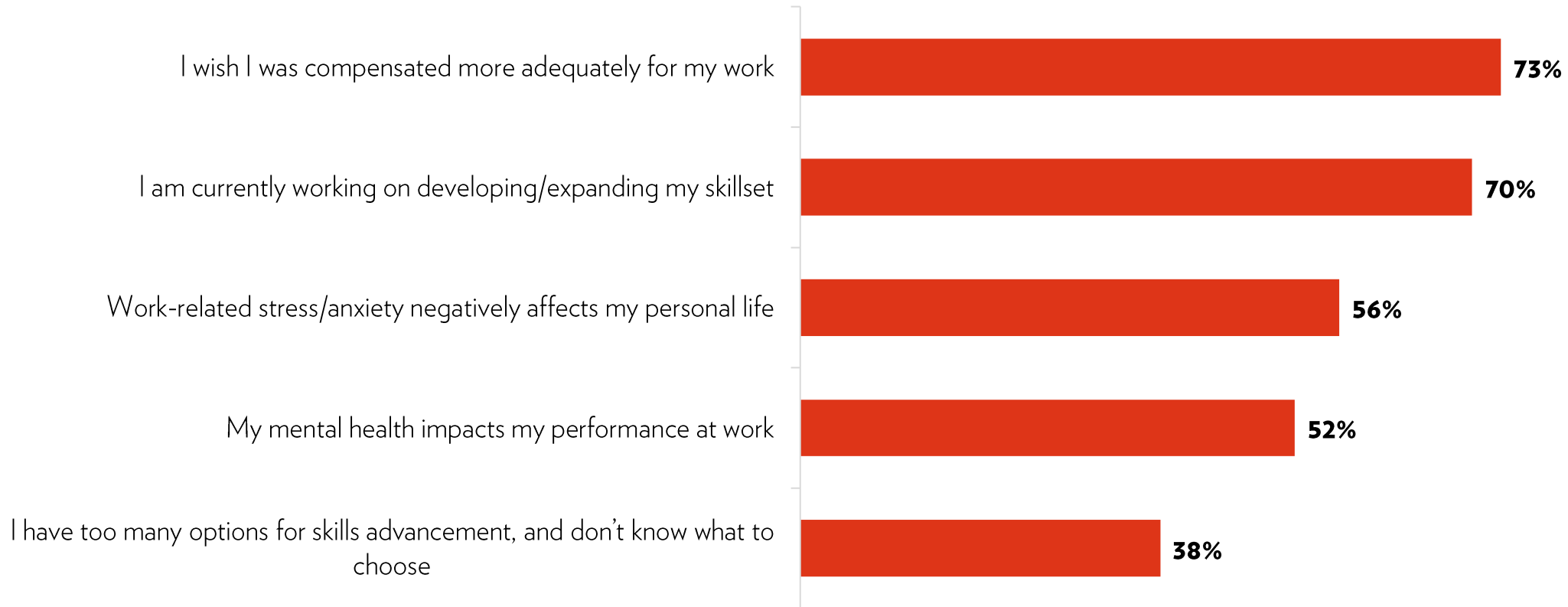
\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text



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# THREE QUARTERS OF AMERICANS WISH THEY WERE BETTER COMPENSATED AT WORK, AND OVER HALF SAY THAT WORK-RELATED STRESS SEEPS INTO THEIR PERSONAL LIVES

PERSPECTIVES ON WORK  
*(Shown % Top 2 Agree)*

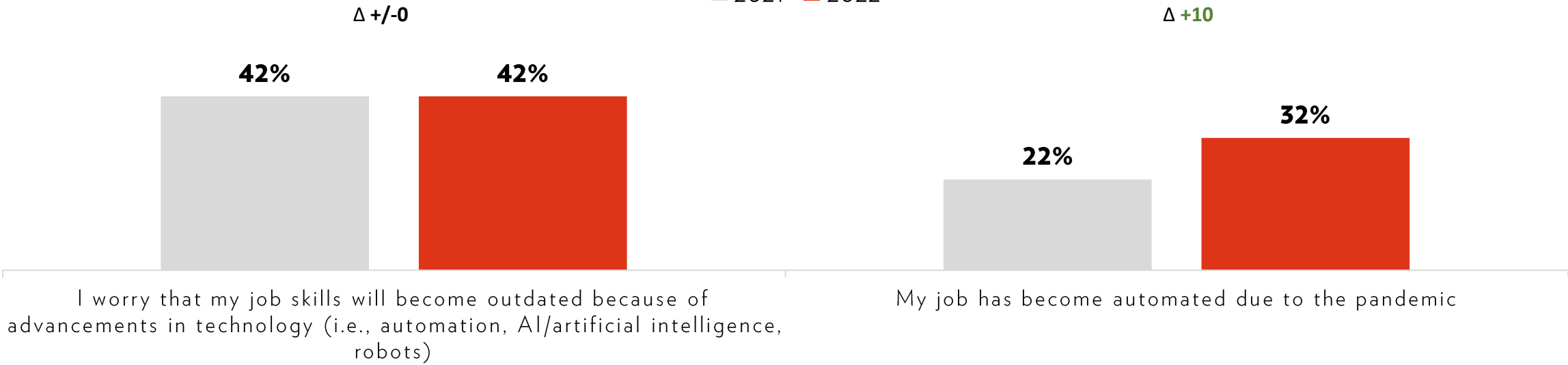


# THEY ARE WORRIED ABOUT THEIR SKILLS BECOMING OUTDATED AS AUTOMATION HAS BECOME MORE OF A CONCERN DURING THE PANDEMIC

## IMPACT OF ADVANCEMENTS IN TECHNOLOGY

(Shown % Top 2 Agree)

2021 2022



- More Gen Zers (47%) and Millennials (45%) than Gen Xers (41%) and Boomers (35%)
- More Black Americans (49%), Latinx Americans (48%) and Asian Americans (49%) than White Americans (38%)

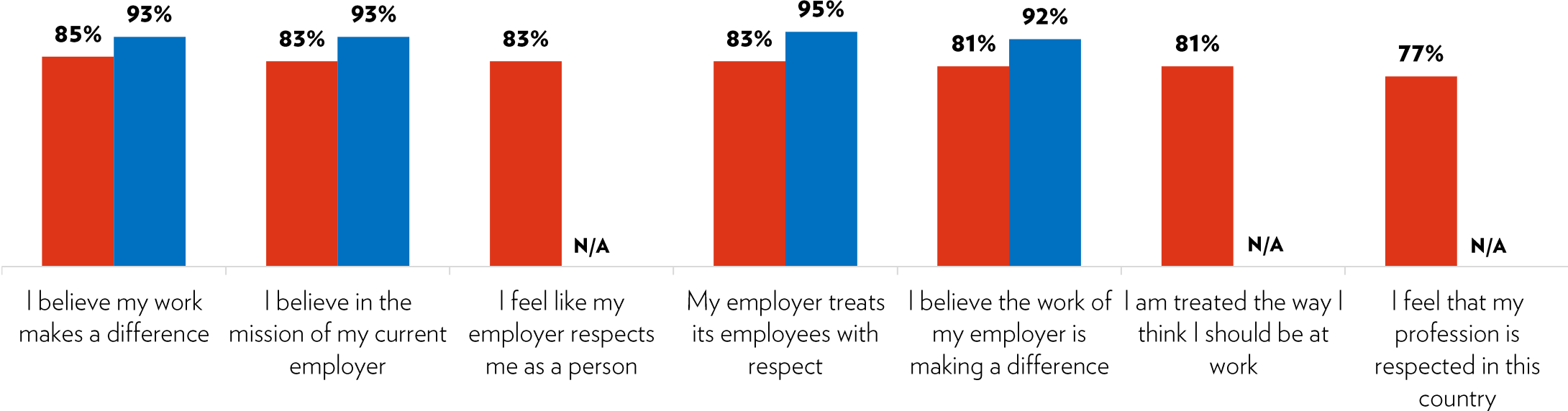
- More Gen Zers (42%) and Millennials (40%) than Gen Xers (26%) and Boomers (17%)
- More Black Americans (38%), Latinx Americans (39%) and Asian Americans (36%) than White Americans (27%)

# ROUGHLY 8 IN 10 WORKERS FEEL LIKE THEY ARE RESPECTED AND TREATED FAIRLY AT WORK

## DIGNITY OF WORK

(Shown % Top 2 Agree, Among Employed Americans and Employers)

■ Employed Americans ■ Employers



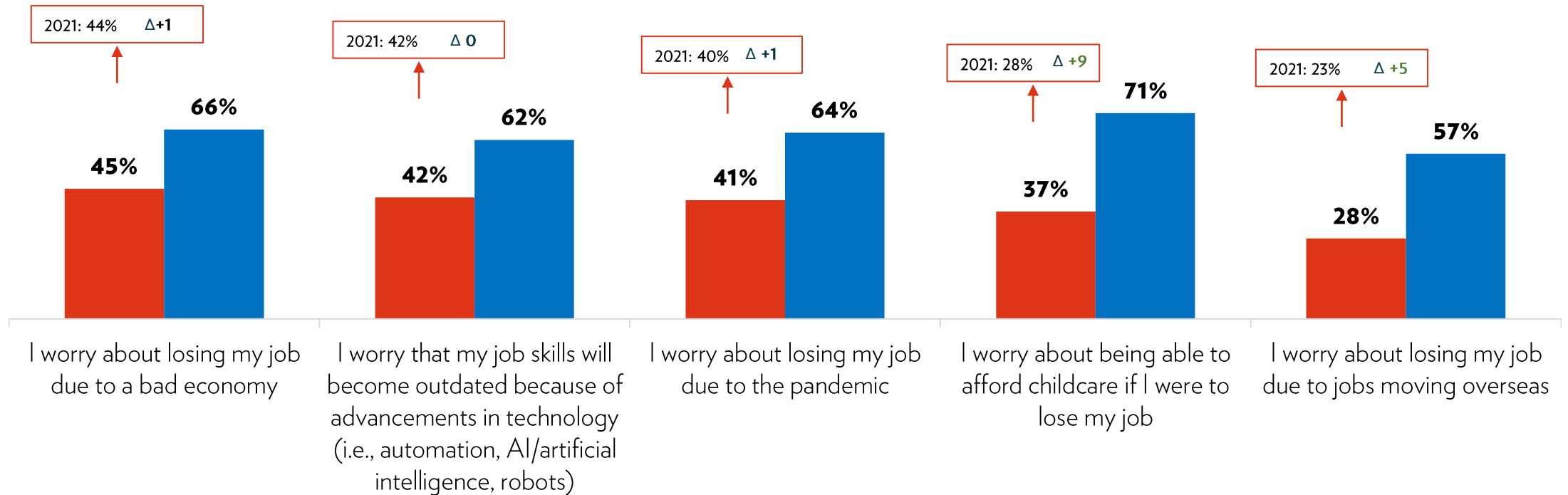
Q7: How much do you agree or disagree with the following statements? Base: Among those employed: Gen Pop n=4404. Q7\_EMP: How much do you agree or disagree with the following statements? Please try to think about the majority or most employees when you respond. Base: Employers n=500

# WORKERS ARE MOST CONCERNED ABOUT LOSING THEIR JOBS DUE TO THE ECONOMY

## TOP CONCERNS

(Shown % Top 2 Agree, Among Employed Americans and Employers)

