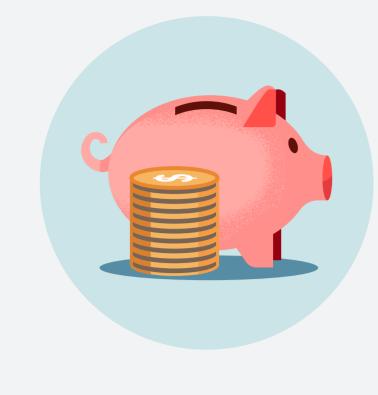




## 2023 Career Optimism Index®

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%

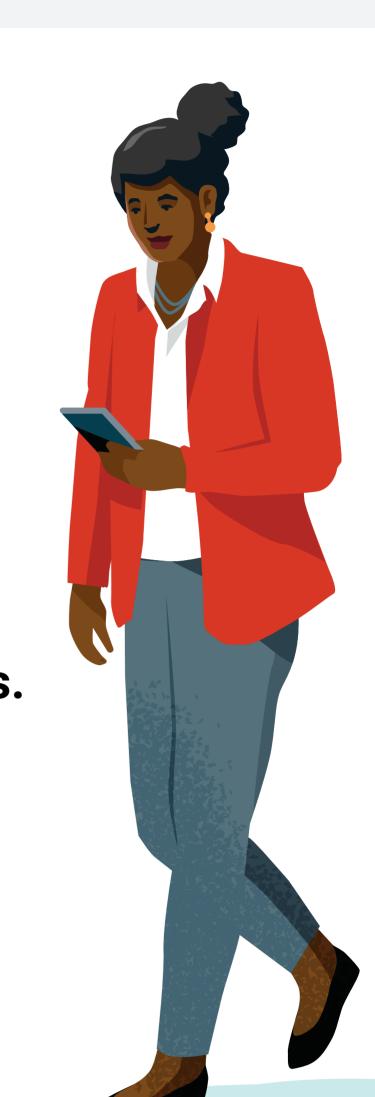


experiencing burnout on the job.

53% of Americans are looking for a new job or expect to in the next 6 months.

22% 气 of American workers are

dissatisfied in their current jobs.



Yet,

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

74%

56%

42%

This outlook has led to a "free agent"

in the opportunities available to them

and are willing to pursue alternative job prospects unless employers invest in foundational career support.

American workers who say they

feel stressed about their job/career

Americans who say

they do not have a mentor

Americans who say they do not have

an advocate in their professional life

labor market, where workers feel confident

American workers who say their company 40% never provides specific reskilling opportunities Americans who say they have sought mental health 39% resources to manage their work-related stress Americans who say lack of mentorship/advocacy/ 34% a professional network or lack of support from their professional network has held them back in their careers **Employers can tap into the long-term** optimism of their workforce by providing:

mentorship

career pathing

skilling

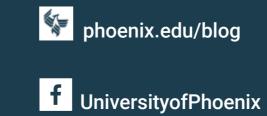
workplace wellness By investing in employees' professional development, mental health, mentorship and deeper engagement within their organizations, employers can channel workers' optimism in their own abilities



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











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