

2023 Career Optimism Index®

A comprehensive study of American workers' career perceptions

The 2023 Career Optimism Index® study found that despite the challenges of the past year, most Americans remain hopeful about the future of their careers. However, their hope is grounded in their own sense of personal efficacy, not in their current employers.



65% of Americans report living paycheck to paycheck.

Yet optimism remains high, with **80%** of Americans being hopeful about the future of their careers, but not with their current employer.

47% 

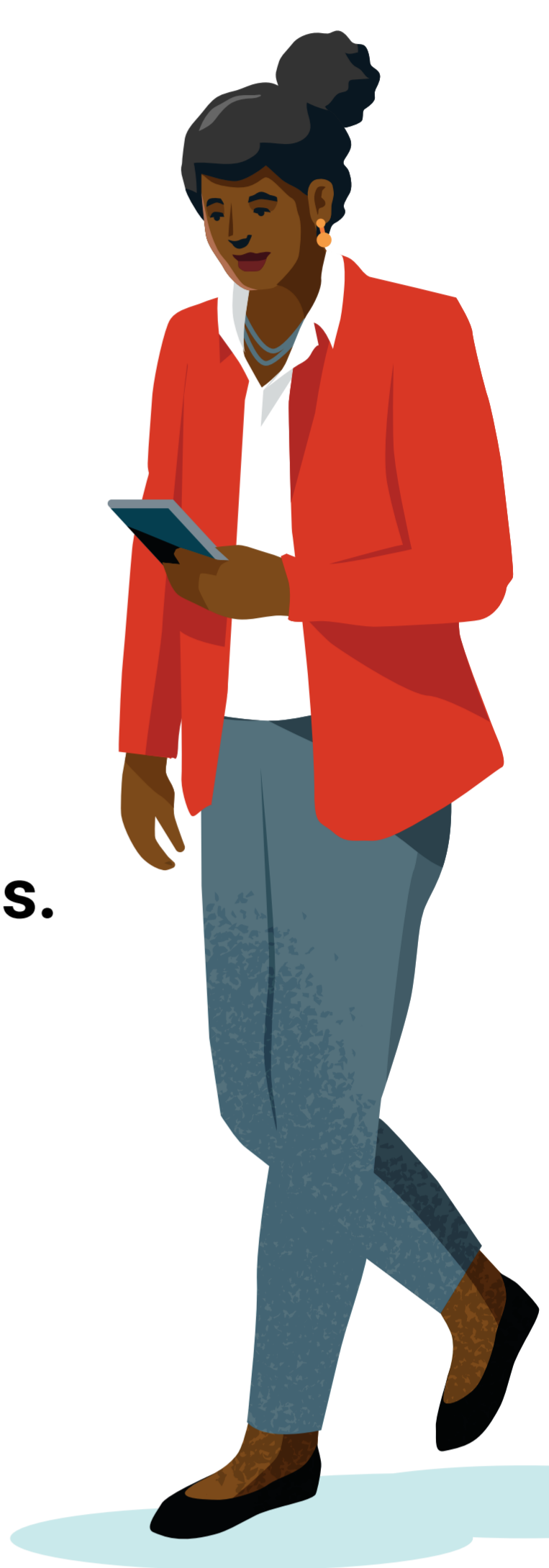
of American workers are experiencing burnout on the job.

53% 

of Americans are looking for a new job or expect to in the next 6 months.

