



**IS OUR WORKFORCE AS PREPARED
FOR THE PROFESSIONAL WORLD
AS WE WANT?**

**EMPLOYMENT BOOST COLLEGE &
CAREER PLANNING SURVEY 2022**

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Key Ideas:

1. Nearly half of respondents report that their college experience left them unprepared for the workplace (47.2%) and provided knowledge that they do not use in their current profession (41.3%).
2. Data indicates that investment in a college degree provides immediately greater sentiment around earnings power and potential for young professionals but that sentiment around earnings potential quickly loses momentum over the course of a professional career.
3. 53.3% of respondents wished for better guidance before choosing a degree program and 51.2% of respondents wished for greater guidance in making the best career choices, highlighting a desire for greater access to academic and career planning avenues.

Source: Employment BOOST College & Career Planning Survey 2022



Earning a college degree is both an integral step in professional pathways but it also serves as a central piece of the “American Dream.” Earning a degree is all about capitalizing upon opportunities, providing preparation, both intellectually and socially, for career and adulthood while simultaneously solidifying better paying, higher skilled jobs and stability.

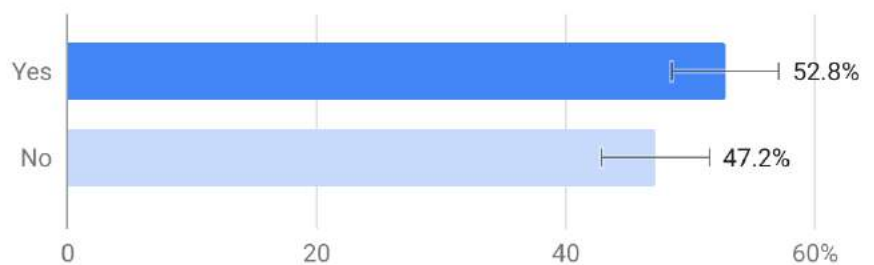
But do these values still hold true in 2022 and is college adequately preparing the future workforce? Furthermore, if more than half of respondents are indicating that they wished they had access to better guidance when planning their college degrees or career paths, is the current infrastructure doing a good enough job preparing individuals for professional life?



WORKFORCE PREPAREDNESS

Based on Employment BOOST's 2022 College & Career Planning Survey, sentiment revolving college education and workforce preparedness is closely split, with 47.2% of respondents indicating that their college education did not prepare them adequately for the workforce. This raises the question: for degrees that cost in the tens, and often times hundreds, of thousands of dollars, is a nearly 50/50 split as to whether a college education will result in applicable career skills good enough?

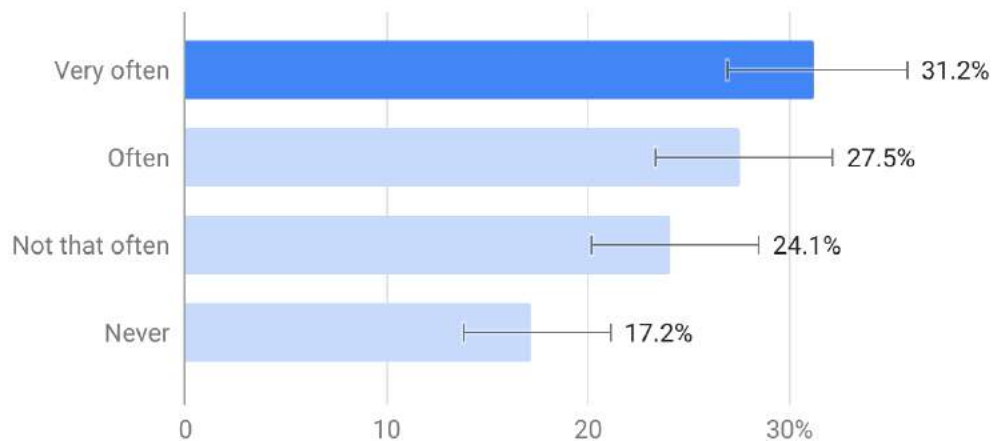
Do you feel that your college degree prepared you for the workforce?