■ Employed Americans ■ Employers



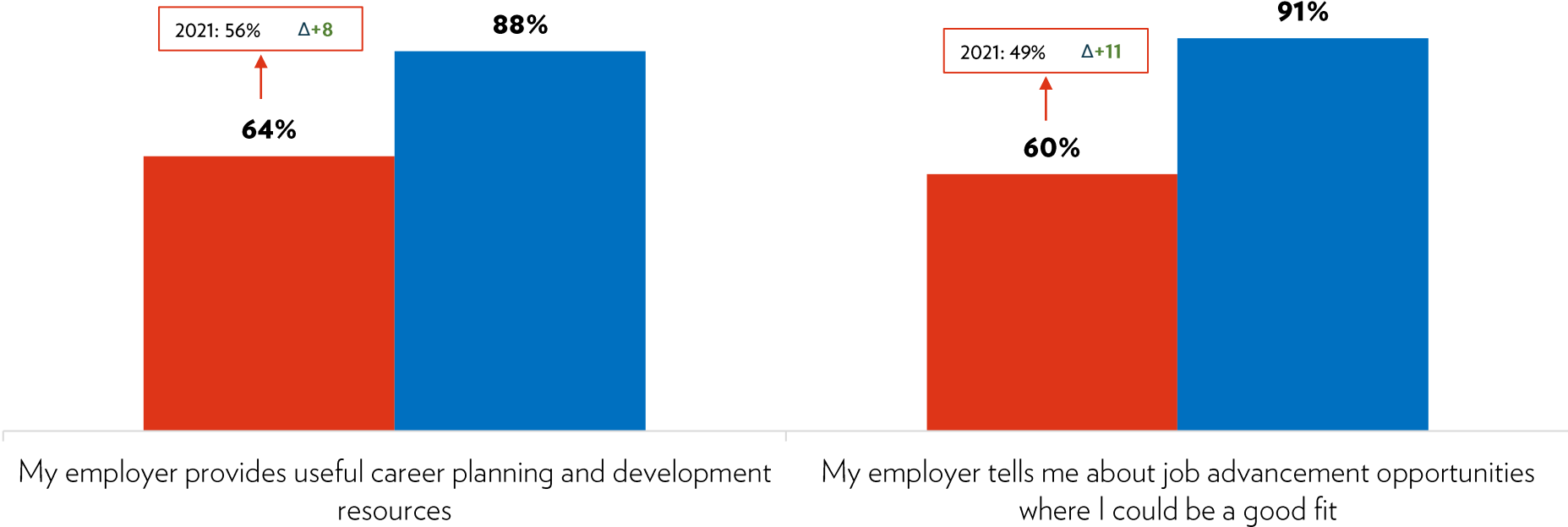
\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# EMPLOYERS ARE MORE LIKELY TO SAY THEY PROVIDE RESOURCES AND JOB ADVANCEMENTS OPPORTUNITIES FOR THEIR EMPLOYEES

## CAREER ADVANCEMENT

(Shown % Top 2 Agree, Among Employed Americans and Employers)

■ Employed Americans ■ Employers

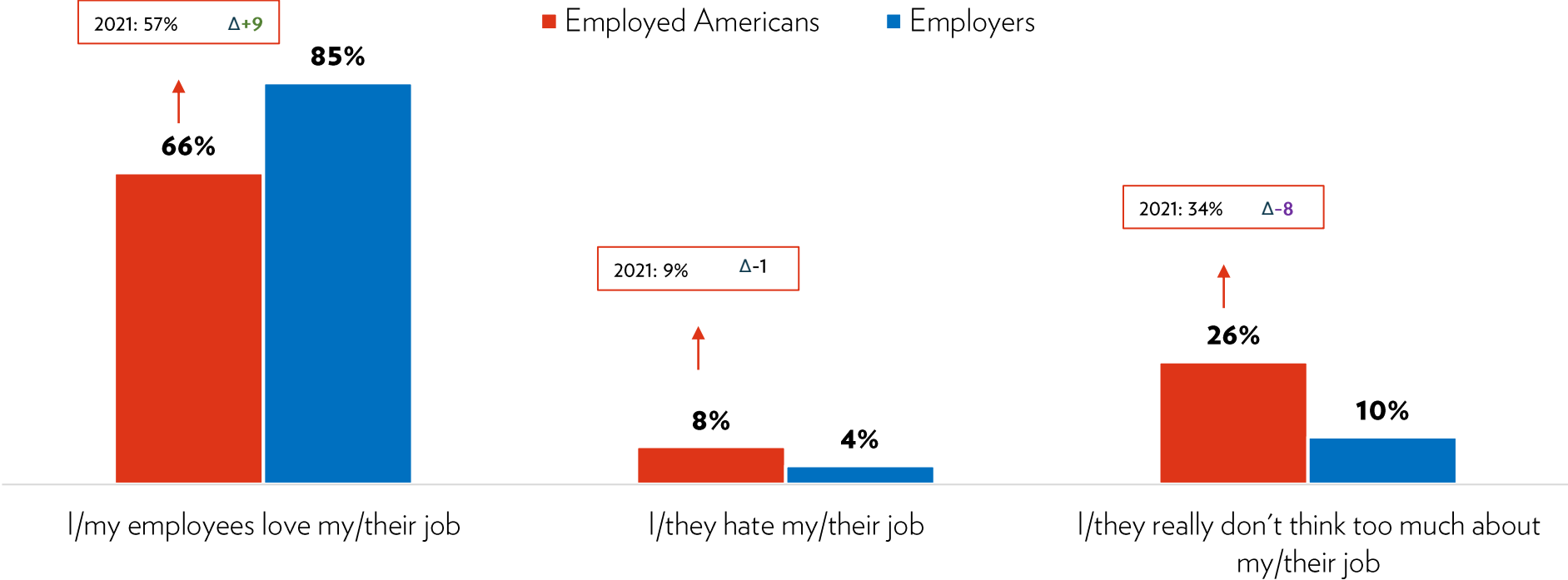


\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# MOST WORKERS SAY THEY LOVE THEIR JOBS – THEIR EMPLOYERS REALLY THINK SO

## CAREER STATEMENTS

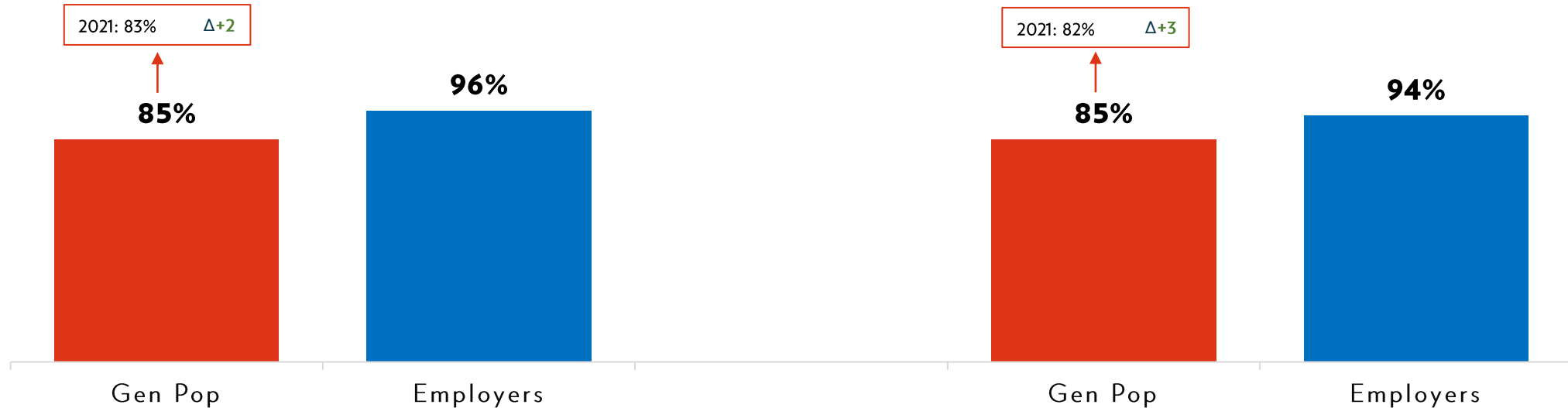
(Shown % Selected Response, Among Employed Americans and Employers)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# THERE IS ALIGNMENT THAT WORKERS ARE HIGHLY EMPLOYABLE AND EQUIPPED WITH STRONG SKILLSETS

## EMPLOYEE AND EMPLOYER PERCEPTIONS (Shown % Top 2 Agree)



Believe they/their employees are **highly employable**

- More Men (87%) than Women (85%)
- More people with higher incomes, \$150k+ (92%), \$100k-\$149.9k (90%), \$50k-\$99.9k (88%) than under \$50k (81%)

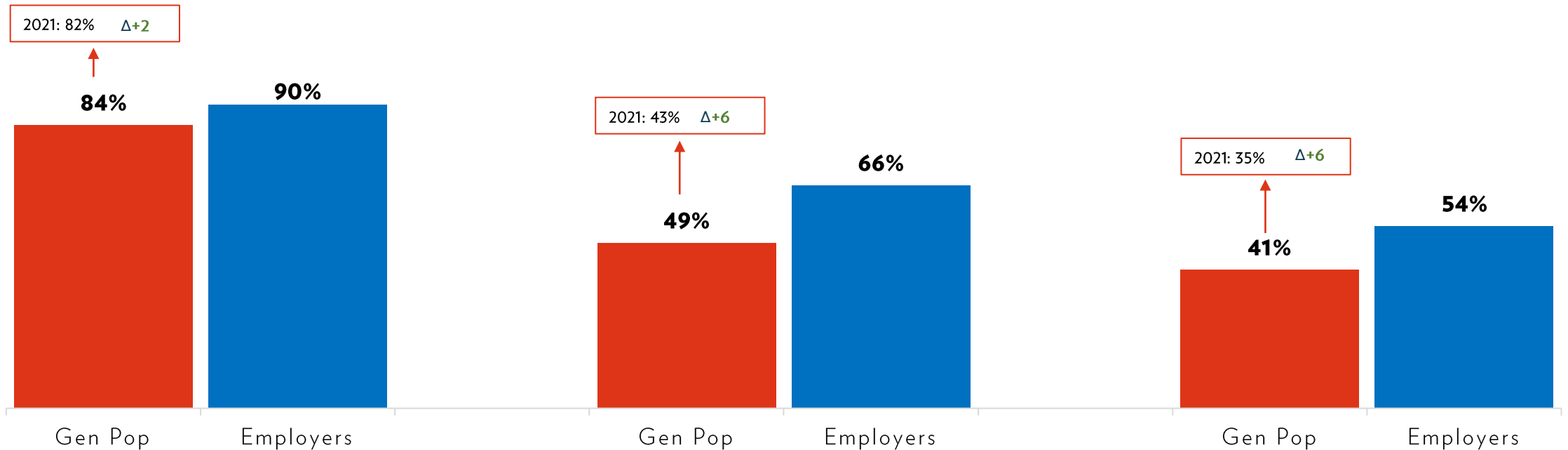
Believe they/their employees have a **strong skillset** to be successful in their careers

- More Men (89%) than Women (83%)
- More older generations (Boomer 86%, Gen X 86%, Millennial 88%) than Gen Zers (75%)
- More people with higher incomes, \$150k+ (94%), \$100k-\$149.9k (93%), \$50k-\$99.9k (86%) than under \$50k (81%)

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# AMERICAN WORKERS NEED MORE SKILLS DEVELOPMENT OPPORTUNITIES AND THEIR EMPLOYERS KNOW IT

EMPLOYER/EMPLOYEE PERSPECTIVES ON CAREER DEVELOPMENT/ SKILLSET  
(Shown % Top 2 Agree)



