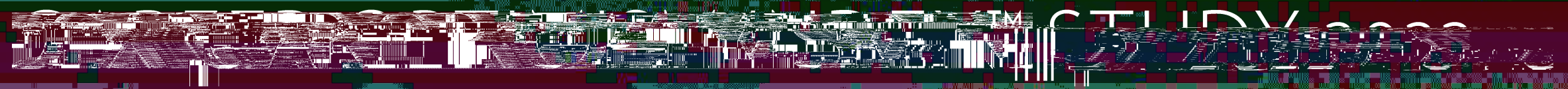




THE UNIVERSITY OF PHOENIX

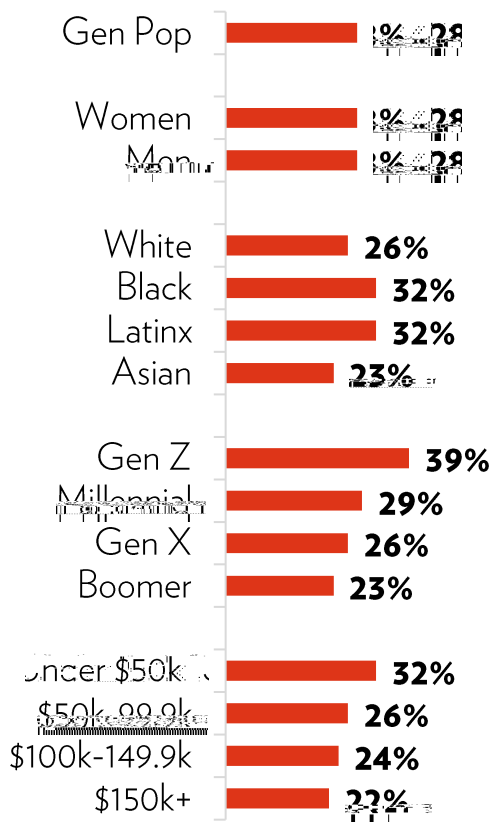
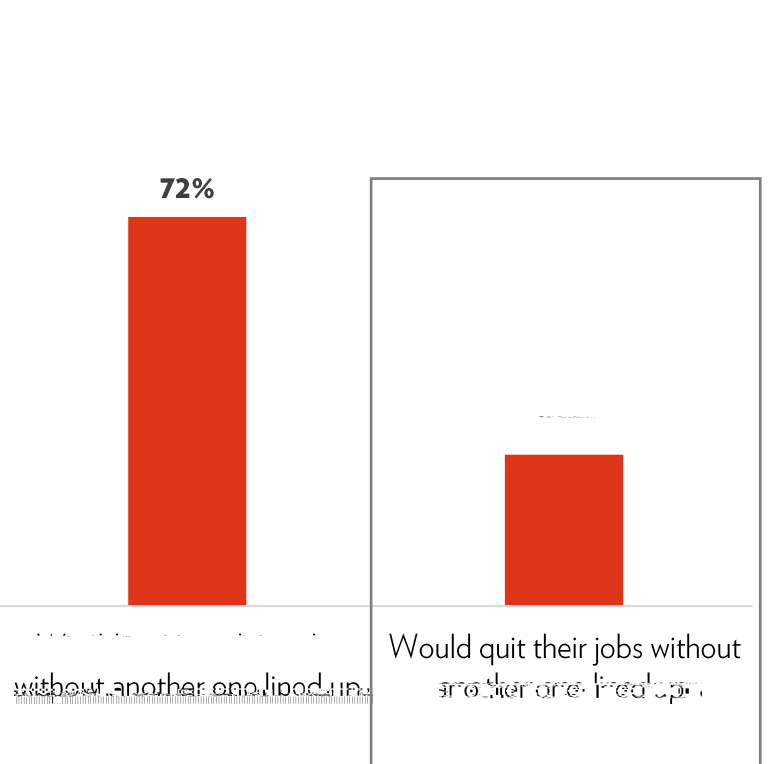


RESEARCH FINDINGS
FEBRUARY 2022





(Shown % Selected Response)



Demographically Black, Latinx, younger, and lower income Americans are the most likely to quit their jobs. 67% of those who say they would quit their job without another one lined up are also less optimistic about their career the future of their company.

