

# 2024 Career Optimism Index®

A COMPREHENSIVE STUDY OF AMERICAN WORKERS' CAREER PERCEPTIONS

Amid layoffs and economic uncertainty, American workers and employers alike face a talent stagnation crisis. Employers are making fewer hires and struggle to find skilled external candidates to fill limited open roles. Meanwhile, workers yearn for career growth and opportunities to acquire new skills. Despite these challenges, workers maintain optimism for the future of their careers, offering employers a chance to foster the talent they need from within.

## WORKER DISCONTENT

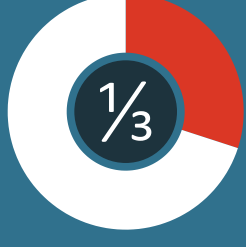


**20%** of workers express dissatisfaction with their current job.

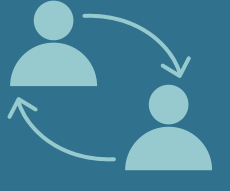
**42%** of workers fear job loss due to economic downturns.



**42%** of Americans say they can afford less now than they could two years ago.



One-third of workers feel unrecognized by company leadership.



Over half of Americans (53%) and employers (52%) view workers as easily replaceable.

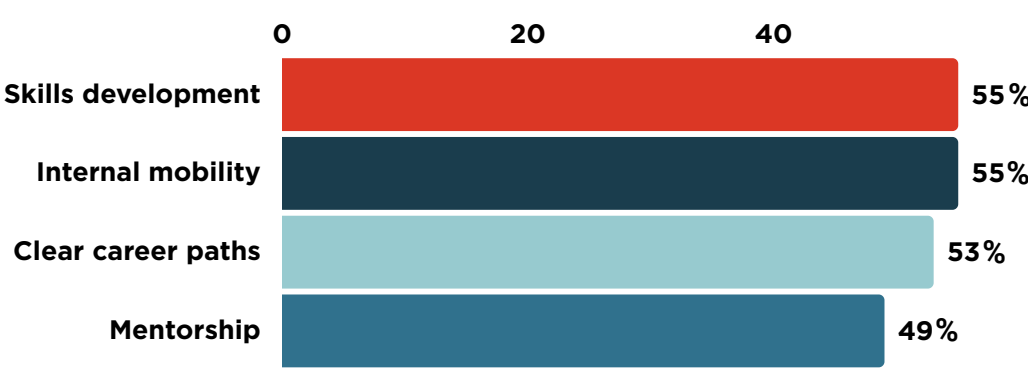
Employers face hurdles in finding qualified talent, with **62% experiencing slowed growth** and **56% struggling to attract new talent.**

**74%** of workers recognize the necessity of learning new skills to stay ahead in their career.

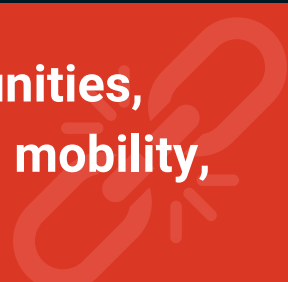


## CAREER STAGNATION FACTORS

Workers feel hindered in career advancement without the following:



Despite employer claims of providing opportunities, only **36% of workers** see chances for internal mobility, highlighting a disconnect.



## OPTIMISM PERSISTS



**78%** of American workers remain hopeful about their career future.

**72%** of American workers feel in control of their professional future.

**68%** of American workers remain positive about job opportunities.

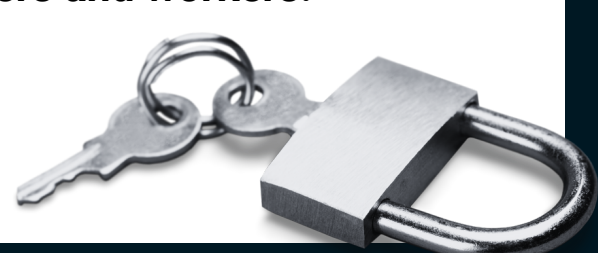
## HOW EMPLOYERS CAN UNLOCK TALENT POTENTIAL

**Personalization:** Offer flexible working arrangements to boost productivity and mental well-being.

**Clear career paths:** Provide visibility into upward mobility, networking, and mentorship opportunities.

**Invest in upskilling:** Prioritize workers' desire for ongoing skill development through accessible educational resources.

**Financial incentives:** Invest in career optimism which can lead to significant savings for both employers and workers.



## THE VALUE OF OPTIMISM

When employers invest in boosting career optimism among workers, they can **save up to \$8,053 per worker per year** and **workers can add up to \$5,270 to their annual salary.**