I am/ they are always looking for ways to **expand my/ their skillset**

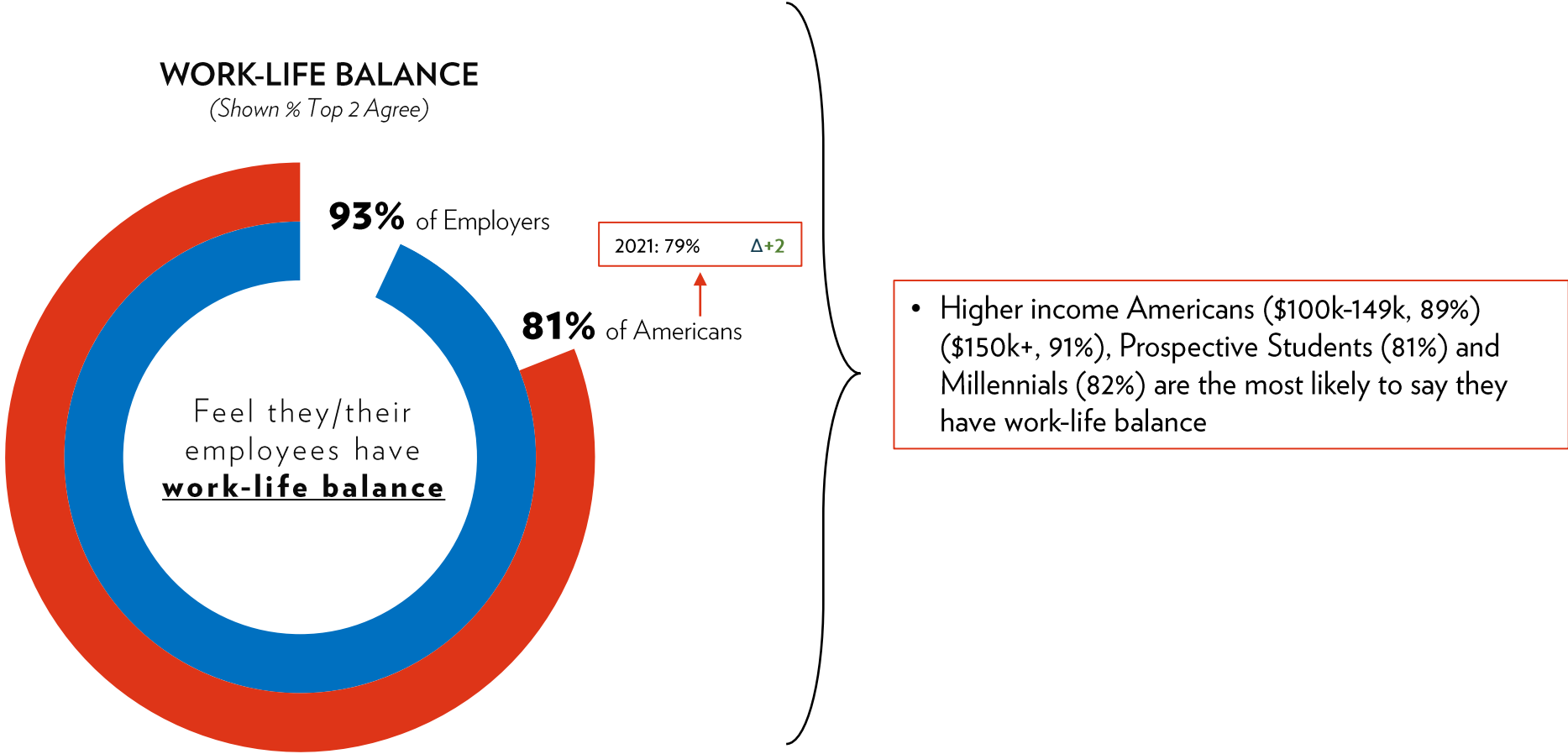
I/they want to develop my/their skillset, but I/they **don't know where to begin**

I/they do not **have access to opportunities to develop the skills** I/they need to advance in my/their career

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text



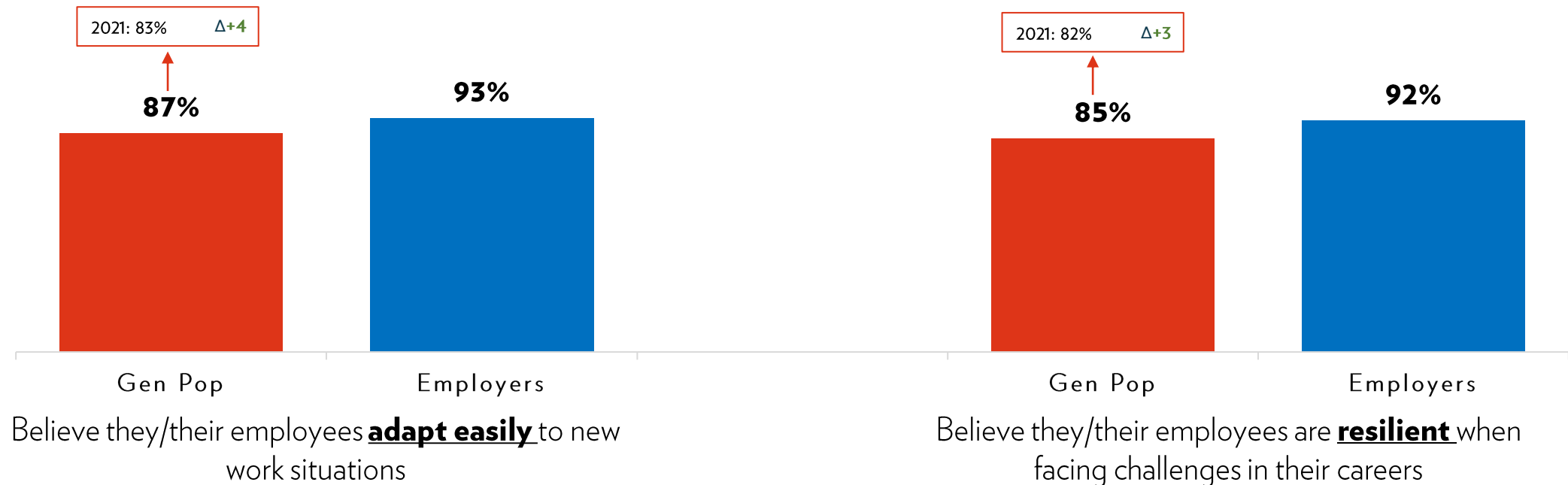
# EMPLOYERS THINK WORKERS HAVE GREATER WORK-LIFE BALANCE THAN WORKERS REPORT



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# NEARLY EVERYONE AGREES THAT AMERICAN WORKERS ARE ADAPTABLE AND RESILIENT

## EMPLOYEE AND EMPLOYER PERCEPTIONS (Shown % Top 2 Agree)



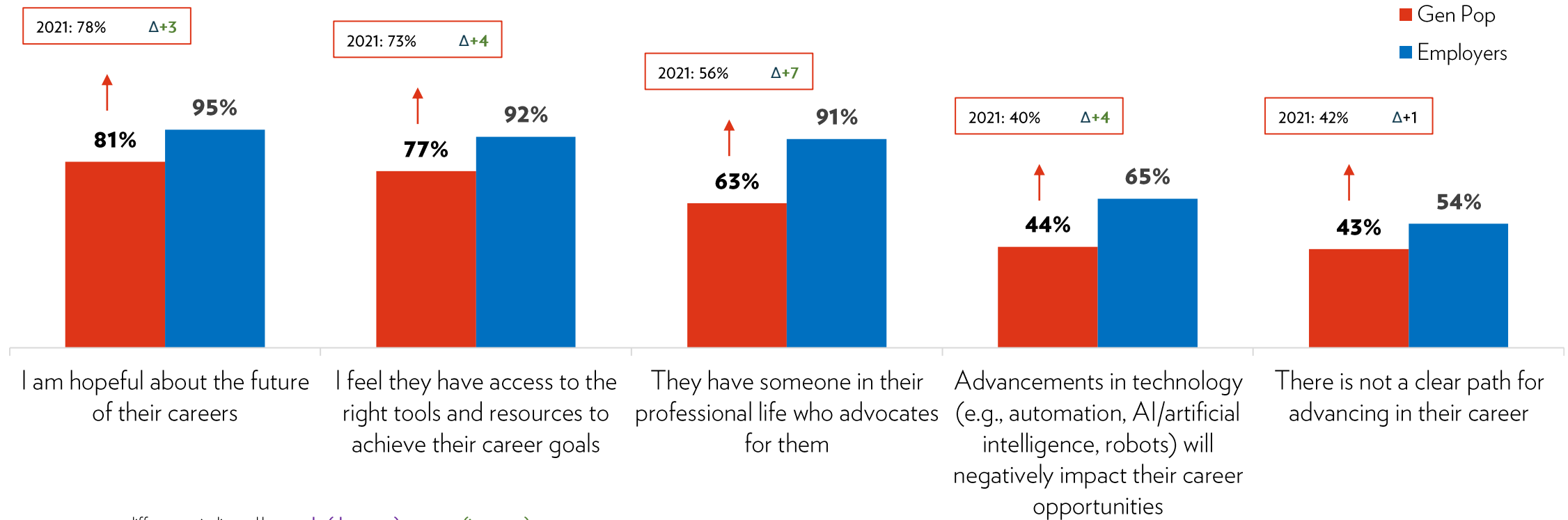
- More Men (89%) than Women (85%)
- More White (87%), Black (87%) and Asian (89%) Americans than Latinx Americans (85%)
- More older generations, Millennial (88%), Gen X (88%), and Boomer (87%) than Gen Zers (81%)

- More Male (88%) than Female (83%)
- More White (87%) than Asian (83%), Latinx (82%) and Black Americans (81%)
- More older generations, Millennials (85%), Gen X (85%), Boomers (90%) than Gen Zers (76%)
- More people with higher incomes, \$150k+ (91%), \$100k-\$149.9k (91%), \$50k-\$99.9k (86%) than under \$50k (82%)

\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# EMPLOYERS HAVE MORE ROSY PERCEPTIONS THAN THEIR EMPLOYEES

## PERCEIVED CAREER TRAJECTORY (Shown % Top 2 Agree)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

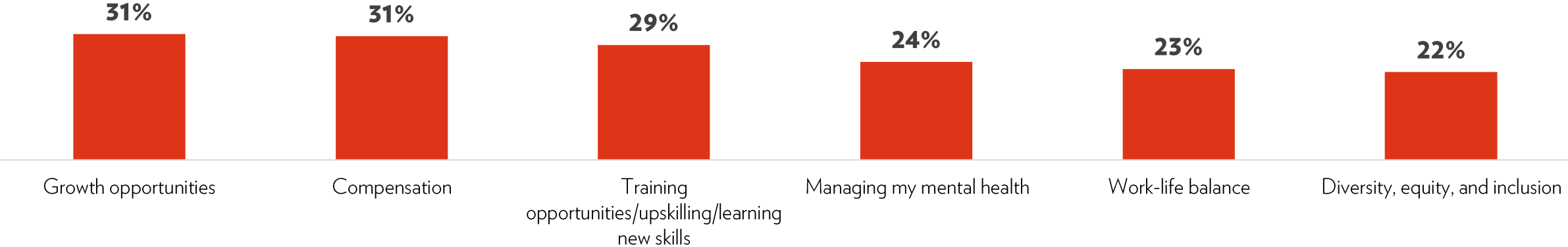
# TOP CAREER BARRIERS ARE THE PANDEMIC, FINANCIALS, CONFIDENCE, AND FEAR OF CHANGE

CAREER HINDRANCES (Shown % "Yes")	Gen Pop	Employer
COVID-19/the pandemic	34%	49%
Financial problems	28%	35%
Low self-confidence	26%	40%
Fear of change	26%	35%
Lack of opportunities for employee development	25%	36%
Low focus/motivation	25%	36%
Lack of opportunities for upskilling/development	25%	35%
Lack of time/schedule flexibility	24%	37%
My mental health	24%	34%
No/not enough education	24%	34%
I don't know what I want to do in my career	23%	32%
Feelings of hopelessness	22%	34%
Lack of required skills	22%	39%
Lack of mentorship/advocacy	22%	31%
Business-related environmental impacts	21%	38%
Lack of support from my supervisor/manager	20%	32%
Family obligations – children/dependents	19%	43%
Lack of familiarity with technology	19%	37%
Lack of feedback/communication on performance	18%	31%
Family obligations – caregiving for adults/parents	17%	40%
Lack of support from my family/friends	16%	27%
Lack of technology access	15%	32%
There are too many options for upskilling, and I don't know what to choose	14%	31%
Workplace discrimination	14%	32%
My values don't align with my company's values	12%	29%

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# THE TOP THINGS WORKERS ARE PESSIMISTIC ABOUT IN THEIR CAREERS ARE DE&I, WORK-LIFE BALANCE AND MANAGING THEIR MENTAL HEALTH