29% of those who work in direct services to the public and 22% of those who work in office settings.

Gen Z n=651, Millennial n=1853, Gen X n=1546, Boomer n=930, Under \$50k n=2195, \$50,000-\$99,999 n=1570, \$100,000-\$149,999 n=740, direct services n=1316, office workers n=2018

TURNOVER THIS YEAR



65% of Employers say that employee retention is a **priority** at their organization.



Of Employers are **concerned** company



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

TI



Between Workers and Employers

Workers

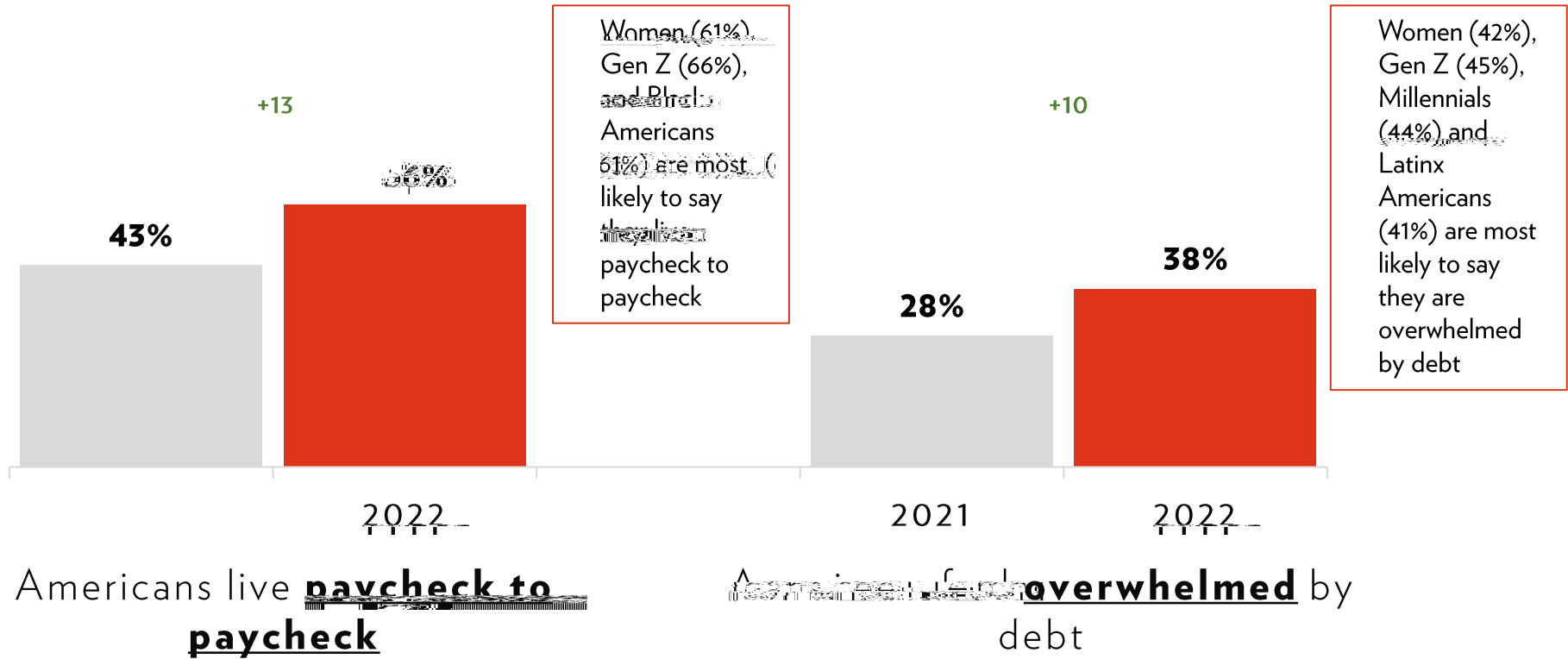
Employers



8%

FINANCIAL SECURITY

(Shown % Top 2 Agree)

