

FIDELITY'S 2022 CAREER ASSESSMENT STUDY

The Fidelity Investments® 2022 Career Assessment Study examines how working professionals are evaluating their next career move and how college students are considering life after graduation. The following summary of findings primarily focuses on young professionals (ages 25-35 years old) and highlights the employer benefits that are most meaningful to them and the balance between financial benefits and quality of work life.



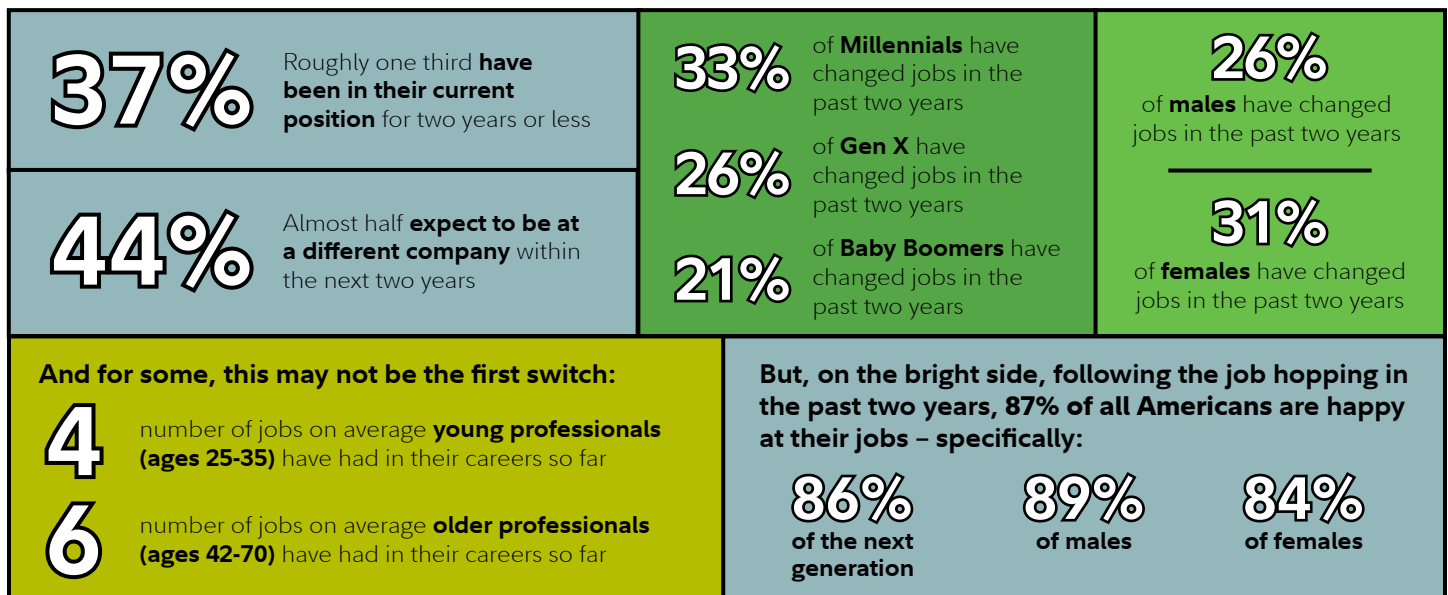
YOUNG PROFESSIONALS ARE MAKING MOVES, OR PLANNING TO

It's no secret that the last two years of the pandemic have caused many Americans, especially the next generation, to reassess their lives – everything from their health, family, financial situation and careers.

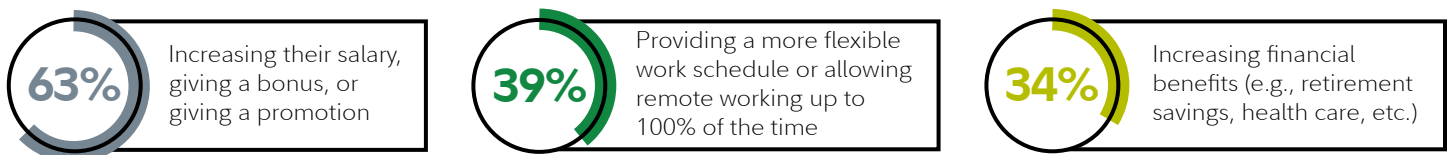
The result? More than **six-in-ten (61%) young professionals** – those 25-35 years old – have undergone a job change in the last two years, or they plan to make a move in the next two years.