PERSPECTIVE ON CAREER ASPECTS – WHAT THEY’RE PESSIMISTIC ABOUT  
*(Shown % Bottom 2 Pessimistic)*

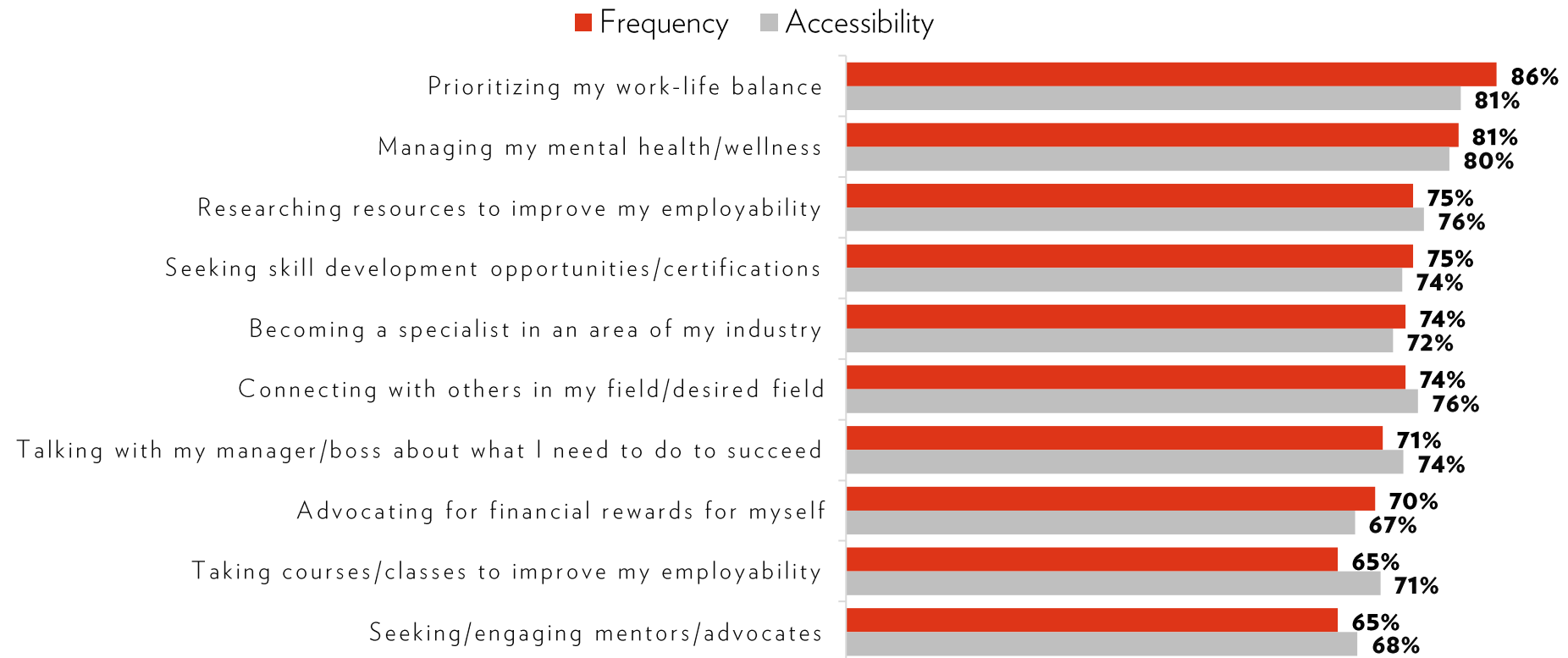


Q50. How do you feel about the following aspects of your career? Base: Gen Pop n=5000

# CAREER ADVANCEMENT TOOLS ARE APPARENTLY ACCESSIBLE, BUT NOT FREQUENTLY UTILIZED

## ACTIONS TAKEN FOR CAREER ADVANCEMENT

(Shown % Top 3 Always/Often/Sometimes, Top 2 "Accessible")



# EMPLOYERS SAY THEY OFFER VARIOUS RESOURCES TO EMPLOYEES, BUT WORKERS HAVE A DIFFERENT VIEW

## RESOURCES OFFERED TO EMPLOYEES

(Shown: % Selected Is currently offered)

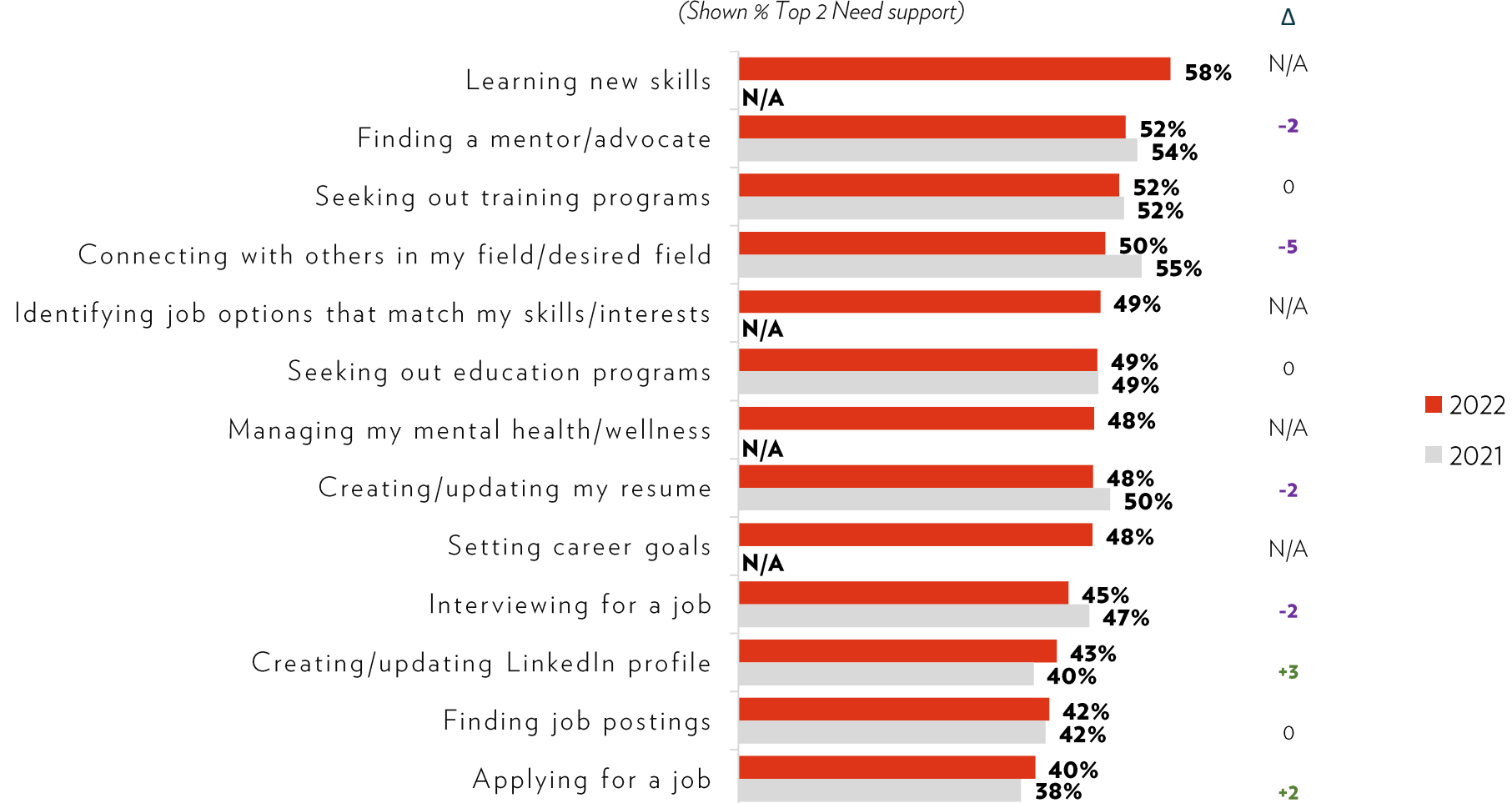


- While **82%** of Employers say they offer full or partial financial support for additional education or training, only **44%** of Employed Americans say their employer offers this

# THE NUMBER ONE AREA EMPLOYEES NEED SUPPORT IN IS LEARNING NEW SKILLS

## CAREER ACTIVITIES WHERE SUPPORT IS NEEDED

(Shown % Top 2 Need support)



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text



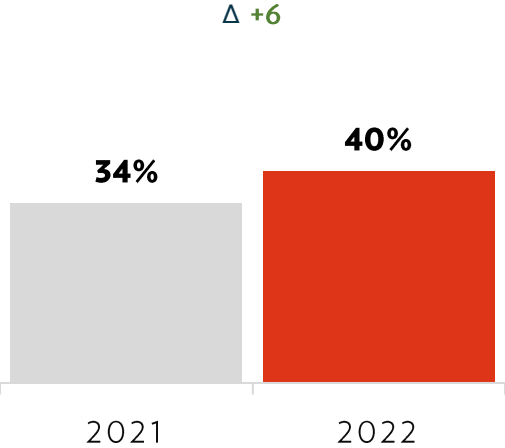
# ON TOP OF IT ALL, THE PANDEMIC CONTINUES TO NEGATIVELY IMPACT AMERICANS' CAREERS IN A MULTITUDE OF WAYS

## CAREER HAS BEEN DERAILED

(Shown % Top 2 Agree, Among Gen Pop)

% of Americans say their career has been **taken off course/derailed** due to COVID-19

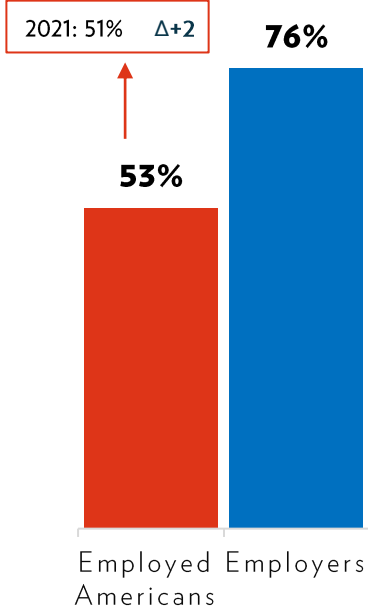
- Younger generations (Gen Z, 50%; Millennials, 46%) and minority groups (Black Americans, 48%; Latinx Americans, 47%) are more likely to think COVID has derailed their career



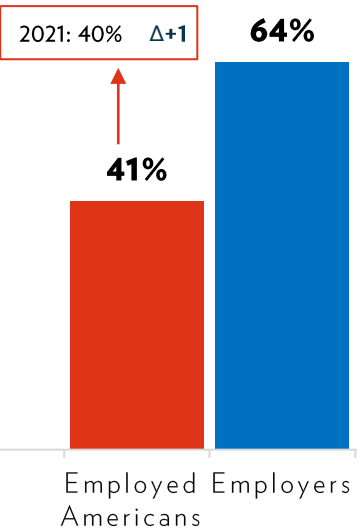
## COVID-19 IMPACT ON CAREER

(Shown % Top 2 Agree, Among Employed Americans and Employers)

% of Employed Americans/Employers that say the pandemic has **negatively impacted** work-life balance



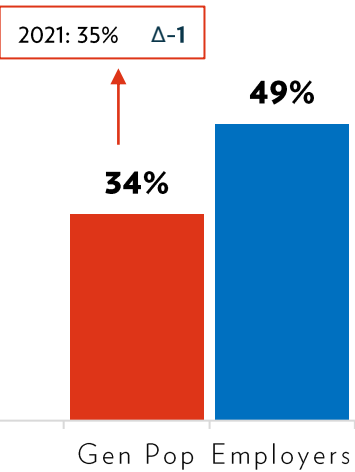
% of Employed Americans/Employers that **fear losing their job/worry about employees losing their jobs** due to the pandemic



