



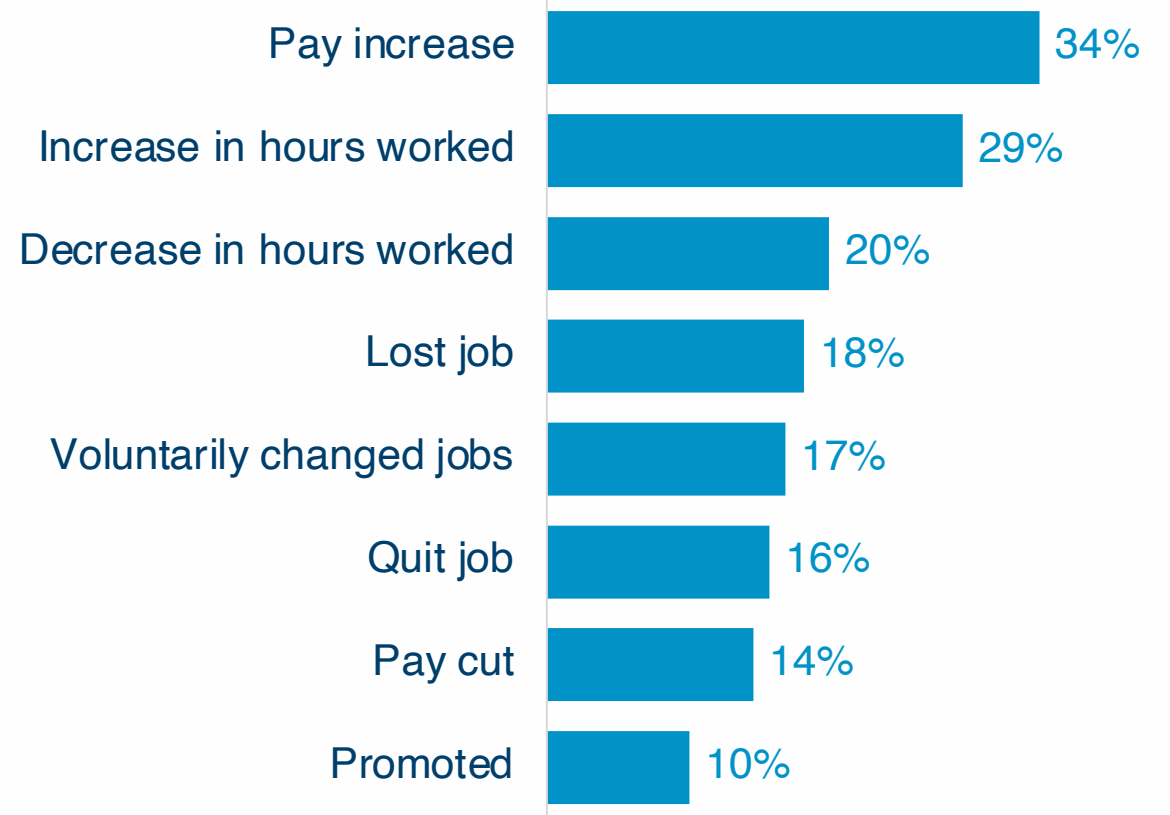
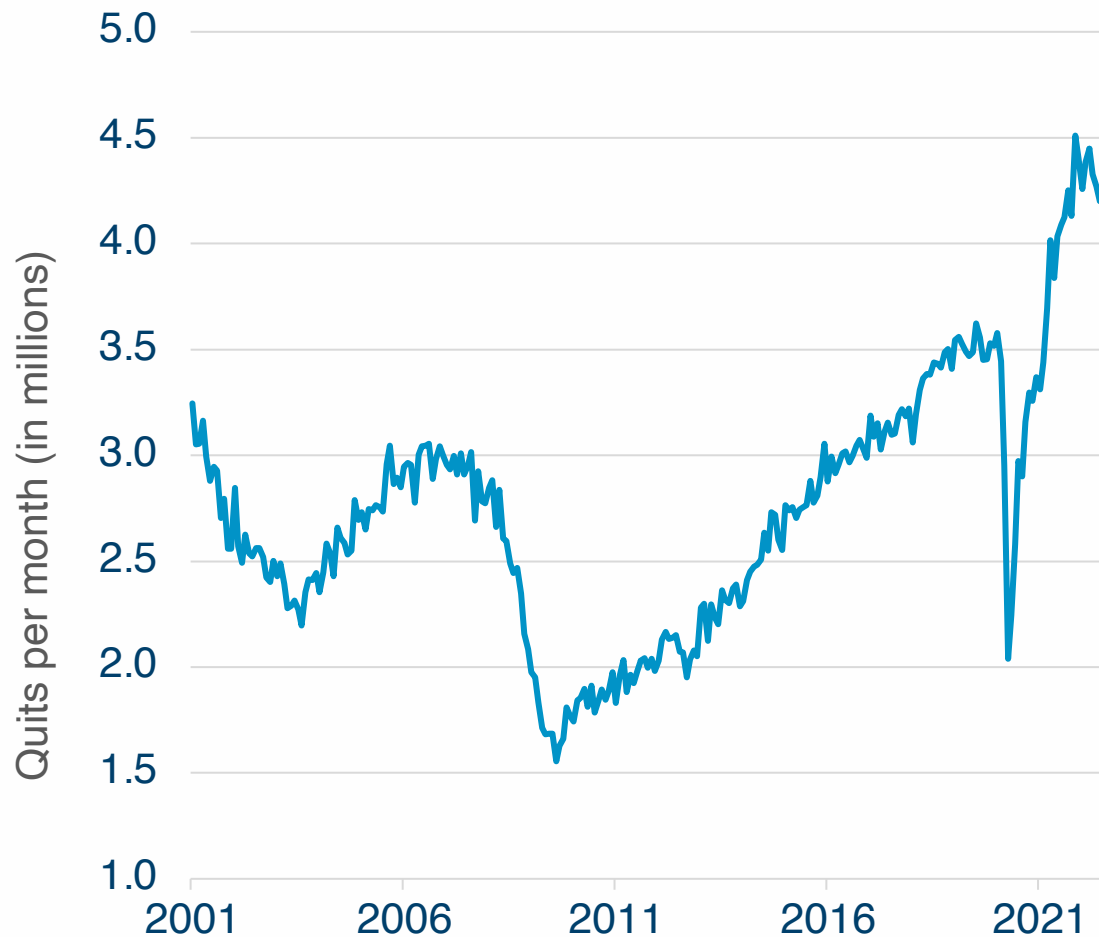
EDUCATION
NETWORK