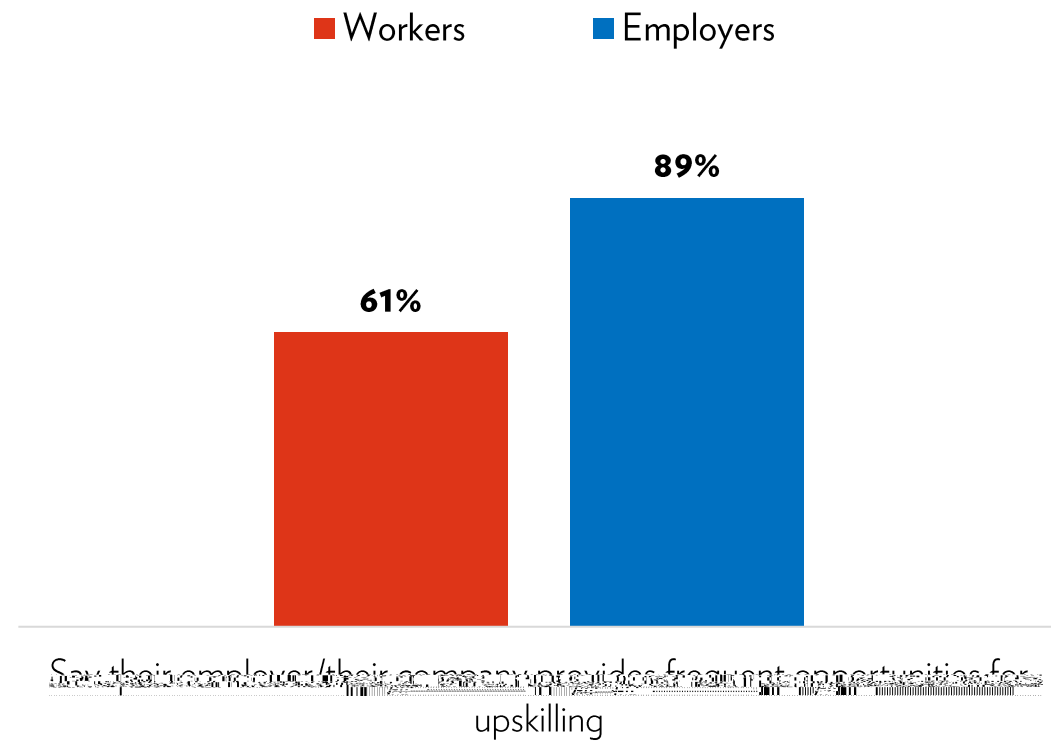


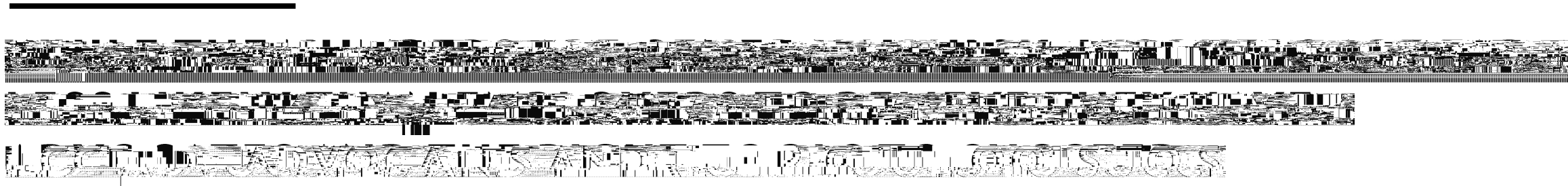
* Significant differences indicated by purple or green text

EMPLOYERS THINK THEY ARE PROVIDING OPPORTUNITY BUT DON'T SEE IT THIS WAY.

EMPLOYERS THINK THEY ARE PROVIDING OPPORTUNITY BUT DON'T SEE IT THIS WAY.

