

GET THE JOB

What to Watch For in 2022

This year will see the continuation of several notable employment trends, and a few surprises.

THE 'GREAT RESIGNATION'

The rush of people leaving their jobs has been dubbed the “Great Resignation” — and there’s no end in sight. In fact, one survey showed that as many as three out of four full-time employees are considering a job change into 2022.

In more concrete terms, about 23% of all employees will look for a new job in 2022, according to a December poll by ResumeBuilder.com.

The vast majority are seeking better pay: Nearly 80% of job seekers who are currently employed listed that as their principal reason for looking, Joblist reports.

INFLATION CONCERNS

The good news is, employers are increasingly rewarding hard work and loyalty with pay increases. In fact, 53% of the U.S. employed earned a raise in 2020, according to Joblist.

Unfortunately, well over half of them said their raise



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amounted to 5% of less, meaning these pay increases were outpaced by inflation. (Inflation was nearly 7% late

in 2021.) Of those who changed jobs, more than a quarter received 5 to 10% raises.

WORKING FROM HOME

More than a third of job seekers are already working from home at least part of the

time. Some 60% are full-time remote workers, according to the Joblist survey. Going inside the numbers, more men (75%) than women (54%) work at home five days a week. Those numbers will only grow, with more than 60% of job seekers stating an interest in remote employment in 2022.

Those who already work from home, even part time, want to stay put, too: Most said they would quit their jobs if an employer began requiring them to work full time in the office, Forbes reported.

BENEFIT PACKAGES

The rise of the pandemic has led to an increasing focus on insurance: Two out of three people looking for a job now say benefits are more important to them, according to Joblist.

Healthcare, in fact, ranked higher than a flexible work schedule. More than half of those surveyed said they’d consider a position with lower pay if it included a better benefit package.

At the same time, some 80% of job seekers said employers aren’t doing enough. Perhaps unsurprisingly, full-time employees were happier with their situation, but 37% still ranked themselves as either dissatisfied or very dissatisfied with employer benefits.