Public Viewpoint

The Great Resignation: Workers' Experiences With Job and Education Transitions

Sept. 21, 2022

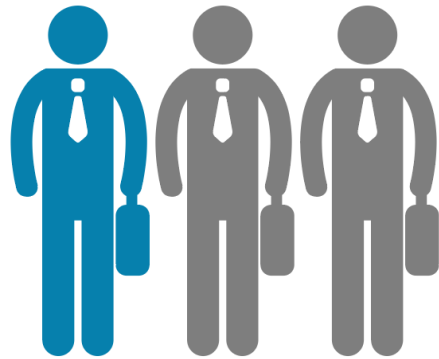
Quits per month and share of workers who experienced a work change since the beginning of the Covid-19 pandemic



Share of workers who experienced a change at work since the beginning of the pandemic

Source: Strada analysis of data from the U.S. Bureau of Labor Statistics' Job Openings and Labor Turnover Survey, 2001-2022 (left). Strada Recontact Survey, 2022 (right); n = 3,039. The JOLTS includes more than eight million employers.

Influence of Covid-19 on work and education decisions



One-third of people who switched jobs in order to **work remotely** did so out of concern for COVID-19.

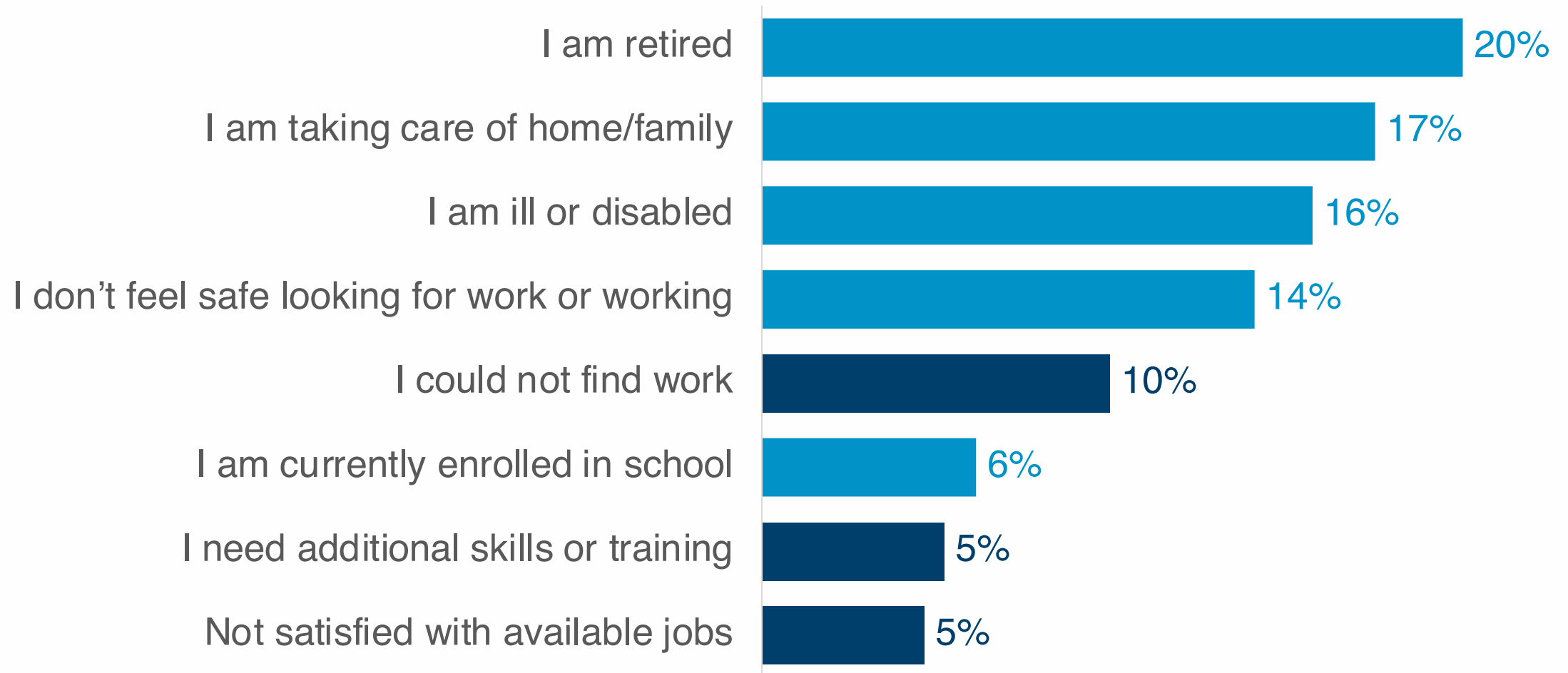


Fourteen percent of people who have **not returned to work** have not returned because of concerns about COVID-19.



Only **4 percent** of respondents said their decision **not to enroll in education** was because of COVID-19 or other health concerns.

Reasons for not returning to work among workers who lost or quit their jobs



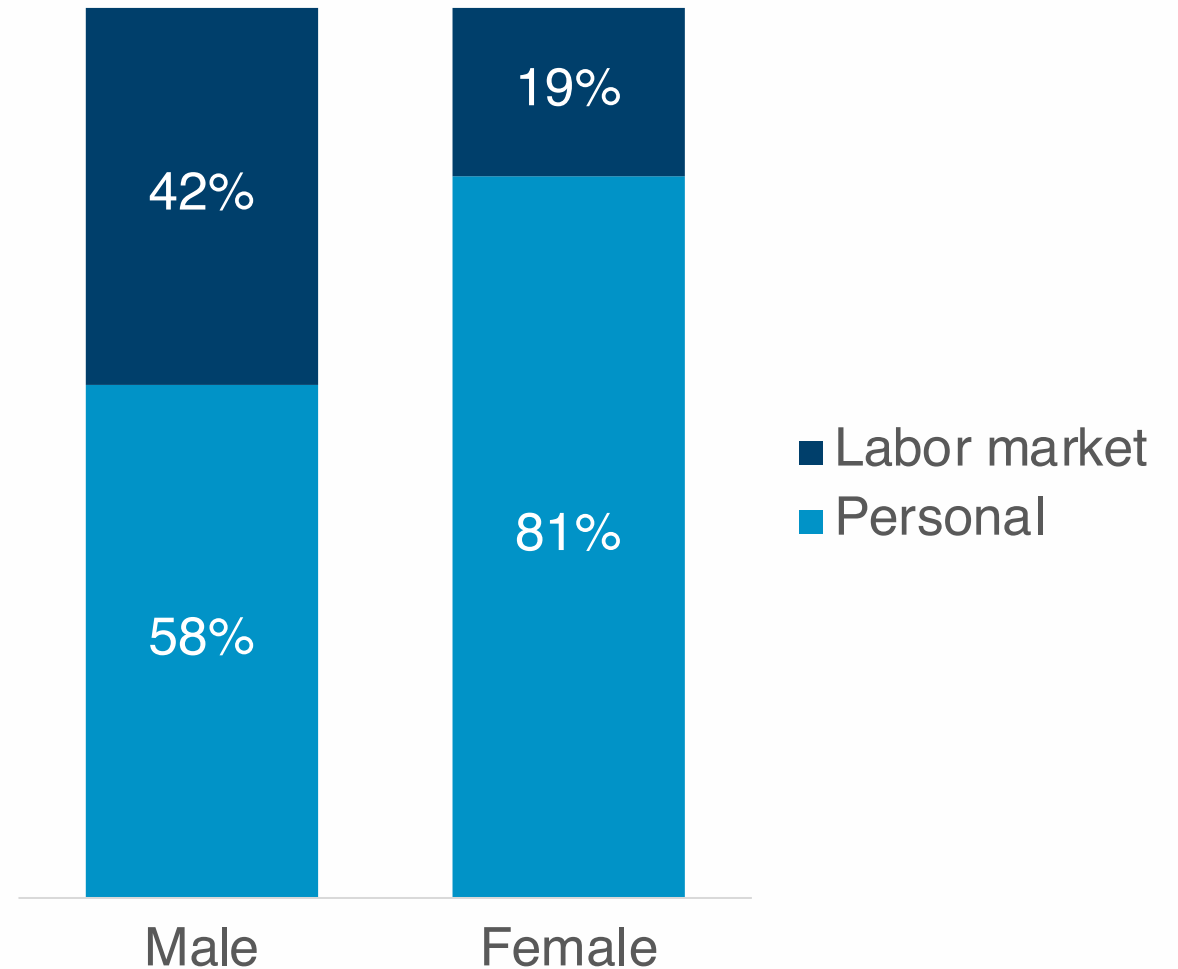
Reasons for not returning to work by gender among workers who lost or quit their jobs

