



Strategic Education Workforce Development Survey on Employee Sentiment During the Great Resignation

Overview

Throughout the COVID-19 pandemic, employers experienced a mass exodus from the workforce whose repercussions continue to present them with many challenges. In fact, the Bureau of Labor Statistics reports that [4.5 million workers in the U.S. voluntarily quit their jobs in March of 2022 alone](#). While many may believe the Great Resignation has been caused by disgruntled employees trying to find better work, our research suggests otherwise. To better understand the employee sentiment and the root causes of the Great Resignation, Strategic Education commissioned a workforce development survey by Atomik research of more than 2,000 employees.

Methodology

The online survey was served to 2,009 employees in the United States. The margin of error fell within +/- 2 percentage points with a confidence interval of 95 percent. The fieldwork took place between March 17th and March 22nd, 2022. Atomik Research is an independent creative market research agency.



How would you describe your general level of happiness at your current job? (Select one)

	Total	Happy (NET)	Very happy	Fairly happy	Neither happy nor unhappy (indifferent)	Fairly unhappy	Very unhappy	Unhappy (NET)
Total	N=2,009	N=1,559	N=813	N=746	N=281	N=121	N=48	N=169
	100%	78%	40%	37%	14%	6%	2%	8%

How would you describe your level of satisfaction with the benefits offered by your employer? (Select one)

	Total	Satisfied (NET)	Highly satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Highly unsatisfied	Unsatisfied (NET)
Total	N=2,009	N=1,547	N=839	N=708	N=249	N=136	N=77	N=213
	100%	77%	42%	35%	12%	7%	4%	11%

What word or words best describe(s) how you feel at your current job? (Select all that apply)

	Total	Inspired	Content	Motivated	Balanced	Incomplete	Stagnant	Frustrated	Uninspired	None of the above	Count (Avg. number of choices selected)
Total	N=2,009	N=596	N=747	N=840	N=743	N=215	N=340	N=316	N=287	N=54	N=2,009
	100%	30%	37%	42%	37%	11%	17%	16%	14%	3%	2.06



Given the current job climate, not including compensation or health benefits, which of the following do you feel more empowered to ask your current employer for? (Select all that apply)

	Total	More paid time off	Tuition benefits	Better employer-sponsored investment programs	Better career development and training	Support with childcare	None of the above	Count (Avg. number of choices selected)
Total	N=2,009	N=816	N=501	N=776	N=718	N=404	N=298	N=2,009
	100%	41%	25%	39%	36%	20%	15%	1.75

To what extent do you agree or disagree with the following statement: I feel I should be on the lookout for new jobs because the current market is favorable for employees. (Select one)

	Total	Agree (NET)	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Disagree (NET)
Total	N=2,009	N=1,342	N=744	N=598	N=384	N=139	N=144	283
	100%	67%	37%	30%	19%	7%	7%	14%

Would you not look for another job because you feel loyal to your current employer? (Select one) Do you feel valued by your current employer? (Select one)

	Total	Yes	No	I'm not sure
Total	N=2,009	N=994	N=741	N=274
	100%	49%	37%	14%

Do you feel valued by your current employer? (Select one)

	Total	Yes	No	I'm not sure	No or I'm not sure (NET)
Total	N=2,009	N=1,323	N=496	N=190	N=686
	100%	66%	25%	9%	34%



Which of the following statements best describes you? (Select one)

	Total	I am actively looking for a new job	I am not actively looking for a new job
Total	N=1,559	N=605	N=954
	100%	39%	61%

Which of the following statements best describes you? (Select all that apply)

	Total	I am open to other job opportunities	I am worried that I am missing out on a better job	I am worried that I am missing out on a job that offers higher pay	None of the above	Count (Avg. number of choices selected)
Total	N=1,559	N=714	N=435	N=458	N=356	N=1,559
	100%	46%	28%	29%	23%	1.26

Complete the following statement so that it best applies to you: I must continue my education in order to _____. Select all that apply)

	Total	Get noticed by my dream employer	Remain competitive in the modern workforce	Earn a promotion	Other	I don't feel I need to continue my education	Count (Avg. number of choices selected)
Total	N=2,009	N=537	N=878	N=675	N=38	N=501	N=2,009
	100%	27%	44%	34%	2%	25%	1.31

If you were to continue your education, why would you want to? (Select all that apply)