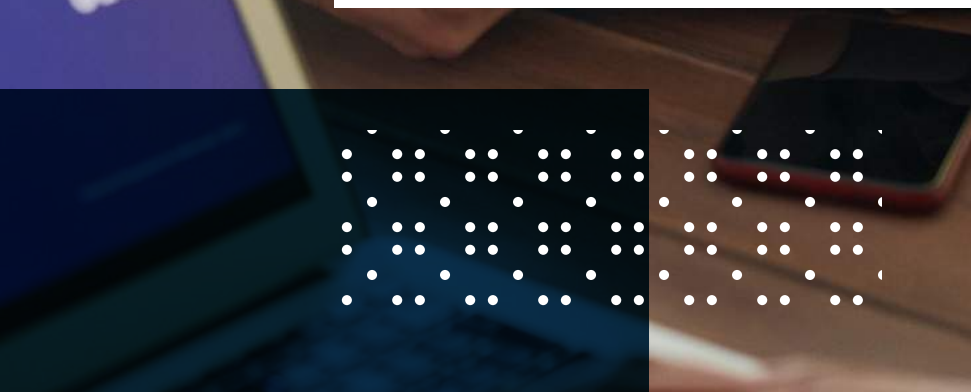
Diving into this data a little bit more, a combined 41.3% of respondents indicate that they never, or not often, use knowledge from their college education and degree at work.

How often do you use the knowledge from your college at work?



This equivalent outlook further highlights an imbalance in the long-term return on investment of college programming. Nearly half of respondents, spanning demographics, report that their college experience left them unprepared for the workplace and their current position.

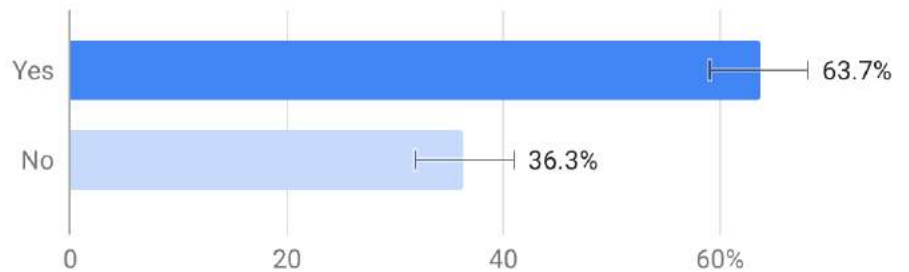
And while these results are nearly split down the middle, close to a majority of respondents feel that the college experience both did not prepare them and did not provide adequate knowledge for the professional world, begging the question of where improvements can be made to maximize the college experience for emerging professionals.



