



38% of Working Americans Have a Plan for or Are Considering Job-Related Changes Next Year

More Than 1 in 4 American Workers Plan to Learn New Skills in 2022 for a Potential Future Job Change

Dec. 16, 2021 (Seattle, WA) - According to a new survey from BestColleges.com, over a third (38%) of employed Americans are planning to change or considering changing roles or employers in the new year. In 2021, amidst the Great Resignation, 28% of working Americans changed roles with their current employer or switched employers. Still, 72% report they experienced no employment changes this year, and 55% do not anticipate changes to their employment in 2022.

<https://www.bestcolleges.com/research/the-great-resignation-will-continue-next-year/>

Among individuals who changed roles or employers in 2021, 69% anticipate or are considering doing so again in 2022. Working Americans who changed jobs in the past year most commonly entered roles similar to their previous ones but in an entirely new industry (38%).

One in five (20%) individuals in households earning under \$40,000 a year left their former employer for a new one in 2021. Generation Z (age 18-24) workers were most likely to switch employers this year (30%), while baby boomers (age 57-75) were least likely to experience any employment changes (90%). White individuals (6%) are least likely to anticipate switching employers in 2022 compared to 17% of Black individuals, 13% of Latino/a individuals, and 12% of individuals from other racial or ethnic backgrounds.

"Many people are rethinking their priorities and revising their career goals right now. The numbers we typically see in anticipated job turnover may have slowed early in the pandemic, but workers are now feeling more confident about changing their work situations and are taking the initiative to do so," said Melissa Venable, Ph.D., education

advisor for BestColleges.com. "As additional workers follow the lead of those changing jobs in 2021, it's likely we'll see the Great Resignation or Great Reshuffle continue into 2022."

In 2021, 47% of working Americans engaged in upskilling or reskilling activities related to their career. Generation Z workers were seven times more likely to report learning new skills for their current job or a potential job this year (42%) than baby boomers (6%). Postgraduate degree-holders were more likely to report they learned new skills related to their current jobs this year (52%) than workers who had only completed a four-year college degree (42%), some college or a two-year degree (37%), or a high school diploma or less (24%).

While a total of 68% of those currently employed report they anticipate or are considering engaging in upskilling or reskilling activities next year, only 27% say they plan to do so for a potential future job change. Nearly 7 in 10 (68%) employed Americans agree that upskilling and/or reskilling are important to be a competitive job candidate. A majority also agree that learning new skills through upskilling and/or reskilling is important to be considered for a promotion (64%) and to remain in one's current position (56%).

"Upskilling and reskilling are not new concepts," said Dr. Venable. "However, there is now a broad acceptance that upskilling (learning new skills to perform one's job) and reskilling (learning new skills to perform a different job) are essential components of a successful career. Job tasks are changing rapidly, due to technology and economic factors, requiring a continuous learning mindset."

Methodology

BestColleges.com commissioned YouGov PLC to conduct the survey. All figures, unless otherwise stated, are from YouGov PLC. The total sample size was 965 adults. The figures have been weighted and are representative of all working U.S. adults (aged 18+). Fieldwork was undertaken on Nov. 23-24, 2021. The survey was carried out online and meets rigorous quality standards.

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