## COVID-19 IMPACT ON CAREER

(Shown % Selected "Yes", Among Gen Pop and Employers)

% of Americans/Employers that say the pandemic has **held them/their employees** back in their careers



\* Significant wave-over-wave differences indicated by purple (decrease) or green (increase) text

# SKILLED WORKERS ARE IN HIGH DEMAND, AND SUPPLY IS RELATIVELY LOW

## PERSPECTIVES ON SKILLING

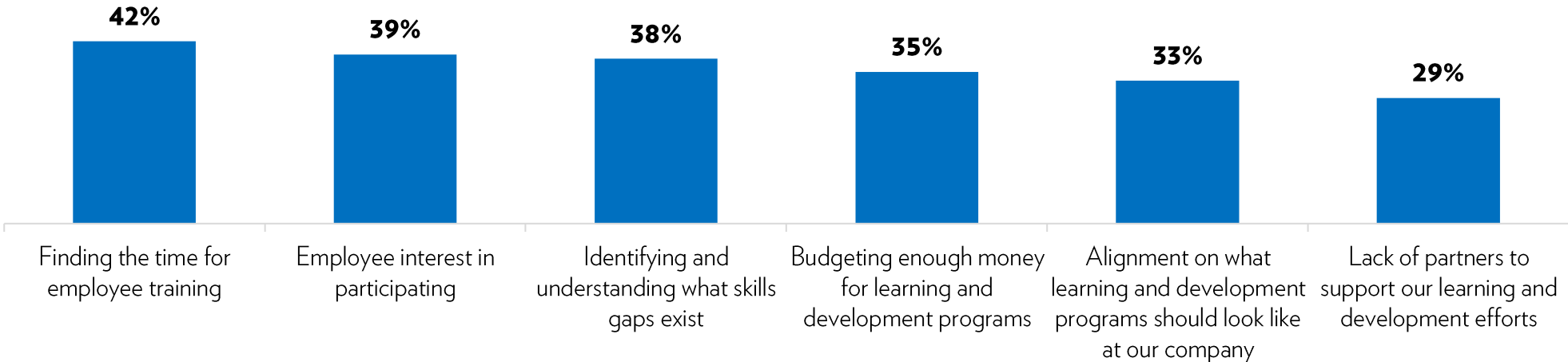
(Shown % Top 2 Agree, Among Employed Americans)



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# WHILE EMPLOYERS HAVE TAKEN SOME STEPS TO ADDRESS TURNOVER ISSUES, MANY CITE A WIDE RANGE OF BARRIERS TO INVESTING IN EMPLOYEES

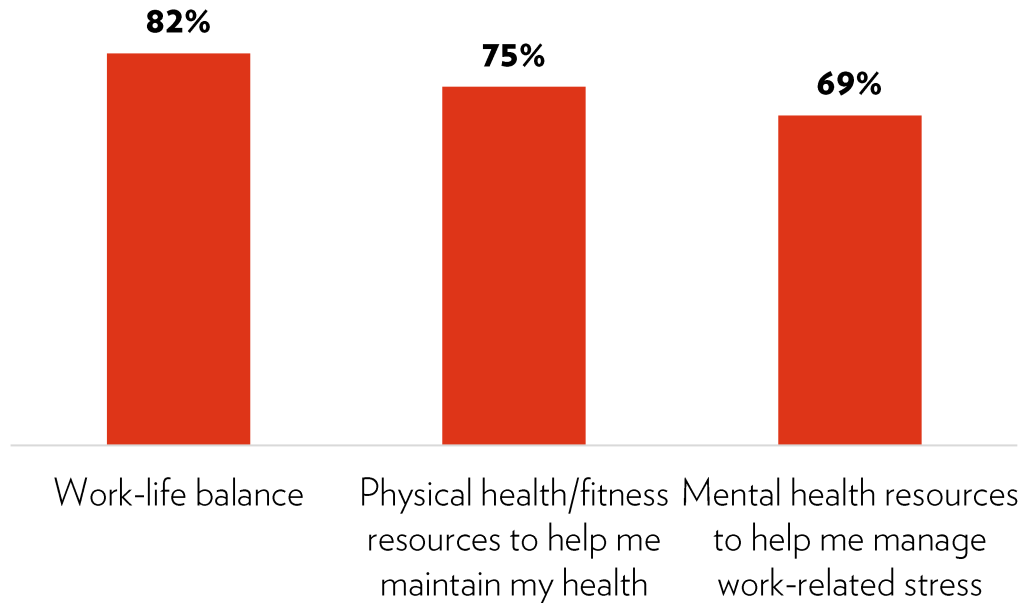
REASONS FOR NOT INVESTING IN UPSKILLING/RESKILLING PROGRAMS  
*(Shown % Selected Response, Employers)*



# AMERICAN WORKERS HAVE IMMEDIATE CONCERNS THAT NEED TO BE ADDRESSED FOR THEM TO ADVANCE THEIR CAREERS

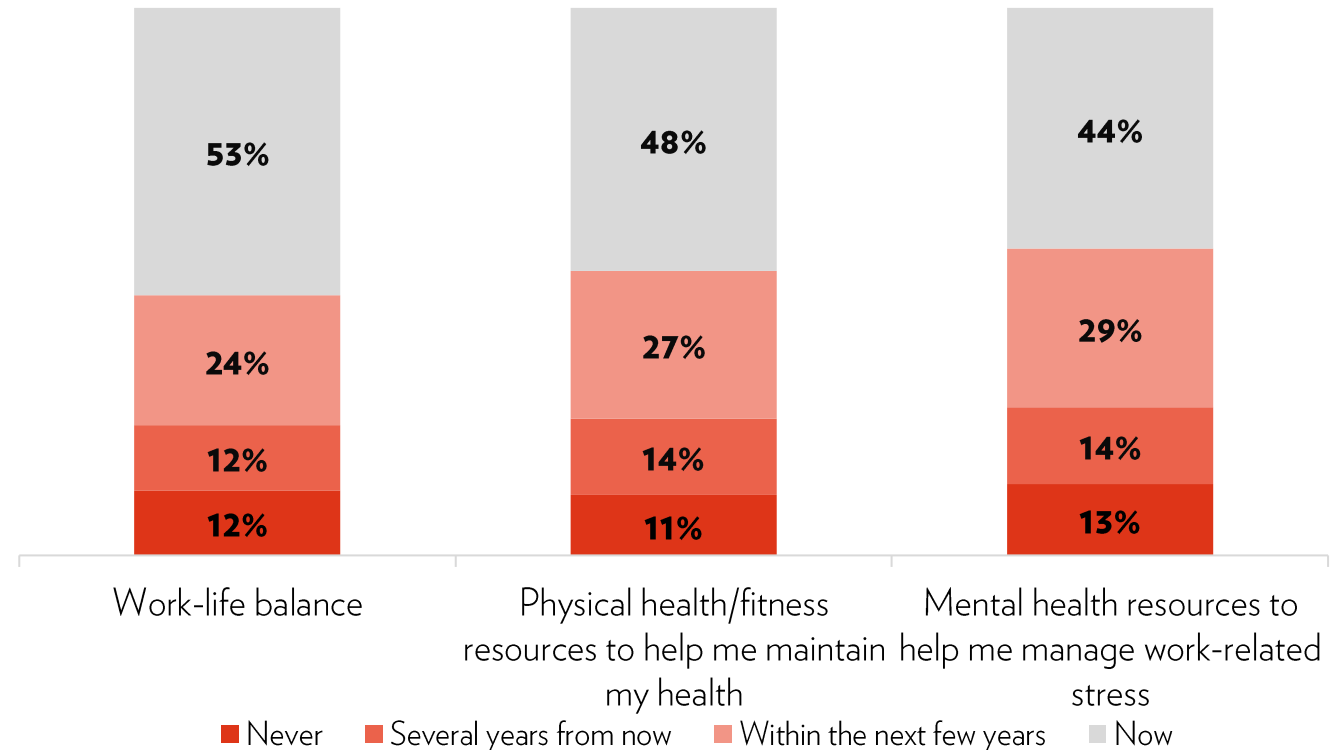
## ELEMENTS NEEDED FOR CAREER ADVANCEMENT

(Shown % Top 2 Agree, Among Employed Americans)



## WHEN DO YOU NEED THESE SUPPORTS?

(Shown: % Selected Response, Among Employed Americans who selected each as necessary for career advancement)

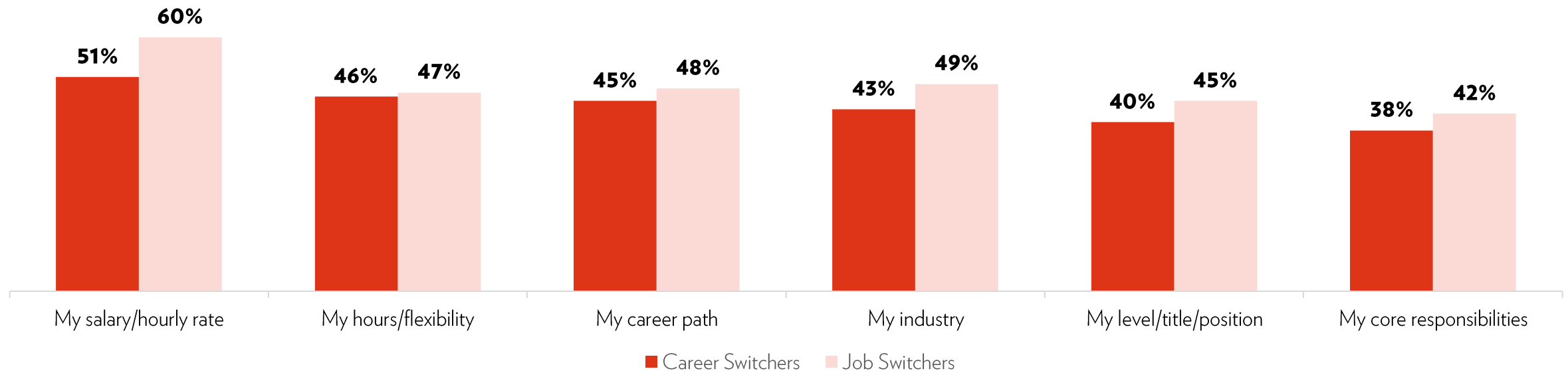


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# A LOT HAS CHANGED FOR AMERICANS WHO HAVE RECENTLY EMBARKED ON A NEW JOB OR CAREER, MOST NOTABLY SALARY, CAREER PATH AND FLEXIBILITY

## CHANGES SINCE SHIFTING CAREER/JOB

(Shown % Selected Response, Among those who switched careers in the past 6 months and who have switched careers and jobs in the past 6 months)