Labor market conditions

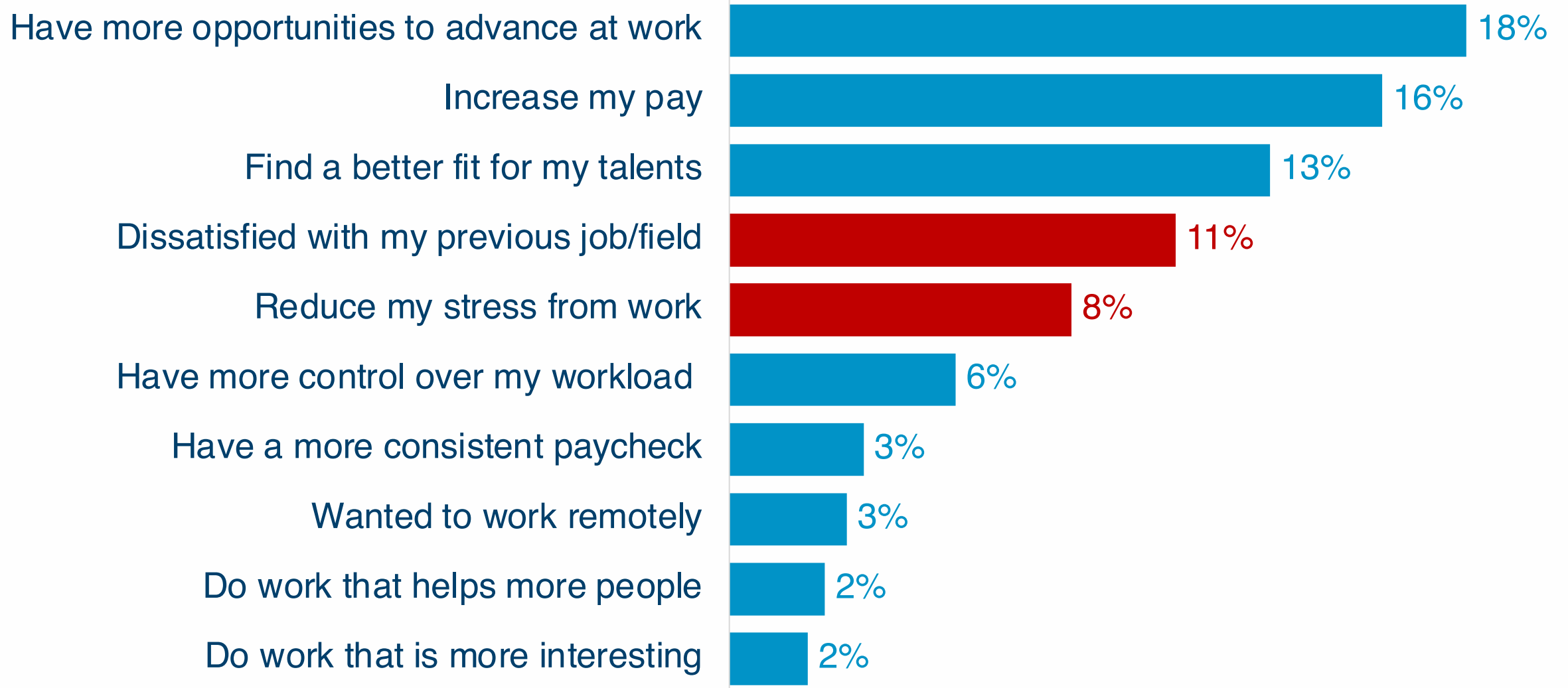
- I could not find work.
- Not satisfied with available jobs.
- I need additional skills or training.