22% 

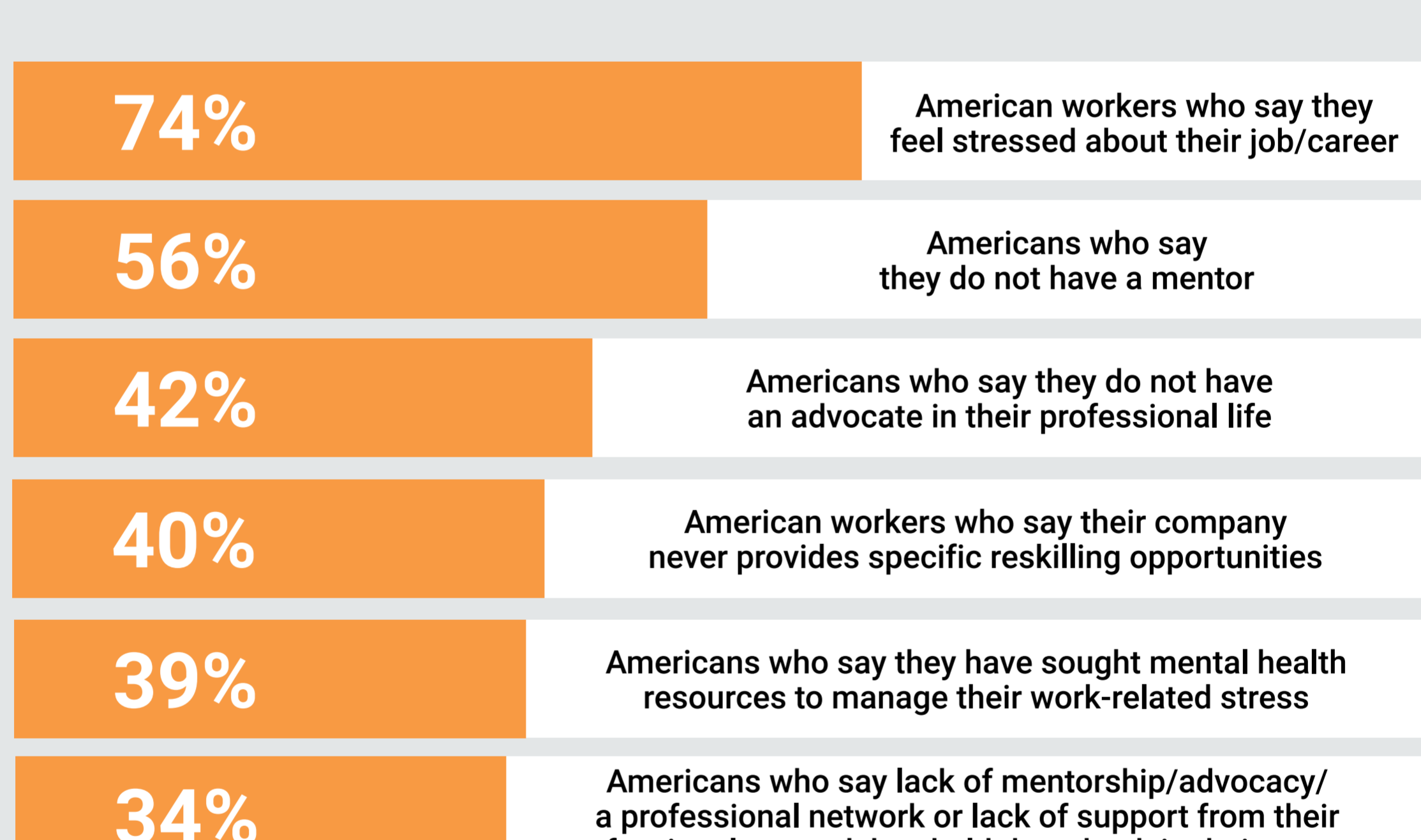
of American workers are dissatisfied in their current jobs.



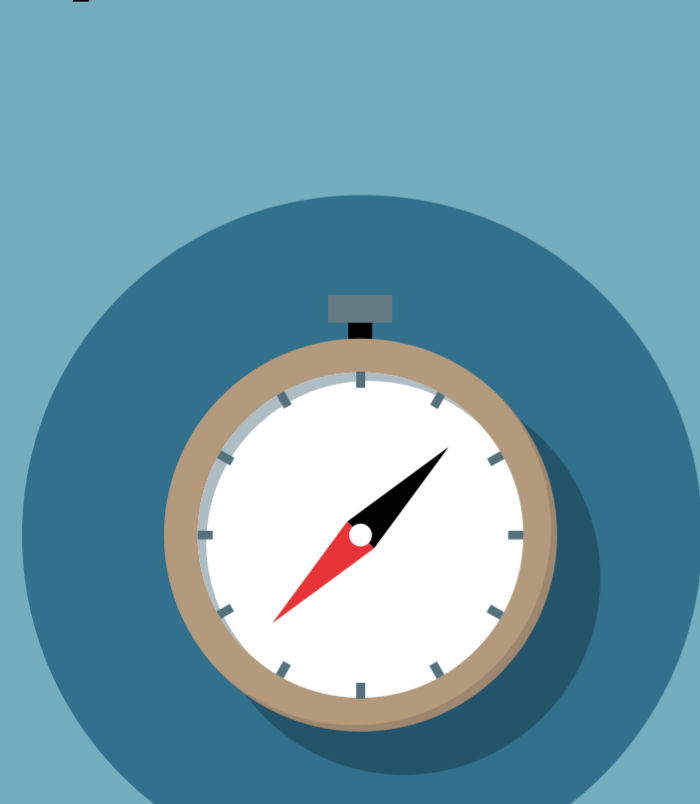
Yet, **68%**

of American workers said if things changed at their current job, they would be more likely to stay.

This outlook has led to a “free agent” labor market, where workers feel confident in the opportunities available to them and are willing to pursue alternative job prospects unless employers invest in foundational career support.



Employers can tap into the long-term optimism of their workforce by providing:



mentorship
skilling
career pathing
workplace wellness

By investing in employees' **professional development, mental health, mentorship and deeper engagement** within their organizations, employers can channel workers' optimism in their own abilities to their current place of work, benefiting both businesses and their workforces.



For more information about the University of Phoenix Career Institute® visit phoenix.edu/career-institute