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

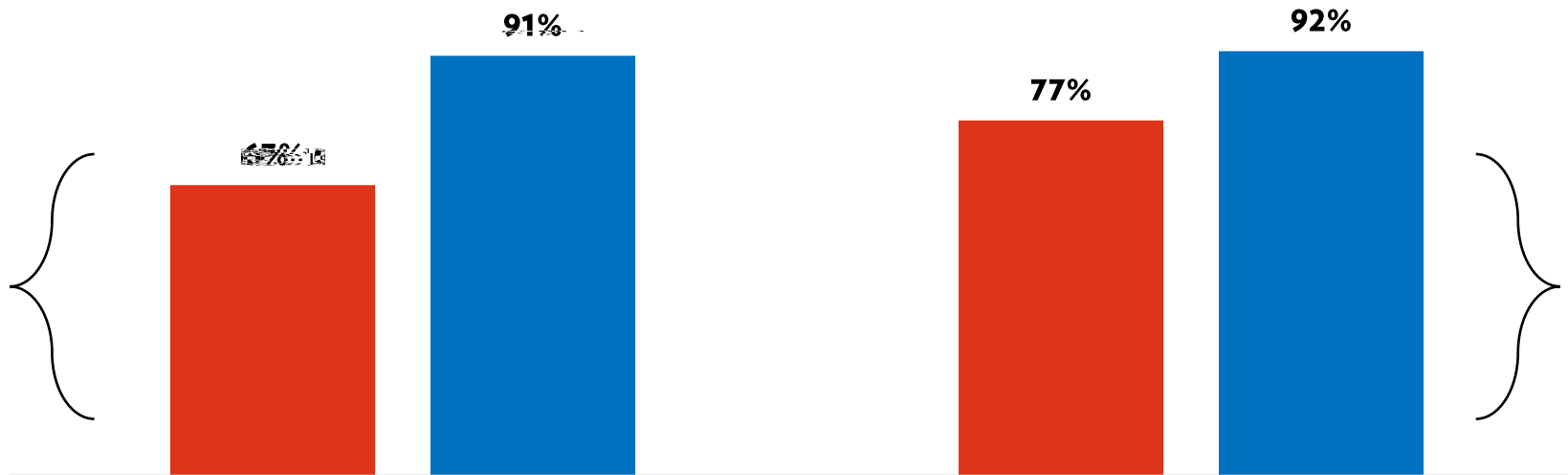




IT CAREERS FOR

(Shown % Top 2 Answer Among Gen Pop and Employers)

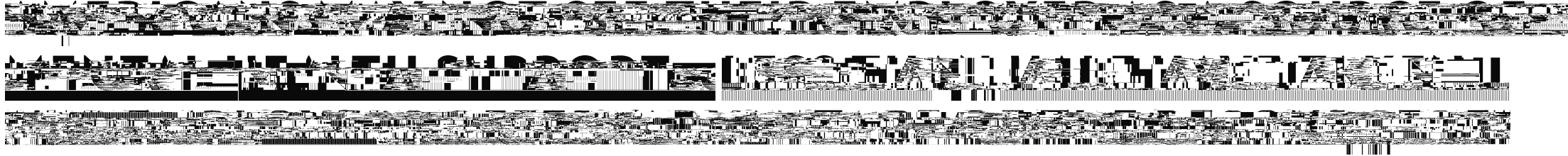
■ Workers ■ Employers



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 ~~has access to the~~ ~~right tools and~~ ~~resources to help~~ ~~them~~ ~~achieve their~~ ~~career goals~~