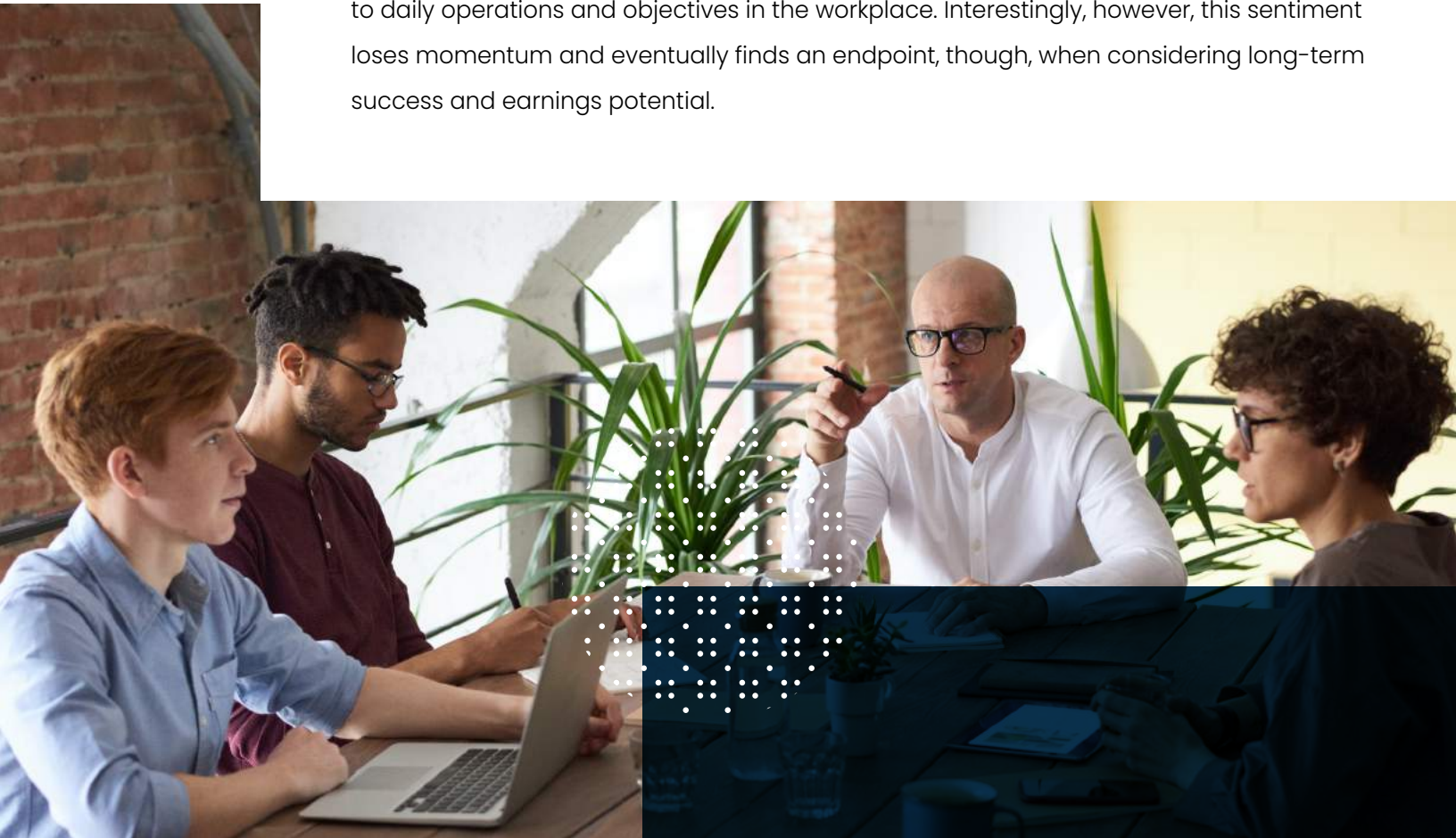
INVESTMENT VS. OUTCOME

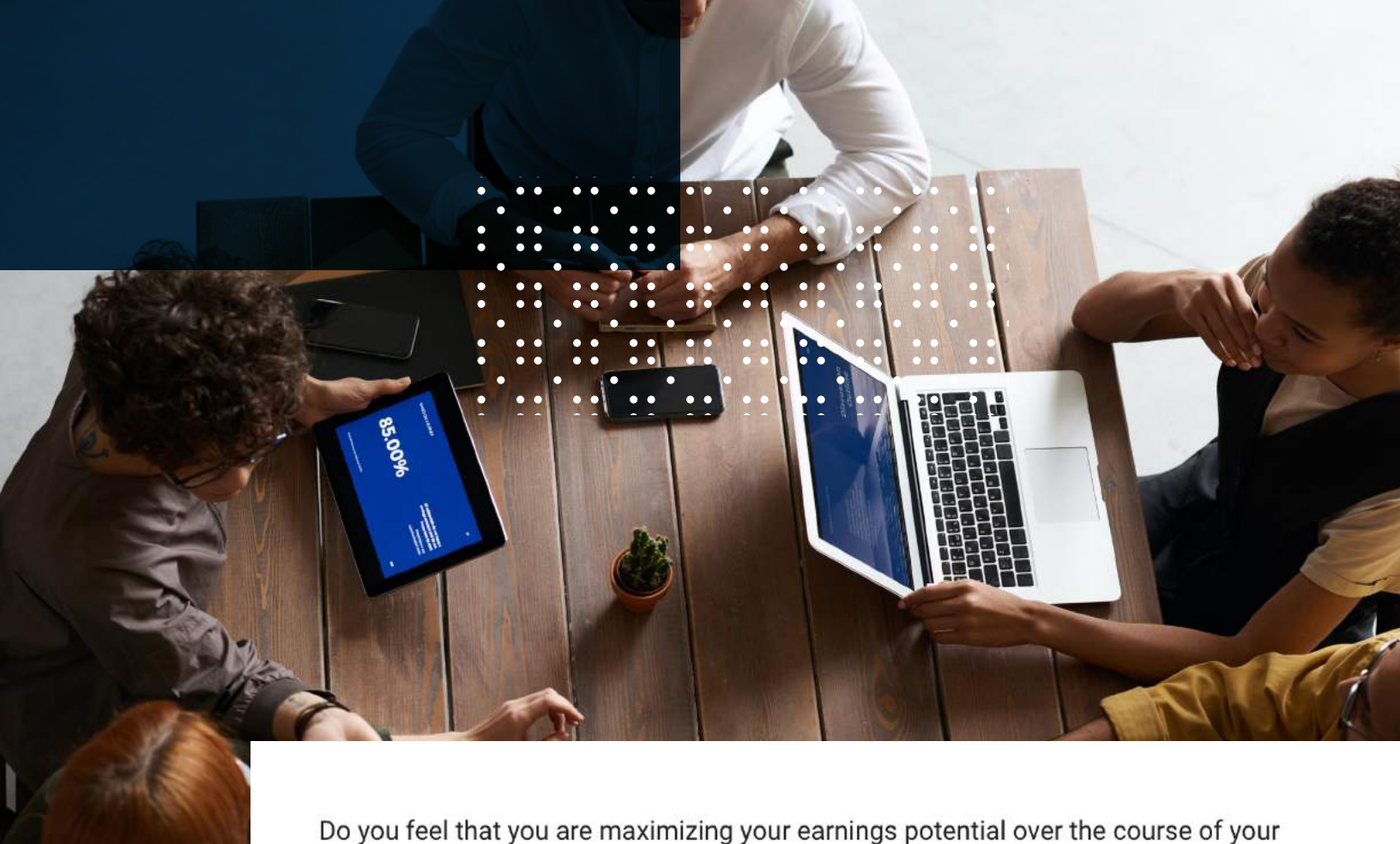
Regardless of the choice of university, community college, or duality experience, higher education is an investment for future career growth and to maximize earnings potential. Simply put, obtaining a college degree forges a path to first obtain higher-paying, higher-quality positions while additionally positioning candidates for long-term professional growth.

