

2022

Career Optimism Index®

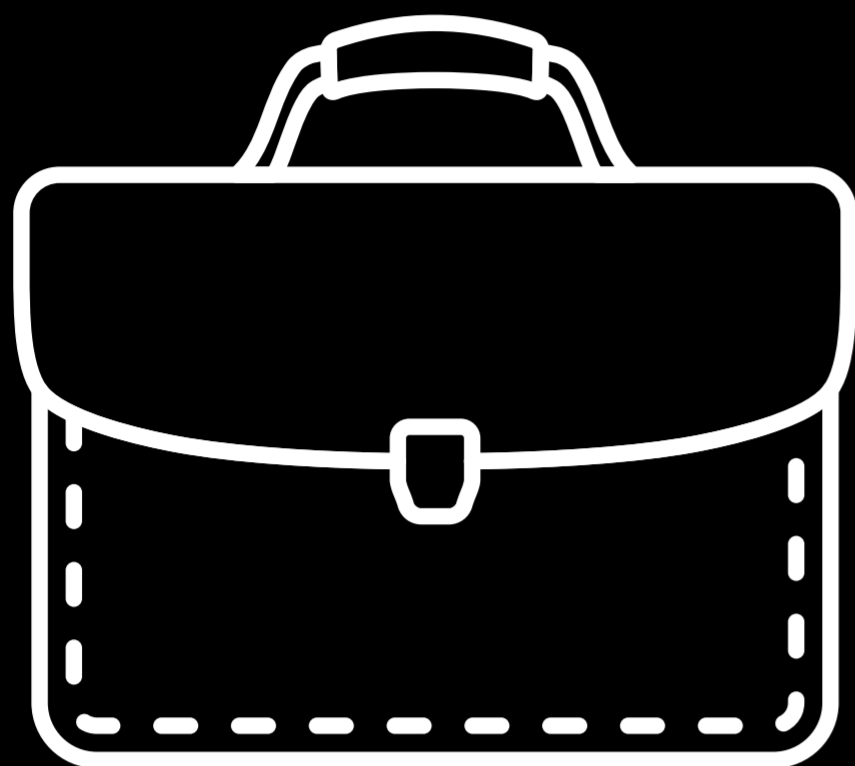
How American Workers Navigate The Path Forward

University of Phoenix Career Institute® was created to address broad, persistent and systemic barriers to career advancement through research-based solutions and impactful partnerships that break down barriers Americans face in their careers.



Nearly **1 in 3** Americans say they would quit their current jobs without having another job lined up.

However, **69%** of American workers say they would consider staying at their current job if things changed.



40% of American workers say COVID-19 has taken their career off course.

43% of American workers don't see a clear path for advancing in their careers.



4 in 10

American workers worry that their job skills will become outdated because of advancements in technology.

The **Great Resignation** looms large, exacerbated by the gap between employer perceptions and employee reality, with employers often not on the same page as their employees.

With **76%** of employers concerned about retention and **90%** prioritizing it, these gaps are critical for employers:

Employers see American workers as more empowered than they feel.



91% of employers say their employees feel empowered.

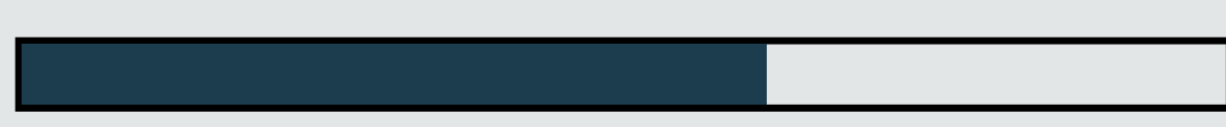


78% of American workers say they feel empowered.

Employers overestimate how much employees love their jobs.



85% of employers say their employees love their job.



66% of American workers say they love their job.

Employees need work-life balance.



93% of employers say employees have work-life balance.



81% of American workers say they have work-life balance.

Employers don't understand that workers don't have advocates.



91% of employers say employees have advocates in their professional life.



63% of American workers say they have advocates in their professional life.

Employees want more training and upskilling opportunities.



89% of employers say they provide frequent upskilling opportunities.



61% of American workers say they have frequent upskilling opportunities.

Employees need mental health resources and support.



81% of employers say they currently offer or are going to offer mental health/wellness resources.



62% of American workers say employers currently offer or are going to offer mental/wellness resources.

We have an opportunity to shift into **The Great Retention** if employers tap into what employees need – including skills development and advocacy – stabilizing the workforce for employers and enhancing career advancement for employees.

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