A LOOK BY GENERATION:

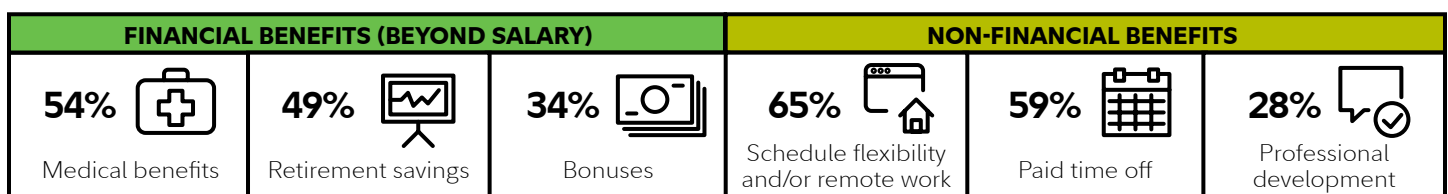
A LOOK BY GENDER:



While young professionals had a higher rate of job hopping, the top three offerings young professionals who expect to leave their employer say employers can make to entice them to stay at their current jobs longer are:



But, when these young professionals decide to change employers, these are the most important factors for them when assessing a job offer:



WOMEN OF ALL AGES FOCUSED ON FLEXIBILITY AND QUALITY OF WORK LIFE

Quality of work life is becoming table stakes for Americans, particularly for women:

63%
of men

74%
of women

would not be willing to take a pay cut for an improved quality of work life

And even for those who would take a pay cut, women aren't willing to give up as much as men:

\$11.3K

the amount on average **men** would willing to cut from their salary for a better quality of work life

\$8.8K

the amount on average **women** would willing to cut from their salary for a better quality of work life

Women are taking a flexible mindset when reviewing job offers as well:

68%
of women

included **paid time off** in their top 3 most important non-financial factors when reviewing a job offer

Compared to **58% of men**

52%
of women

included **schedule flexibility** in their top 3 most important non-financial factors when reviewing a job offer

Compared to **46% of men**

41%
of women

included **remote working** in their top 3 most important non-financial factors when reviewing a job offer

Compared to **31% of men**

UPCOMING COLLEGE GRADUATES PRIORITIZING BALANCE

The job market is staring graduates of the class of 2022 and 2023 in the face.

HERE'S HOW THEY FEEL.

57%

expect to **work full time**

22%

expect to land their **dream job**

44%

expect to land a job that **meets most of their requirements**

42%

are **open** to whatever job opportunities present themselves

Here are the top three non-financial factors that they are most important to them when evaluating a job offer:

Paid time off

55%

Meaningful work

44%

Schedule flexibility

42%

In contrast with older generations, '22 and '23 graduates are focusing on work-life balance over financial benefits when reviewing their future job offers:

39%

say **financial benefits** are more important

Compared to **52% of working professionals**

61%

say **factors improving overall "quality of work life"** are more important

Compared to **48% of working professionals**

But regardless, these students are ready to negotiate:

69%

say they would be comfortable negotiating **salary**

76%

say they would be comfortable negotiating **benefits**

11 YEARS

How long on average the classes of '22 and '23 would stay at the first job that aligns with their career goals, **with 52% saying 5 years or less.**

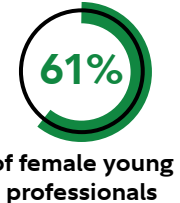
LOOKING FOR A NEW JOB? NEGOTIATE – AND MORE THAN JUST SALARY!

Over half (58%) of working Americans accepted the initial offer at their current position without negotiating. Specifically:



Among those who chose to not negotiate, 21% of women feel uncomfortable negotiating vs. only 12% of men...

...and the gender negotiation gap does not seem to be narrowing, as women ages 25-35 years old are more likely to accept their initial offer without negotiation:



Yet, there has been progress. Women in younger generations are more likely to negotiate than those in older generations.

% of women who negotiated or attempted to negotiate after receiving an initial offer at their current position:

43% of Millennials	40% of Gen X	30% of Baby Boomers
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Negotiating works. Most Americans who negotiate their job offers get at least some of what they asked for:

85% of all Americans	83% of all Women	87% of all Young Professionals
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But when negotiating, most Americans are primarily fixated on salary:

Only **3%** of Americans only negotiated benefits outside of salary, while **39%** of Americans negotiated salary AND benefits outside of salary.

While salary and bonus opportunities are critical when considering an offer, don't forget about factors such as **access to retirement savings plan and employer match, health and medical insurance, and the cost of living if the job requires a relocation.**

About the Fidelity Investments 2022 Career Assessment Study

This study presents the findings of a national online survey among a sample of 1,524 U.S. adults ages 25-70 who currently work either full or part time. Additionally, 204 college students graduating in 2022 or 2023 were also surveyed. Interviewing for this CARAVAN® survey was conducted March 8-14, 2022 by Engine Insights which is not affiliated with Fidelity Investments. The results of this survey may not be representative of all adults meeting the same criteria as those surveyed for this study.

About Fidelity Investments

Fidelity's mission is to inspire better futures and deliver better outcomes for the customers and businesses we serve. With assets under administration of \$11.3 trillion, including discretionary assets of \$4.2 trillion as of March 31, 2022, we focus on meeting the unique needs of a diverse set of customers. Privately held for over 75 years, Fidelity employs more than 57,000 associates who are focused on the long-term success of our customers. For more information about Fidelity Investments, visit <https://www.fidelity.com/about-fidelity/our-company>.

Fidelity Distributors Company LLC
500 Salem Street, Smithfield, RI 02917

National Financial Services LLC, Member NYSE, SIPC
245 Summer Street, Boston, MA 02110

Fidelity Brokerage Services LLC, Member NYSE, SIPC
900 Salem Street, Smithfield, RI 02917

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