Personal reasons

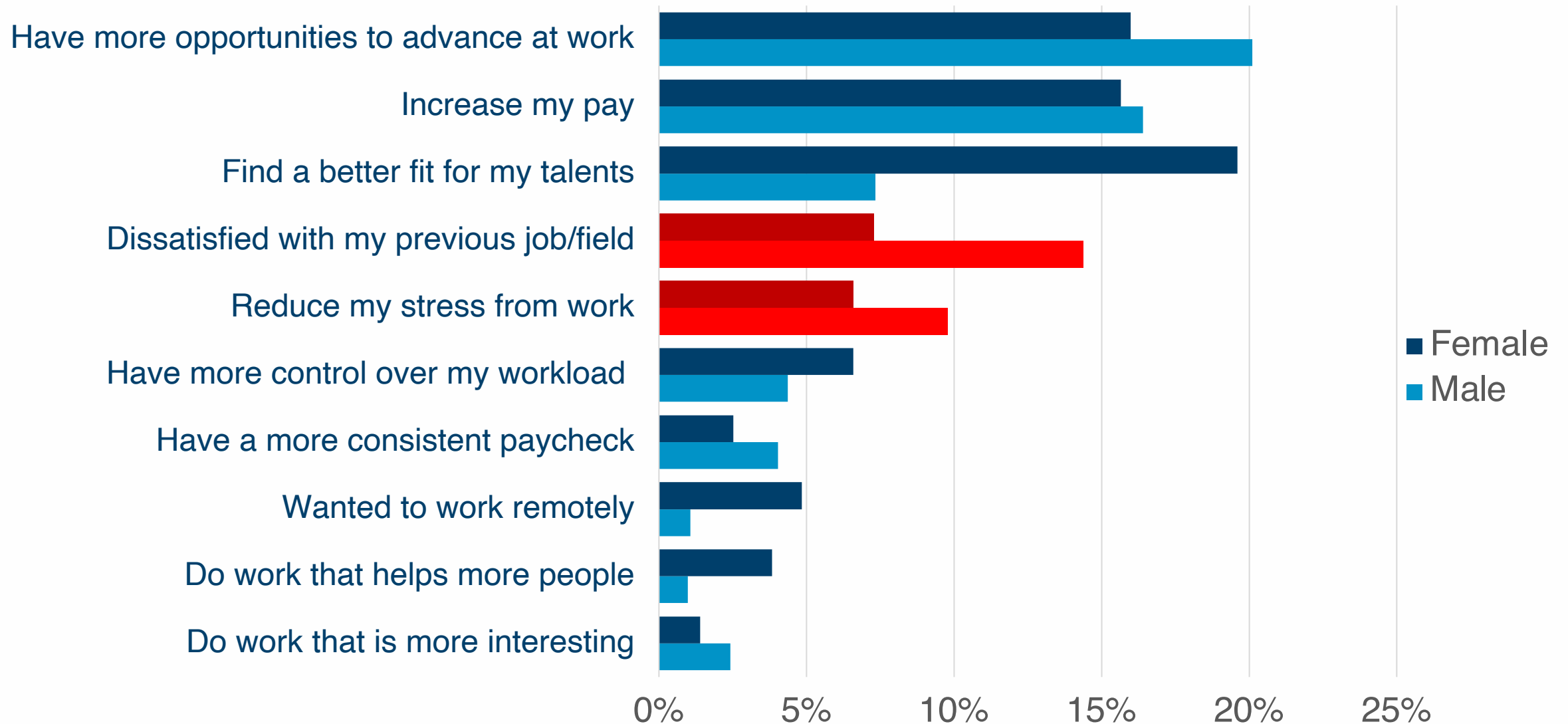
- I am retired.
- I am taking care of home/family.
- I am ill or disabled.
- I don't feel safe looking for work or working.
- I am currently enrolled in school.