Do you feel like college was a good investment for you?

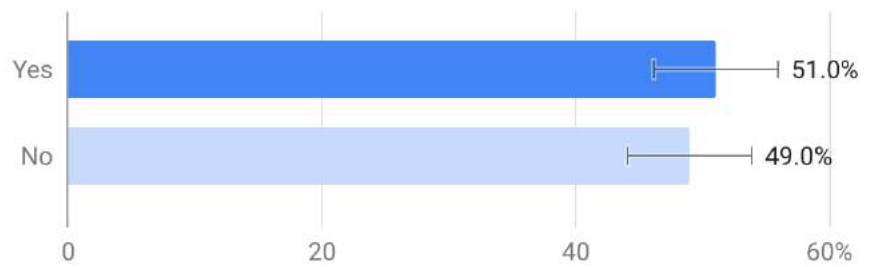


According to the [Association of Public & Land-Grant Universities](#), bachelor's degree holders earn an average \$32K more annually than those whose highest degree is a high school diploma, with that gap continuously widening. Simply obtaining a degree opens avenues to higher-paying positions, even if the core of said degree is not being applied to daily operations and objectives in the workplace. Interestingly, however, this sentiment loses momentum and eventually finds an endpoint, though, when considering long-term success and earnings potential.





Do you feel that you are maximizing your earnings potential over the course of your career?



Overarching metrics indicate that 49%, very nearly half, of respondents do not feel that they are maximizing earnings potential over the course of their career. While surface metrics demonstrate a nearly even split, classifying response based on age tells a very different story of earnings satisfaction throughout a complete career.

SHIFTING SENTIMENT AS RESPONDENTS AGE AND PROGRESS THROUGH A CAREER

According to data retrieved from [Salarship](#), most people graduate from college with a Bachelor's degree between the ages of 22-24. According to Employment BOOST survey data seen below, 57.4% of respondents between the ages of 18-24 feel that they are maximizing their earnings potential over the course of their career, highlight the stark contrast of pay between college educated individuals and those without a college degree.

Do you feel that you are maximizing your earnings potential over the course of your career?



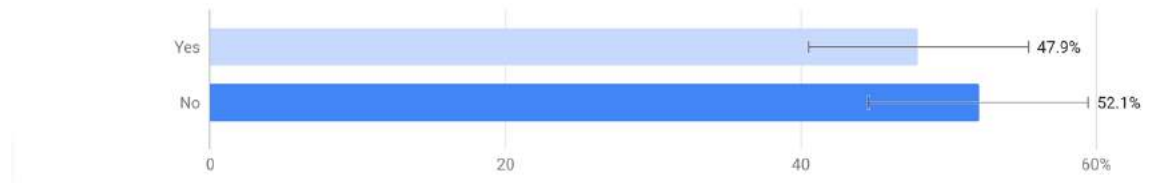
This value quickly shifts negatively among respondents between the ages of 25-34, with 51.4%, a slight majority, feel that their earnings potential is no longer capitalized upon in their career.

