

# The American Workforce - US - 2022

Report Price: £3695 | \$4995 | €4400

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## This report looks at the following areas:

- Job hunting and changes in employment since January 2022
- Reasons for job change
- Attitudes toward work/life balance
- Attitudes toward working onsite
- Impact of inflation/recession on work outlook
- Priorities when considering a new job/career change.

After catastrophic pandemic-induced 2020-21 high unemployment, the unemployment rate in the US is at a 50-year low. A fast-recovering economy led to employers staffing up and rewarding employees with pay increases. Nearly a third (31%) of US workers received a pay increase/bonus since January 2022. And while the long tail of the great resignation continues, current job seekers are looking more for improved pay than for ideological realignment. Salary increase has been the leading driver of job switching in 2022, outperforming the flexibility and career advancement sought in 2021.

Financial insecurity is rampant, with inflationary pricing and recession threats triggering fears of layoffs and causing nearly a third (31%) of workers to consider supplemental income – 32% of workers have a side hustle. 75% of US adults make a direct connection with financial wellness and health, pointing to its primary importance. While pay increases will be the most direct means of easing worker fears, other opportunities exist, including helping workers with financial planning, including saving for retirement.

Flexibility in work hours and environment continue to hold sway in job change decisions, especially among women and workers age 25-44. And while the option to work-from-home remains a popular benefit, it's not for everyone. Remote workers report greater happiness with their work/life balance, and fewer than half of these workers would refuse a new job that didn't allow them to work from home.



“There’s a false sense that the ball is in the workers’ court. Despite the recent sense of empowerment that leaves the majority of workers happy with work/life balance, factors like inflation, remote work, and working multiple jobs signify that this trend isn’t sustainable in the long-term.”  
– Carol Wong-Li, Director – Consumers & Cultures

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Mental health benefits and diversity, equity and inclusion programs remain areas of interest and improvement among US employers.



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