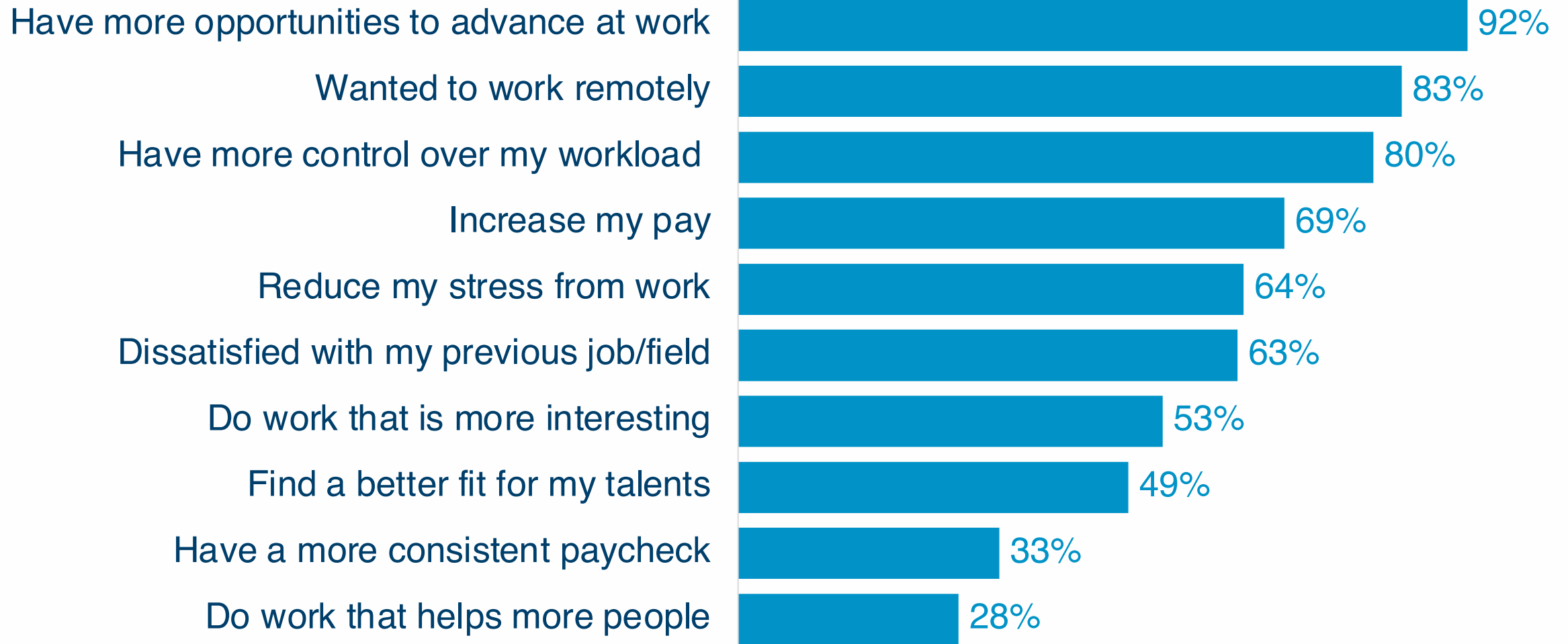
Reasons for voluntarily changing jobs



Reasons for voluntarily changing jobs by gender

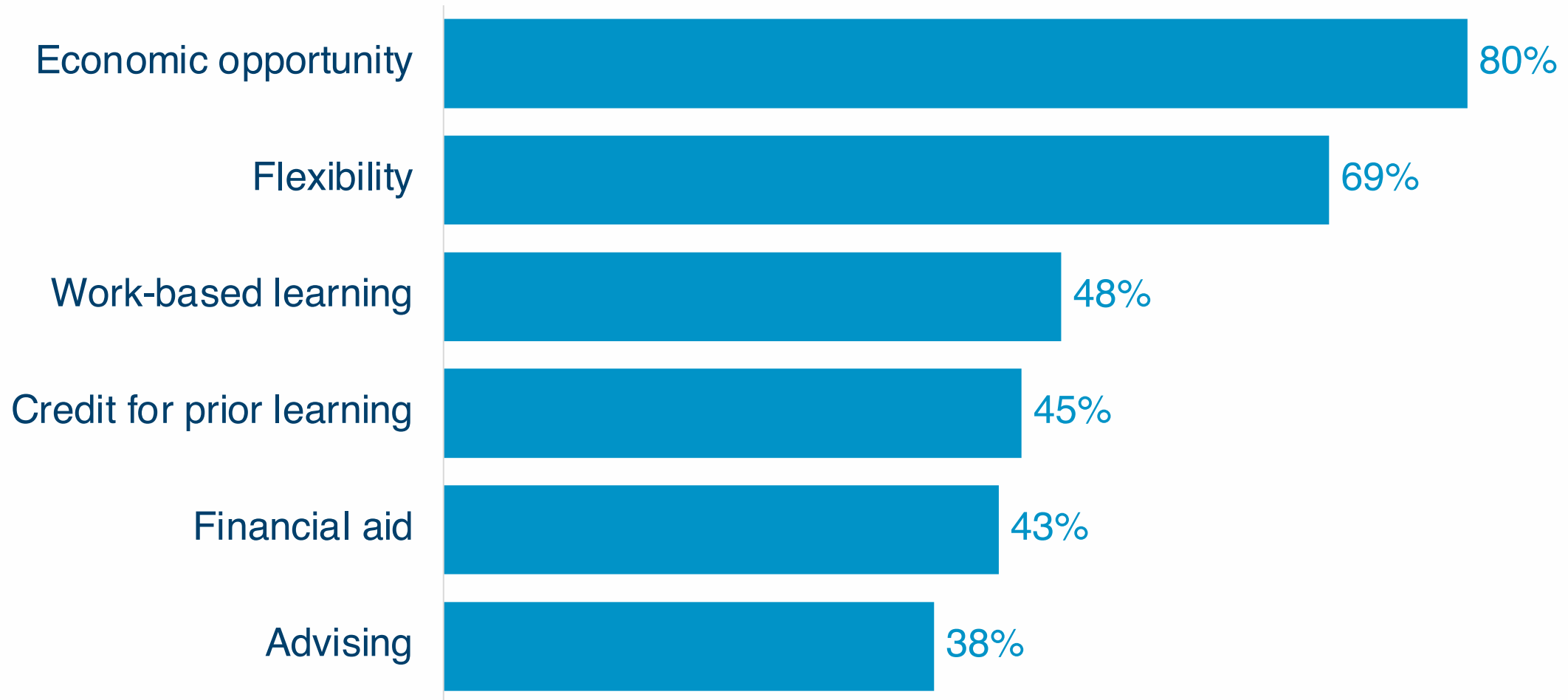


Satisfaction with voluntary job change by motivation for change



