



Q2 2025 PULSE SURVEY

WHAT A DIFFERENCE A YEAR MAKES: WORKERS ARE MUCH LESS LIKELY TO BE LOOKING FOR A NEW JOB IN Q2 2025 VS. Q2 2024

Confidence in the US economy and labor market is very low in 2025 – and TRC found that fewer workers are now looking to make career moves



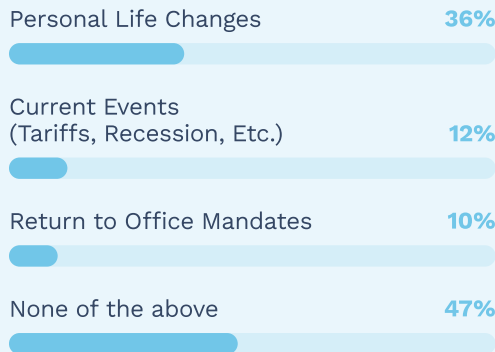
Are you seeking new employment in the next 3 months?

Among those currently employed



AND WHEN WORKERS DO WANT TO CHANGE JOBS, IT'S FOR PERSONAL REASONS

What is impacting your decision to make a job switch?



Top reasons for looking for a new job:





TRC found that internal motivations like career growth and life changes – more so than wider labor market or economic conditions – are driving the decision to look for a new job

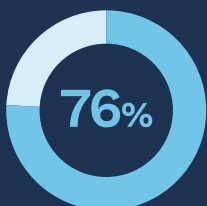


DIFFERENT WORKERS ARE DISSATISFIED WITH DIFFERENT THINGS ABOUT THEIR JOBS

TRC research found that the factors driving career switches vary by career stages and industries

Most Likely to Cite...	Career Growth	Wages	Work/Life Balance or Commute	Management or Culture Issues	Personal Life Changes	Return to Office Mandates
 By Career Stage	6-10 years (62%)	0-5 years (42%)	11-15 years (34%)	11-15 years (43%)	0-5 years (43%)	11-15 years (20%)
 By Industry	Business Services (70%)	Retail (50%)	Warehouse/Logistics (39%)	Manufacturing/Production (36%)	Retail (54%)	Business Services (25%)

IN A TIME OF UNCERTAINTY, WORKERS TEND TO RATE THEIR EMPLOYERS HIGHER



76% of workers overall say they would recommend their employer to a friend or colleague in Q2 2025 – up from 71% in Q2 2024
Among those currently employed

Management and culture issues may be a key factor driving lower worker satisfaction levels

Those who are **LEAST** likely to recommend their employers are also the **MOST** likely to cite management and culture issues as a reason for job searching

- Workers with **11-15 years** experience
- **Manufacturing and production workers**