# EMPLOYERS BELIEVE WORK-LIFE BALANCE AND PAY ARE KEY CONTRIBUTING FACTORS TO TURNOVER – ALIGNED WITH AMERICANS

**PERCEIVED CONTRIBUTING FACTORS TO TURNOVER RATE**  
*(Shown % Selected Response)*



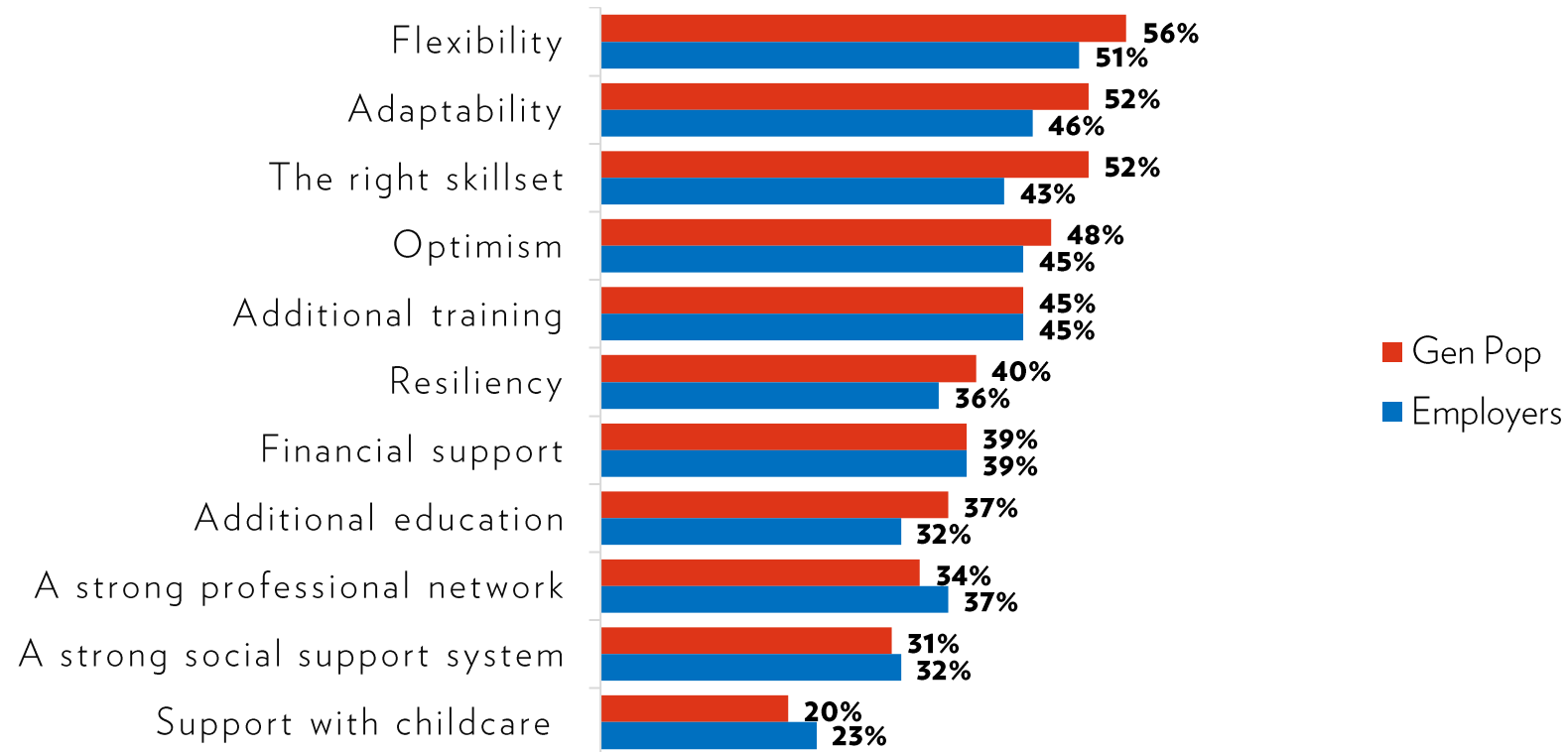
**MOTIVATIONS FOR CHANGING CAREER**  
*(Shown: % Selected, Among those who changed their career in the past 6 months)*



Q80\_EMP: In your opinion, what factors contribute most to your company/department's turnover rate? Please try to think about the majority or most employees when you respond. Please select up to three. Base: Employers n=500. Q65: What made you decide to change your career? Please select all that apply. Base: Gen Pop among those who changed careers in the past 6 months n=727

# AMERICANS AND THEIR EMPLOYERS AGREE THAT FLEXIBILITY, ADAPTABILITY, SKILLS, AND OPTIMISM ARE ESSENTIAL IN CHANGING CAREERS

NECESSARY ELEMENTS FOR A SUCCESSFUL CAREER CHANGE  
(Shown % Selected Response)



# MOST WORKERS ARE AFTER HIGHER PAY, BUT THE REALITY IS THERE ARE A MYRIAD OF REASONS PEOPLE ARE JOB-SEEKING

## MOTIVATIONS FOR SEEKING A NEW JOB

(Shown: % Selected – Top 15, Among those employed and looking for a job or expecting to look for a job in the next six months)

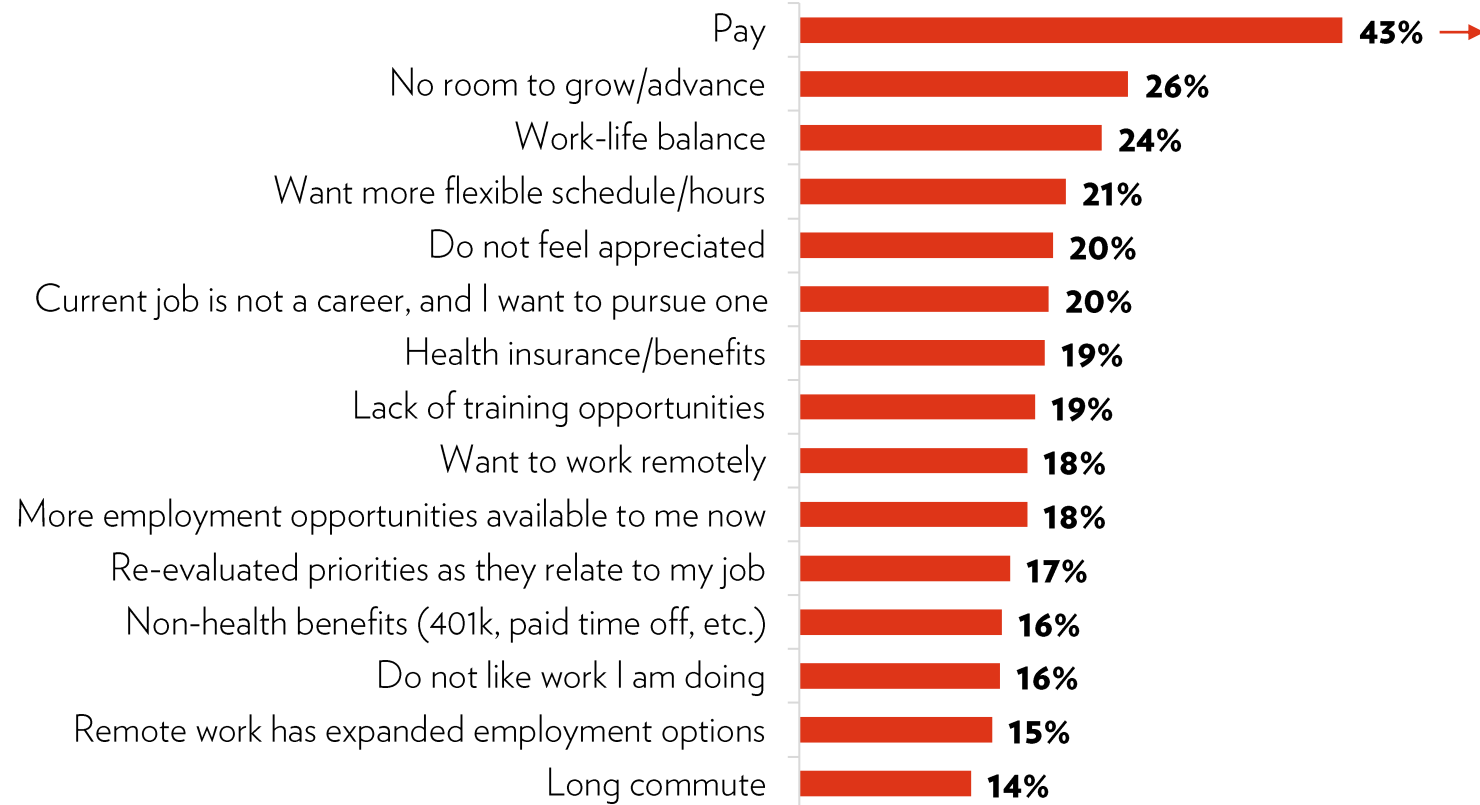
On average, respondents selected

**3.7**

options, meaning there are a set of motivations for seeking a new job, not just one.

• **Top Motivations (netted):**

- Pay/Benefits: 58%
- Values/Personal Fit: 45%
- Responsibility/Advancement: 42%
- Flex/Commute: 40%
- Mental Health/Balance: 38%



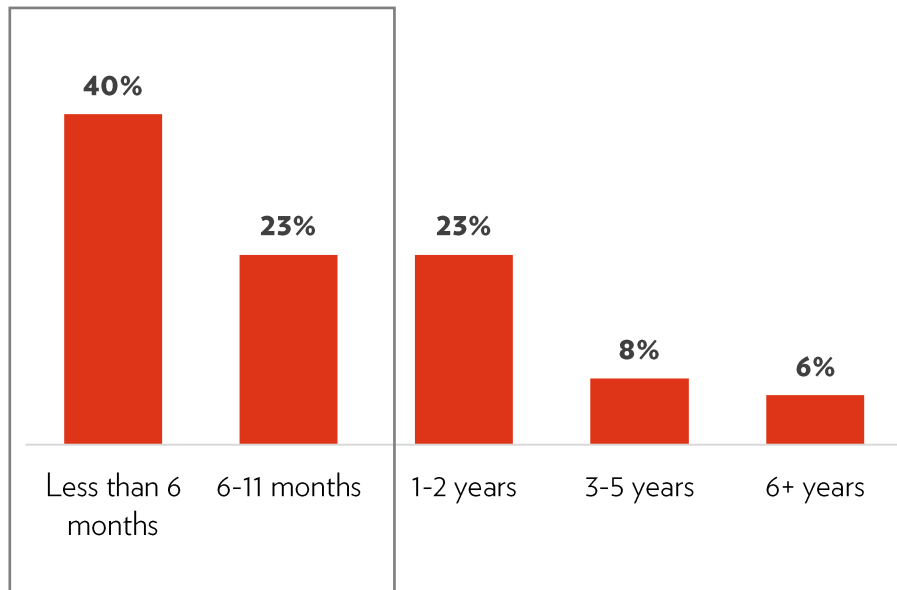
On average, Americans who selected Pay also selected **4 other options**, with the top being No room to grow/advance, Work-life balance, Don't feel appreciated and Current job is not a career and they want to pursue one.



# THE DESIRE TO CHANGE JOBS IS NEW FOR MOST, AND PEOPLE ARE TAKING DIRECT ACTIONS TO FIND ONE

## HOW LONG RESPONDENTS HAVE WANTED TO CHANGE JOBS

(Shown % Selected, Among those employed and looking for a job or expecting to look for a job in the next six months)



## ACTIONS TAKEN TO FIND NEW JOB

(Shown % Selected – Top 10, Among those looking for a job or expecting to look for a job in the next six months)



- 90% of Americans taken at least 1 **concrete action** since deciding to look for a new job

# AMERICANS ARE NOT WILLING TO SACRIFICE THEIR MENTAL HEALTH AND ARE CONFIDENT THEY'LL FIND ANOTHER JOB IN THIS MARKET

## REASONS TO QUIT JOB WITHOUT A BACKUP

(Shown Open-end responses, Among those who said they would quit a job without another lined up)

### UNHEALTHY WORK ENVIRONMENT

*“My mental and physical health are **more important** to me than job availability.”*  
– Male, Gen Z

*“If I was in a bad situation that was **extremely unhealthy** I would have to quit.”*  
– Female, Gen X

*“If it got to the point where my **mental health** was suffering, I would do this.”*  
– Male, Millennial

*“If it got bad enough that it was taking a big toll on my **mental health**. My health is more important than any job.”* – Female, Millennial

### CONFIDENCE IN FINDING A NEW JOB

*“Because I can get a job **very easily**.”*  
– Female, Gen X

*“Jobs are **plentiful**.”* – Male, Gen X

*“Because I am in very **high demand** on my field of work, and I know I can go to work on anywhere at the drop of a hat.”*  
– Male, Millennial

*“Because I’m sure it **wouldn’t be long** [until] I found a job.”* – Female, Boomer

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# MOST AMERICANS WOULD NOT QUIT A JOB WITHOUT HAVING ANOTHER LINED UP BECAUSE OF FINANCIAL AND FAMILY CONCERNS

WHY YOU WOULD NOT QUIT A JOB WITHOUT ANOTHER LINED UP  
(Shown Open-End Responses, Among those who would not quit their job without another lined up)