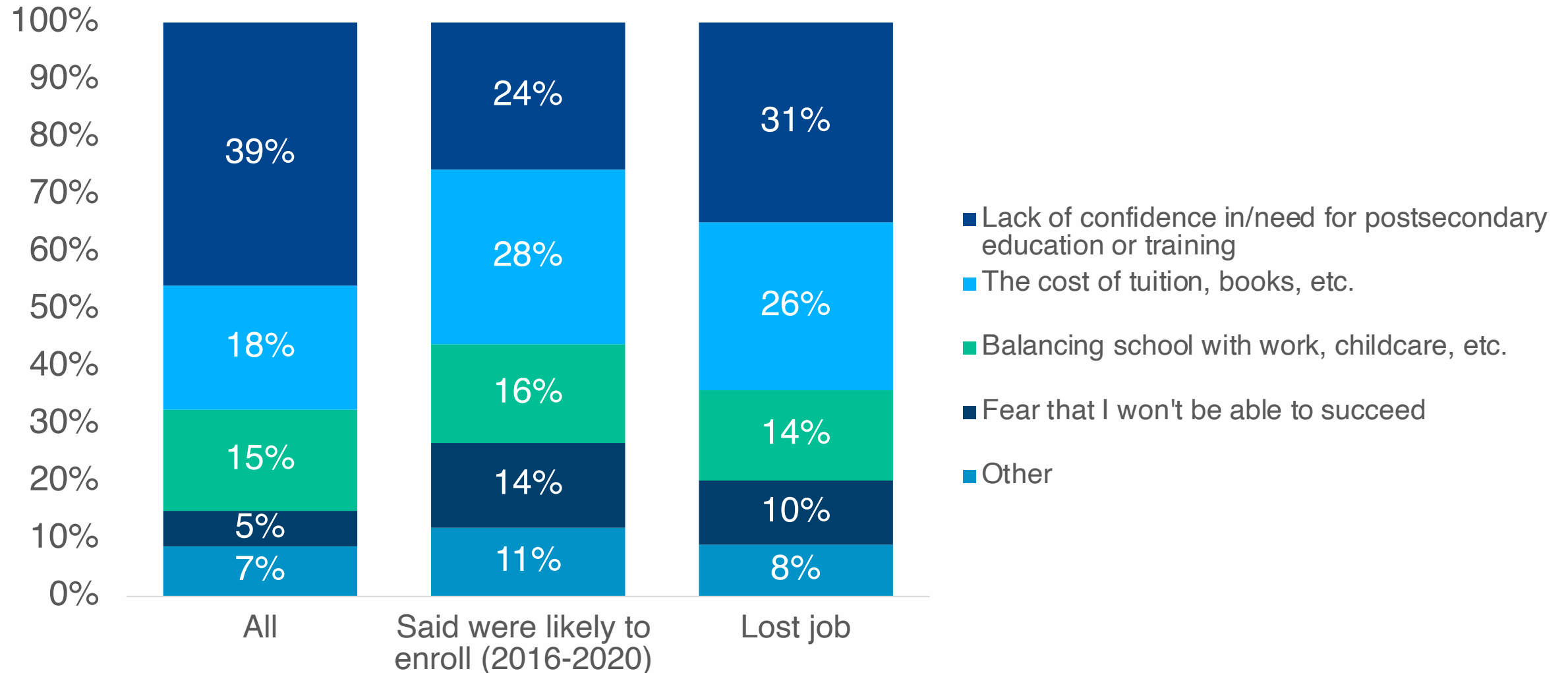
Share of workers (very/extremely satisfied)

Postsecondary education and training: Factors most likely to influence enrollment decisions

