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. Despite this, 47% of Americans report living paycheck to paycheck.

However, optimism remains high, with 65% of Americans being hopeful about the future of their careers, but not with their current employer.

Yet, 68% of American workers said if things changed at their current job, they would be more likely to stay.

74% of Americans who say they have burnout feel stressed about their job/career.

42% of American workers say they do not have a mentor.

56% of Americans say they have sought mental health resources to manage their work-related stress.

34% of American workers say lack of mentorship/advocacy or a professional network has held them back in their careers.

40% of American workers say they believe their current employer does not provide enough reskilling opportunities.

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

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.