## FINANCIAL NEED

*“Because I don’t have a strong financial position to live many months without a salary” – Male, Millennial*

*“I can’t go without a paycheck. I need job security!” – Female, Gen X*

*“Because I don’t have the financial stability to make such a drastic change.” – Male, Boomer*

*“I would not feel safe without a job; my emergency funds would only last two months so I can’t afford to be without a job for long.” – Female, Boomer*

## FAMILY TO CONSIDER

*“Because I have kids to support and always need to have employment.” – Female, Gen X*

*“My family depends on me.” – Male, Gen X*

*“Because I’m responsible and have my daughter looking up to me.” – Female, Millennial*

*“I need to provide for my son so can’t be without job.” – Female, Gen Z*

# JOB SWITCHERS ARE OPTIMISTIC, EXCITED, AND HOPEFUL

## OPTIMISM SINCE SWITCHING JOBS

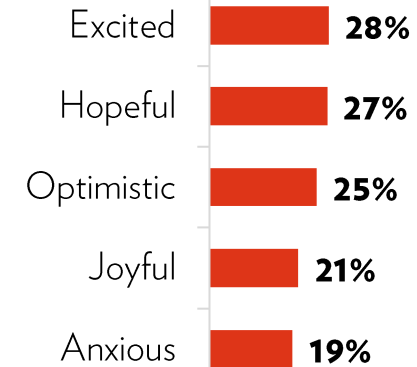
(Shown % Top 2 Optimistic, Among those who have switched jobs or careers in the past 6 months)

**68%**

Of Job Switchers feel **optimistic about the future outlook of their job since switching**

## FEELINGS ABOUT SWITCHING

(Shown Top 5 % Selected, Among those who have switched jobs in past 6 months)



Positive emotions: 78%  
Negative emotions: 51%

## INDUSTRY CHANGE

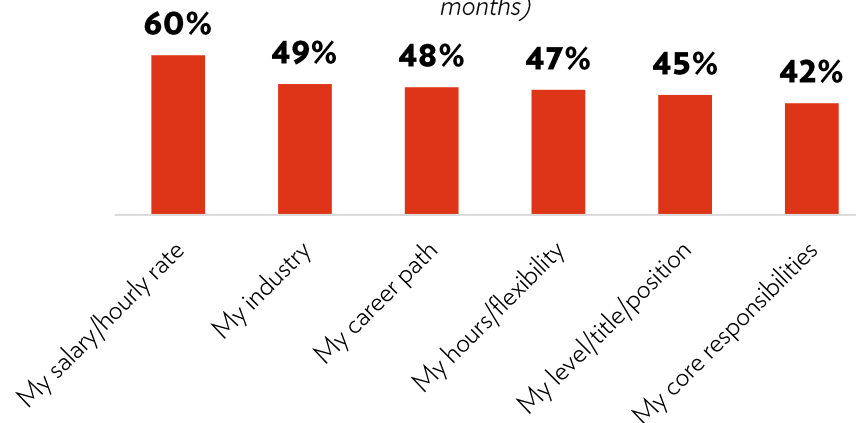
(Shown % Selected, Among those who have left their job for a new job in the past 6 months)

**45%**

Of Job Switchers **changed industries**

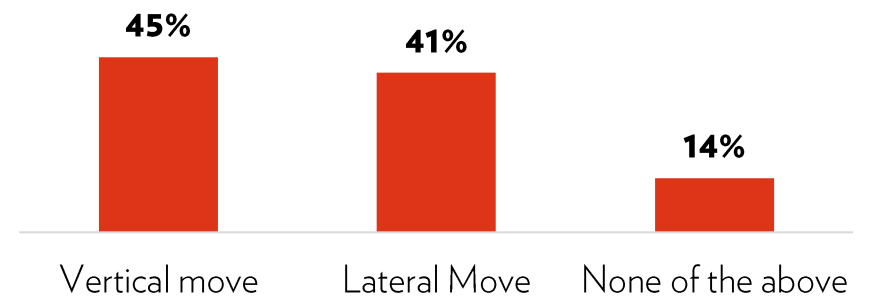
## CHANGES SINCE SWITCHING

(Shown % Selected, Among those who have left their job for a new job and switched careers in the past 6 months)



## TYPE OF MOVE

(Shown % Selected, Among those who have left their job for a new job in the past 6 months)



Q74. Since switching jobs, how do you feel about the future outlook of your job? Please select one. Base: Americans who have switched jobs or careers in the past 6 months n=506

Q72. Is your new position a lateral or vertical move from your previous job? Base: Among those who have left their job for a new job in the past 6 months n=506. Q73. Is your new job in the same industry as your previous job? Base: Those who have left their job for a new job in the past 6 months n=506. Q75. How did switching jobs make you feel? Please select up to three. Base: Americans who have left their job for a new job in the past 6 months n=506. Q64. Which of the following, if any, have changed since you embarked on a different career? Please select all that apply. Base: Gen Pop among those who switched careers and jobs in the past 6 months n=265.

# CAREER SWITCHERS ARE ALSO OPTIMISTIC AND MORE LIKELY TO HAVE MADE AN INDUSTRY SWITCH

## OPTIMISM SINCE SWITCHING CAREERS

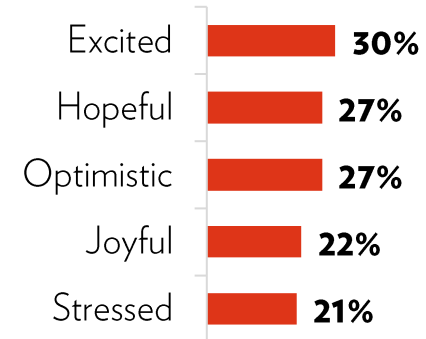
(Shown % Top 2 Optimistic, Among those who have changed their career in the past 6 months)

**61%**

Of Career Switchers feel **optimistic about their career outlook since making a switch**

## FEELINGS ABOUT SWITCHING

(Shown Top 5 % Selected, Among those who have left their job for a new job and have changed careers in the past 6 months)



Positive emotions: 81%  
Negative emotions: 54%

## INDUSTRY CHANGE

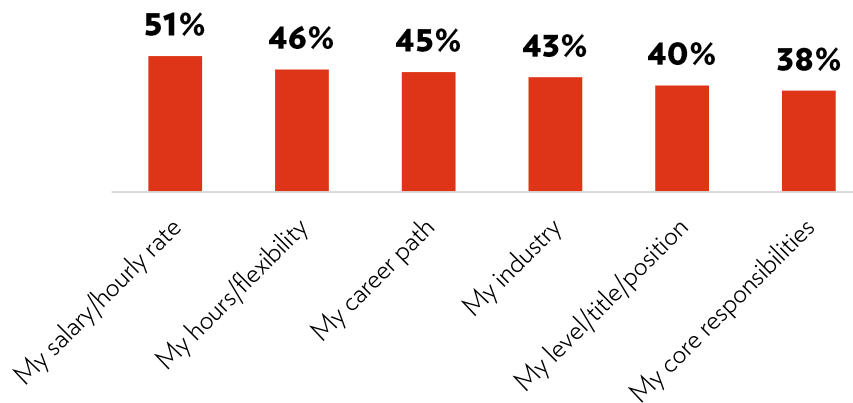
(Shown % Selected, Among those who have left their job for a new job and have changed careers in the past 6 months)

**57%**

Of Career Switchers **changed industries**

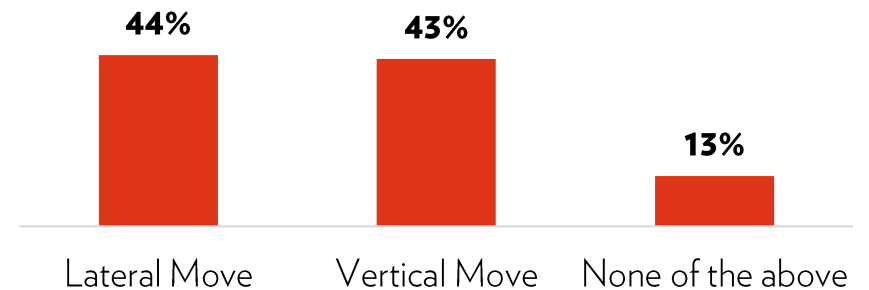
## CHANGES SINCE SWITCHING

(Shown % Selected, Among those who have changed their career in the past 6 months)



## TYPE OF MOVE

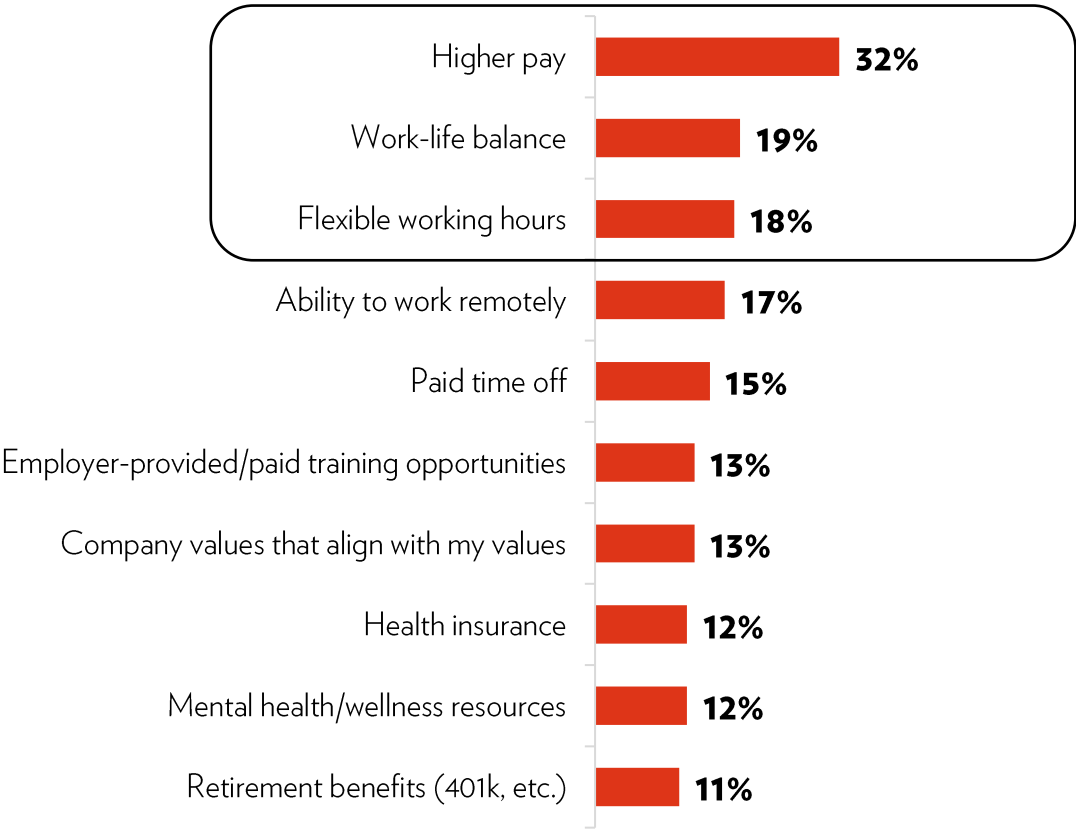
(Shown % Selected, Among those who have left their job for a new job and have changed careers in the past 6 months)