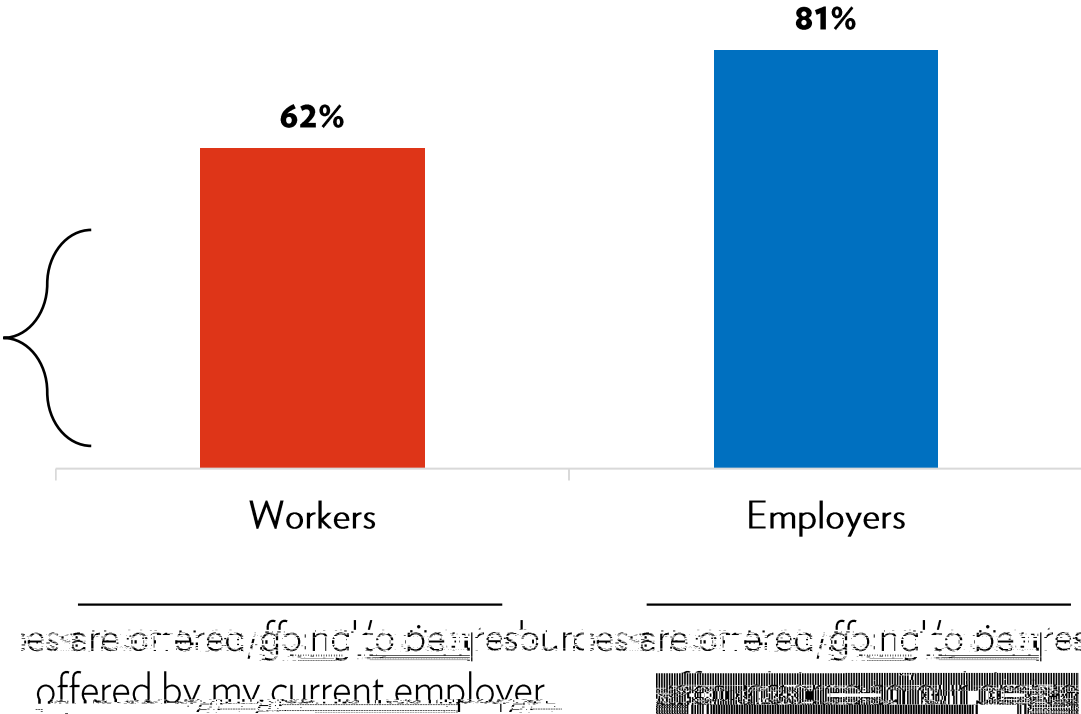
Females (74%), Gen income Americans (Under \$50k, 71%) are they have access to the right tools and ~~resources to help~~ ~~them~~ ~~achieve their~~ ~~career goals~~

has to be a good fit, and to be a good fit, you need to have the right tools and resources to help



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

Nearly half (**48%** Americans say they are struggling to manage their mental health/wellness and **44%** have looked for mental health resources to help them manage work-related stress



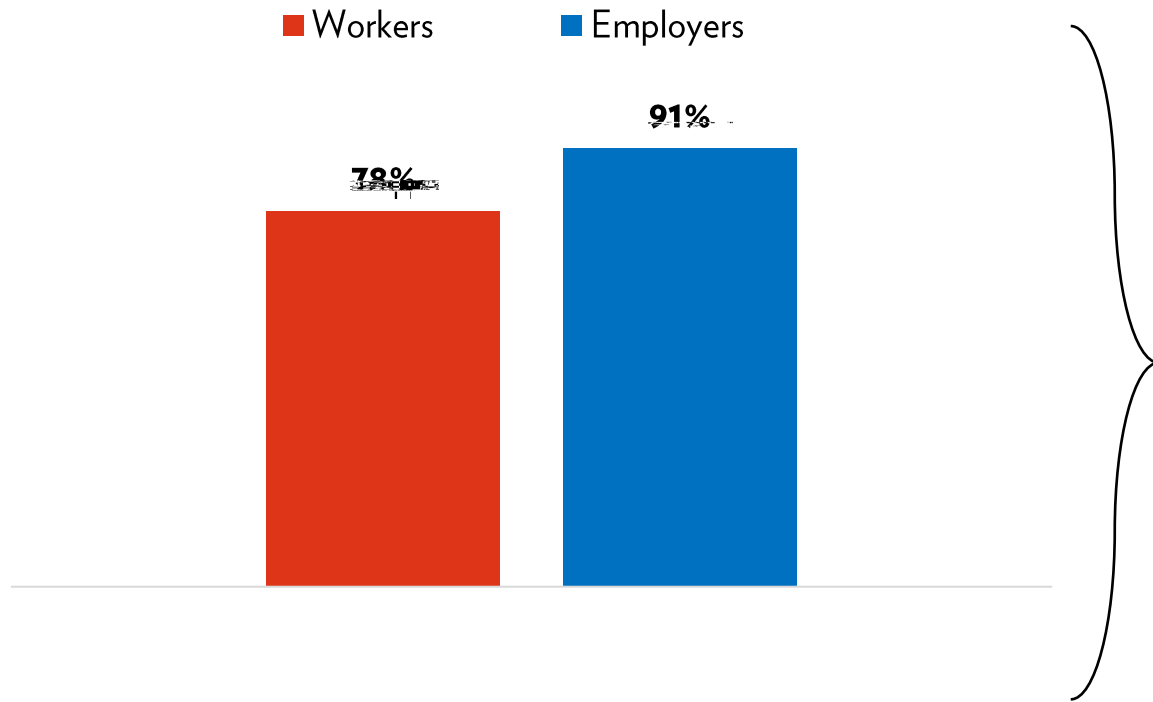
resources are offered/going to be offered by my current employer