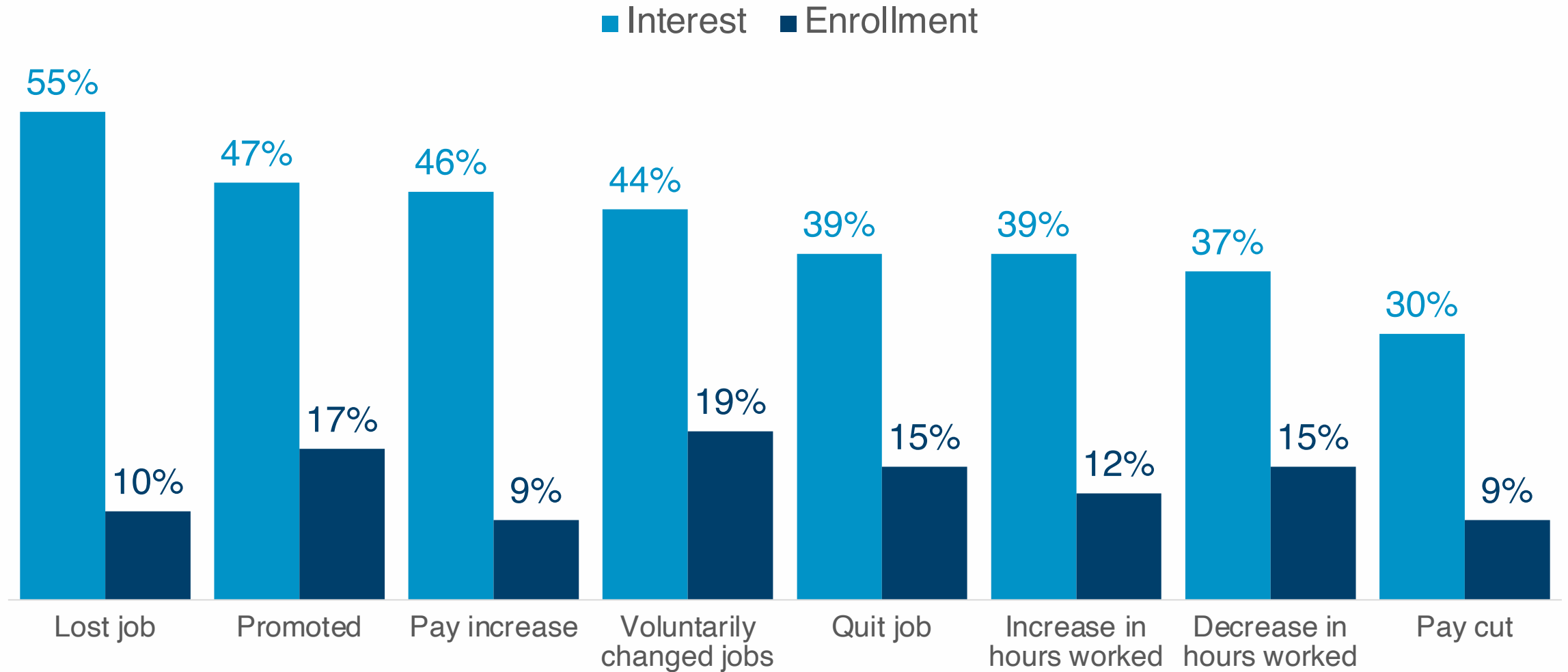


Share of adults who say factor is very/extremely important in influencing their decision to enroll

Reasons for not enrolling in postsecondary education or training



Interest in postsecondary education or training versus actual enrollment



Implications for education and workforce stakeholders

Stakeholder	Implications
Education and training providers	<ul style="list-style-type: none">✓ Provide flexible education opportunities to meet the needs of learners balancing education with other responsibilities.✓ Align education programs with workforce opportunities.
Employers	<ul style="list-style-type: none">✓ Create clear pathways for advancement.✓ Support workers in pursuing training opportunities.
Policymakers	<ul style="list-style-type: none">✓ Leverage regional labor market data to align education with workforce opportunities.✓ Develop policies to support workers transitioning between education and employment.

Key findings

1. Most workers who left their jobs during the pandemic and have not returned to work were influenced by personal considerations rather than labor market constraints.
2. Workers who voluntarily changed jobs were significantly more likely to be motivated by opportunities for advancement and fulfillment than by negative experiences with their previous roles.
3. Workers were more likely to be satisfied with their employment changes if those changes were voluntary, resulted in a promotion or raise, or were motivated by opportunities for advancement or greater agency.
4. Confidence that education would lead to strong economic or career outcomes was the biggest deciding factor for those who enrolled in postsecondary education, while a lack of confidence in the financial benefits of additional education or training was the strongest consideration for those who did not enroll. The expected challenges of balancing education with work and other responsibilities were prominent for parents.
5. Workers who experienced career advancement or made voluntary changes to their employment were the most likely to enroll in postsecondary education and training. While more than half of workers who lost their jobs said they were interested in education, only 10 percent actually enrolled.

Learn more at
stradaeducation.org/research

Data Sources

Strada Work and Education Recontact Study Survey

Results for the Strada Work and Education Recontact Study Survey by Gallup are based on a survey conducted using web data collection from Feb.16 to March 10, 2022, with a random sample of 4,502 adults ages 18 to 65, living in all 50 states and Washington, D.C.

Samples were weighted to correct for unequal selection probability and nonresponse. Demographic weighting targets are based on the 2018 American Community Survey figures for the ages 18 to 65 population. The data were weighted to match national demographics of age, education, gender, race, ethnicity, region, labor force participation, and population density.

In addition to sampling error, question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of public opinion polls.