# EMPLOYERS ARE AWARE THAT EMPLOYEES WANT HIGHER PAY, WORK-LIFE BALANCE, AND FLEXIBILITY

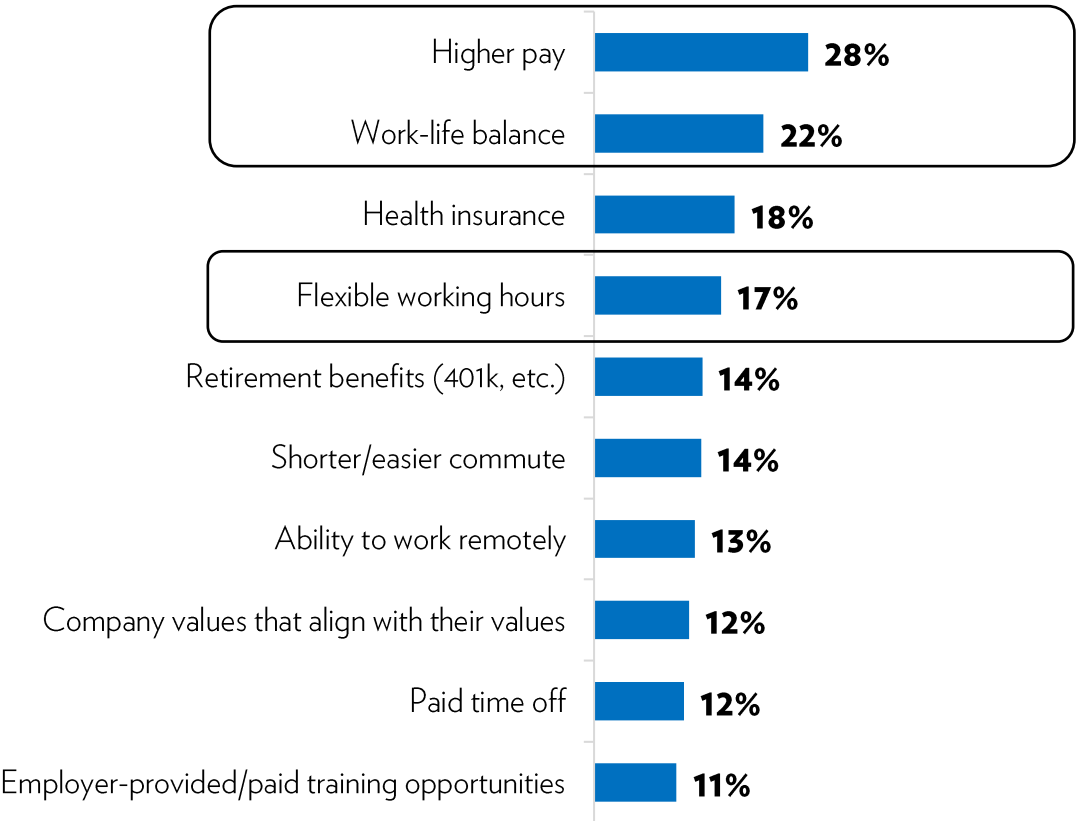
## PRIORITIES FOR NEXT JOB

(Shown: % Selected – Top 10, Among those who left their job in the past 6 months and are currently looking for a new job)



## EMPLOYER PERCEPTIONS OF EMPLOYEE PRIORITIES FOR NEXT JOB

(Shown: % Selected – Top 10, Among Employers)

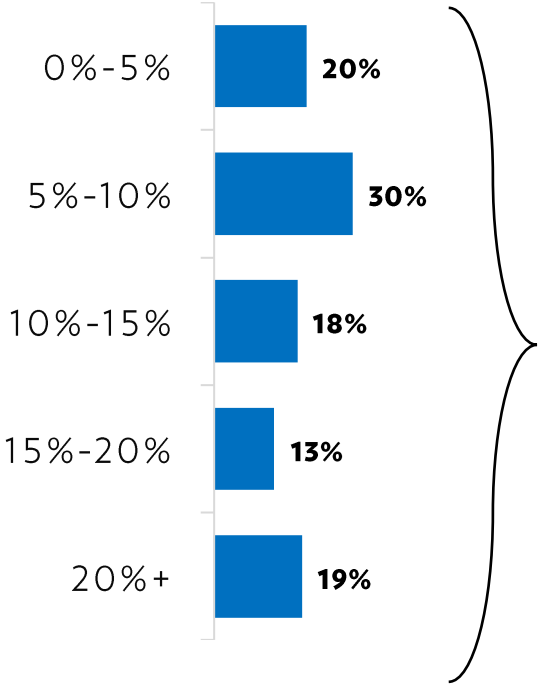


Q76. Which of the following, if any, are priorities you are looking for in your next job? Please select your top two options. Base: Among those who left their job in the past 6 months and are currently looking for a new job n=159. Q76\_EMP: Based on any feedback or what you know about employees who have left your company recently, which of the following, if any, are priorities you think your former employees are looking for in their next job? Please try to think about the majority or most employees when you respond. Please select your top two options. Base: Employers n=500 126

# TURNOVER RATE IS A TOP CONCERN FOR EMPLOYERS; WITH MOST CITING THE TURNOVER RATE AT THEIR COMPANY IS HIGHER THAN IT WAS IN PREVIOUS YEARS

## TURNOVER RATE

(Shown % Selected)



## TURNOVER THIS YEAR

(Shown % Top 3 Concerned; Top 2 Higher)

**76%**

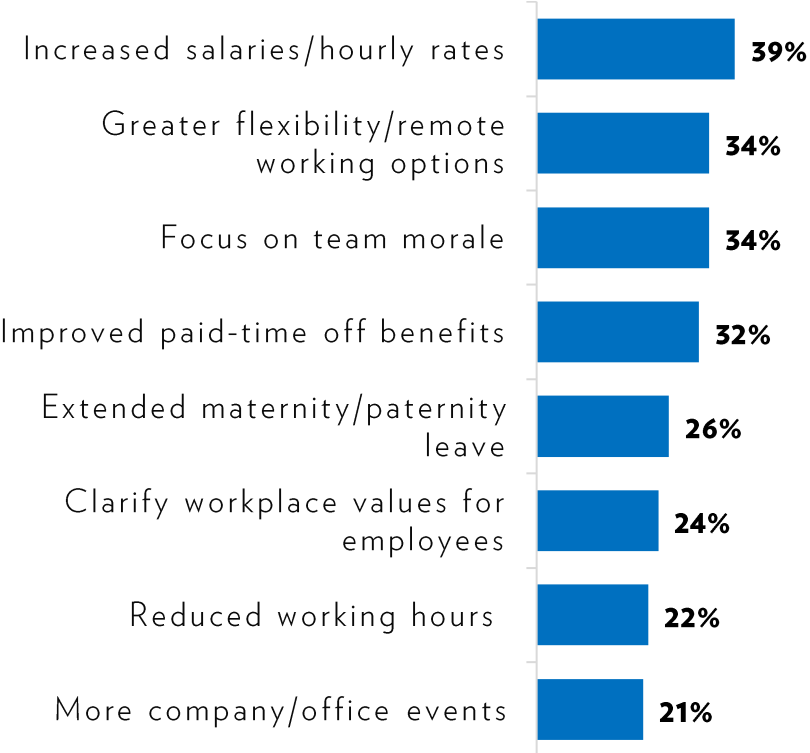
Of Employers are **concerned** about the turnover rate at their company

**55%**

Of Employers say the turnover rate this year is **higher** than in previous years

## STEPS TAKEN TO ADDRESS TURNOVER RATE

(Shown % Selected Response, Employers)



Q77\_EMP: To the best of your knowledge, what is the turnover rate at your company? Base: Employers n=500

Q79\_EMP: How concerned are you about the current turnover rate at your company/department? Base: Employers n=500

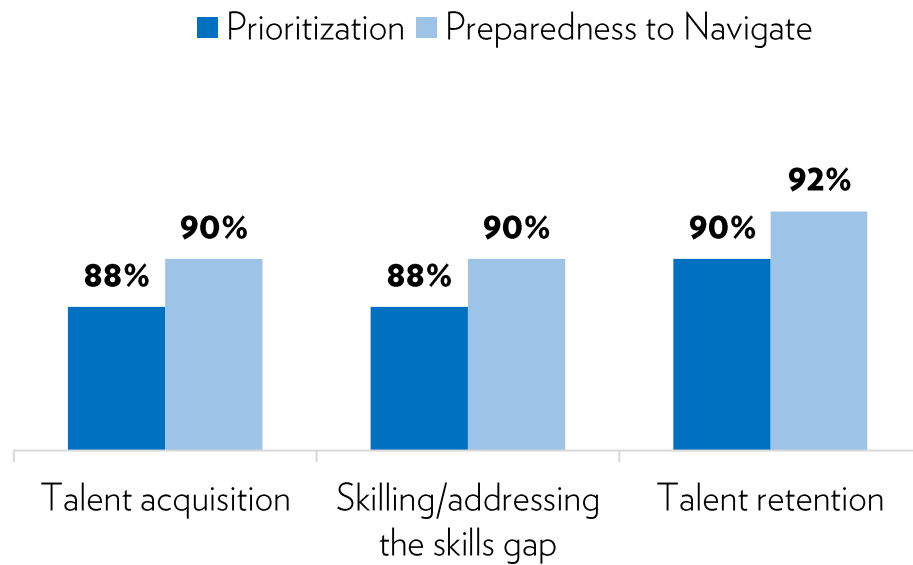
Q78\_EMP: To the best of your knowledge, how does the turnover rate this year compare to the previous year's? Base: Employers n=500

Q81\_EMP: What steps, if any, has your company/department taken to address the turnover rate? Please try to think about the majority or most employees when you respond. Please select all that apply. Base: Employers n=500.

# EMPLOYERS VALUE VARIOUS AREAS OF RECRUITMENT AND RETENTION EQUALLY AND REPORT THEY'RE PREPARED TO NAVIGATE THEM

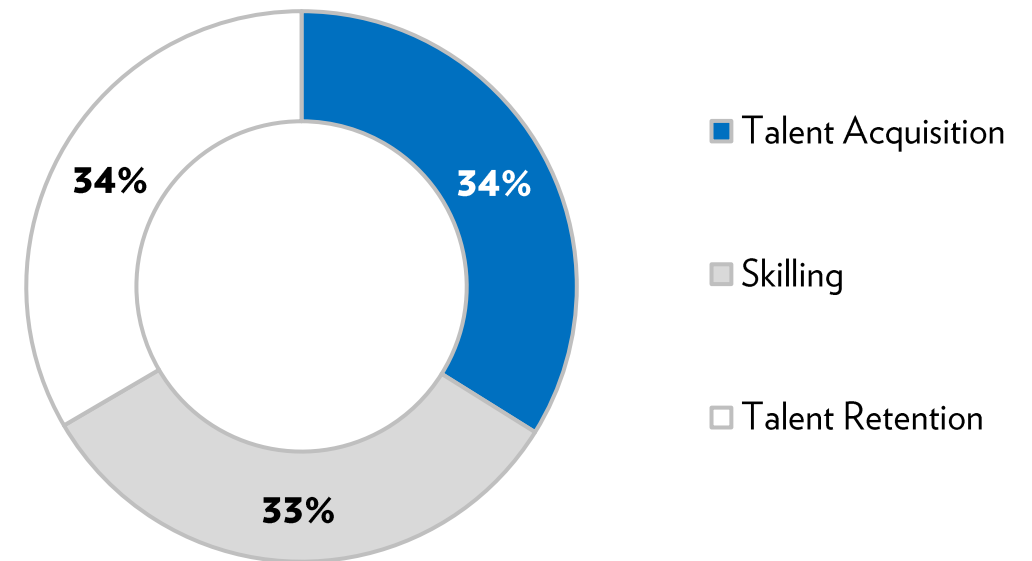
## COMPANY PRIORITIES AND PREPARATION

(Shown % Top 2 Priority, % Top 2 Prepared)



## BUDGET ALLOCATIONS

(Shown % Selected Response)



Q82\_EMP: How much of a priority are each of the following to your organization? Base: Employers n=500

Q83\_EMP: How well prepared is your company to navigate each of the following? Base: Employers n=500

Q84\_EMP: Thinking about your company's resources (e.g., employee hours, budget, etc.), what percentages of resources is your company currently allocating toward each of the following? Please allocate a percentage for each solution, totaling 100%. Base: Employers n=500



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**For more information, please contact:**

[careerinstitute@phoenix.edu](mailto:careerinstitute@phoenix.edu)

**Or visit:**

<https://www.phoenix.edu/career-institute>