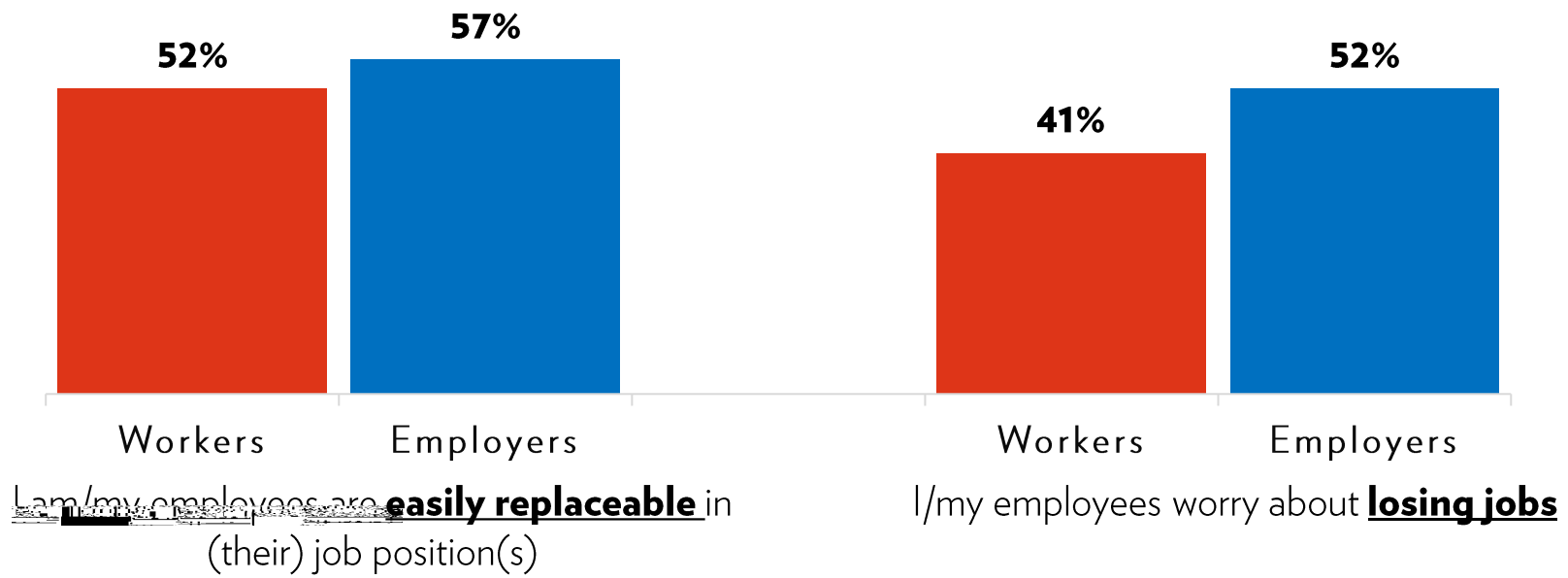


Q15. How would you agree or disagree with the following statement about your mental health/well-being? Base: 2021/2022 Gen Pop n=5000 (n=5000). Q16. Which of the following resources, if any, do you offer to your employees? Base: Employers n=500. Which resources are offered/going to be offered by my current employer? Base: Among those who employ n=440 (n=452). Q17. Which of the following resources, if any, do you offer to your employees? Base: Employers n=500.