	Total	To improve my skills at my current job	To earn more money	To satisfy a personal goal for myself	To find a new job	To become more knowledgeable in a field of study that interests me	None of the above	Count (Avg. number of choices selected)
Total	N=2,009	N=705	N=1,033	N=840	N=525	N=801	N=118	N=2,009
	100%	35%	51%	42%	26%	42%	6%	2.00



Do you feel inspired to continue your education so you can start a new career (i.e., earning a certificate, enrolling in college courses, etc.)? (Select one)

	Total	Yes	No	I'm not sure
Total	N=2,009	N=1,203	N=589	N=217
	100%	60%	29%	11%

Thinking about your job that you resigned from between January 2021 and now, were there any significant reasons for resigning beyond pay or compensation? (Select all that apply)

	Total	Yes, a lack of career development	Yes, poor work/life balance	Yes, there was no clear pathway for advancement	Yes, I wanted to move to a new location	Yes, my former employer provided sub-par benefits	Yes, my former employer did not provide any benefits	Other, please specify	No, pay or compensation were the only reasons	Count (Avg. number of choices selected)
Total	N=786	N=207	N=217	N=220	N=193	N=188	N=186	N=31	N=76	N=786
	100%	26%	28%	28%	25%	24%	24%	4%	10%	1.68

Do you believe you would feel better about your current job if your employer paid for workforce training or continuing education (i.e., going back to school)? (Select one)

	Total	Yes	No	I'm not sure
Total	N=681	N=423	N=176	N=82
	100%	62%	26%	12%

How likely, if at all, would you be to make a job change if it meant you would have more flexible time off to re-skill or pursue a new credential? (Select one)

	Total	Likely (NET)	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Unlikely (NET)
Total	N=2,009	N=1,485	N=811	N=674	N=350	N=73	N=101	N=174
	100%	74%	40%	34%	17%	4%	5%	9%



To what extent do you agree or disagree with the following statement: I believe employers should be investing in employees' continued education.

	Total	Agree (NET)	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Disagree (NET)
Total	N=2,009	N=1,665	N=984	N=681	N=277	N=41	N=26	67
	100%	83%	49%	34%	14%	2%	1%	3%

Have you used your employer-sponsored tuition benefits?

	Total	Yes	No, but I plan to	No, and I currently don't plan to
Total	N=1,099	N=562	N=336	N=201
	100%	51%	31%	18%

Why have you not used your employer's tuition benefits? (Select all that apply)

	Total	There is a lack of internal information on how to access the benefits	There are limited program options	The tuition reimbursement process is cumbersome	I haven't completed foundational courses yet	I don't have enough time due to personal obligations (family, home, relationships, etc.)	I don't have enough time due to having a demanding job	The tuition benefits are too small to cover the cost of education	I have no interest in continuing my education	Other, please specify	Count (Avg. number of choices selected)
Total	N=537	N=77	N=110	N=80	N=65	N=193	N=122	N=89	N=97	N=18	N=537
	100%	14%	20%	15%	12%	36%	23%	17%	18%	3%	1.58

If pay and other benefits were the same, how likely would you be to change jobs if recruited by another employer that offers better tuition benefits?(Select one)

	Total	Likely (NET)	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Unlikely (NET)
Total	N=2,009	N=1,246	N=630	N=616	N=407	N=174	N=182	N=356
	100%	62%	31%	31%	20%	9%	9%	18%



If your current employer offered a tuition benefit, how likely, if at all, would you be to remain with your current employer? (Select one)

	Total	Likely (NET)	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Unlikely (NET)	N/A; My current employer already offers a tuition benefit
Total	N=2,009	N=527	N=252	N=275	N=300	N=44	N=39	N=83	N=1,099
	100%	26%	13%	14%	15%	2%	2%	4%	55%

Regardless of whether your current employer offers employer-sponsored tuition... Would you use an employer-sponsored tuition benefits program if you had the flexibility to choose what to study and which school to attend? (Select one)

	Total	Yes	No	I'm not sure
Total	N=2,009	N=1,492	N=269	N=248
	100%	74%	13%	12%

Regardless of whether your current employer offers employer-sponsored tuition benefits... Would you be more likely to use an employer-sponsored tuition benefits program if your employer paid the costs of tuition upfront, rather than a reimbursement of the costs to continue your education? (Select one)

	Total	Yes	No	I'm not sure
Total	N=2,009	N=1,502	N=265	N=242
	100%	75%	13%	12%