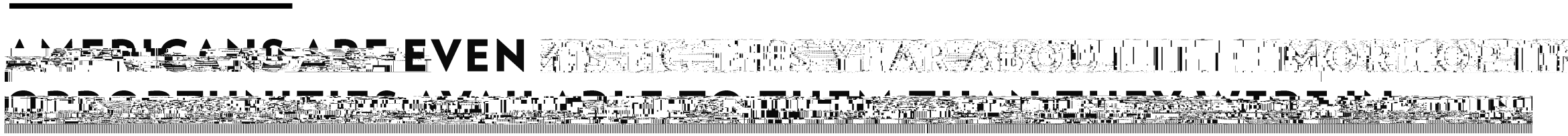
EMPOWERMENT IN CURRENT JOB











AVAILABILITY OF JOB OPPORTUNITIES

(Shown % Top 2 Positive)

Of Americans

Employers are **more optimistic** about the job opportunities available to the workforce at this time.

Men feel more optimistic about job opportunities than women (78% vs. 72%)

Hispanic Americans (81%) are **more optimistic** than White Americans (73%)

* Significant differences indicated by purple or green text

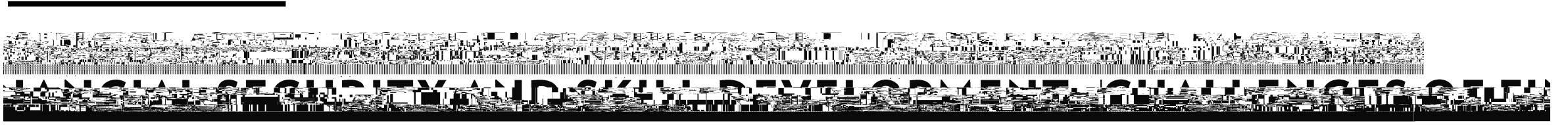


What is the Career Optimism Index™?

The Career Optimism Index™

How is it calculated?

The Career Optimism Index



Job Security: 75

(2021: 71 +4)

The job market is becoming more uncertain, but Americans know they're more capable than ever of finding a job, and are more optimistic about their future. Americans are more optimistic about their future (improved from 71 to 75).

The Career Optimism Index™ is a measure of how optimistic people feel about their career in terms of the five pillars below. Respondents reacted to a series 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 being most optimistic. The index is calculated as the average of the five pillars.



Mental Health: 73

(+4)

It has been another challenging summer, and it's clear that Americans are focusing more on their resilience and ability to adapt to new situations (improved from 69 to 73).

(2021: 65 -1)



Career Trajectory: 61

(-4)

As Americans look to the future, they are armed with hope for the future of their careers, tools to reach their goals, and a sense of optimism for their future (improved from 57 to 61).

As Americans look to the future, they are armed with hope for the future of their careers, tools to reach their goals, and a sense of optimism for their future (improved from 57 to 61).



Financial Security: 54

(2021 : 63 -9)

As Americans face a myriad of financial struggles, which have worsened in the past year, the effects of the pandemic and inflation weigh heavily – financial optimism has declined, with more living paycheck to paycheck (declined from 63 to 54).

As Americans face a myriad of financial struggles, which have worsened in the past year, the effects of the pandemic and inflation weigh heavily – financial optimism has declined, with more living paycheck to paycheck (declined from 63 to 54).



Skills Development: 53

(-5)

When it comes to skills development, Americans aren't as motivated to learn new skills to advance their careers (declined from 58 to 53).

YOUNGER GENERATIONS LOWER INCOME EARNERS

Temporary Workers