Do you feel that you are maximizing your earnings potential over the course of your career?

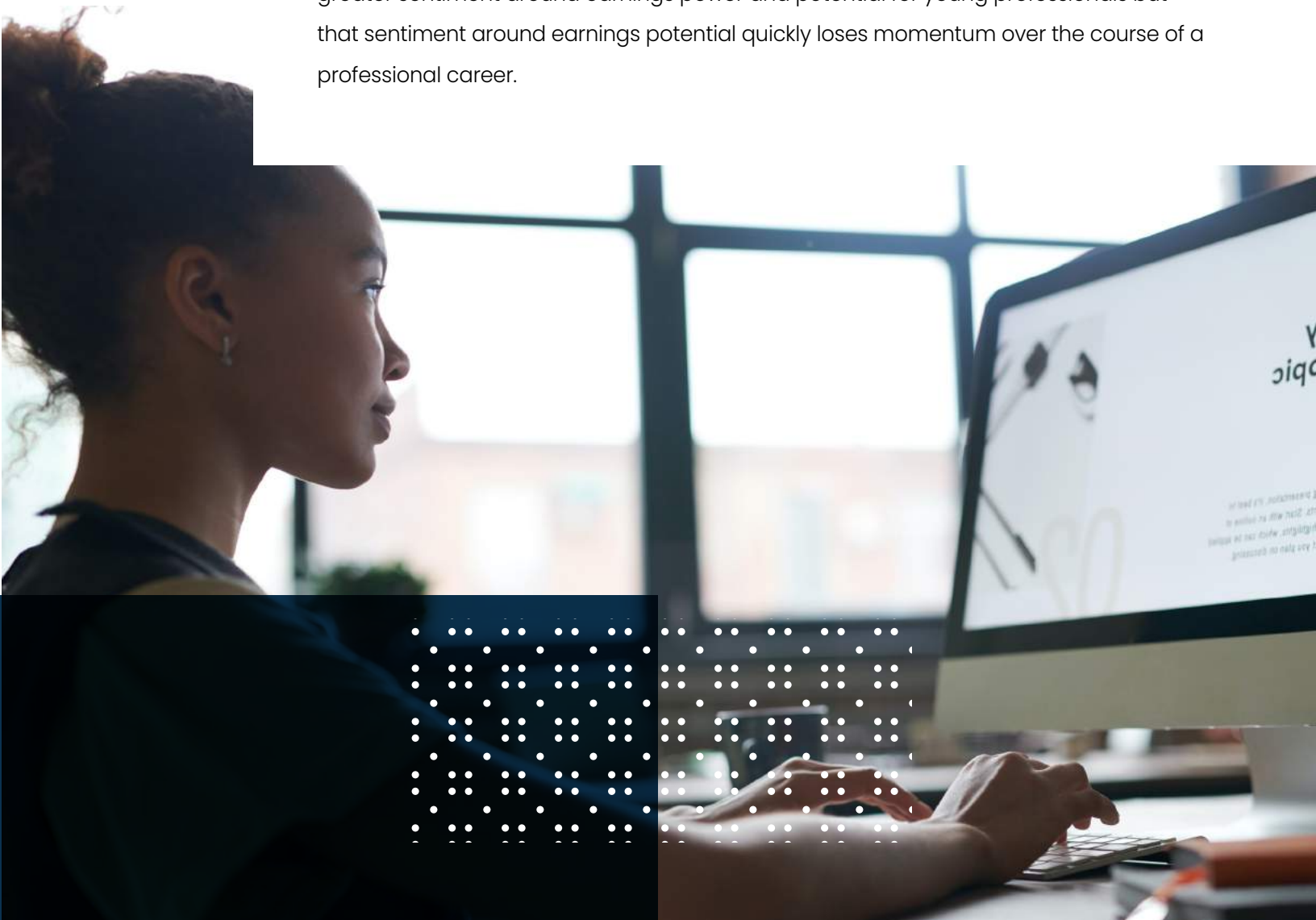


This sentiment continues to gain momentum with the age of candidates, with 52.1% of respondents between the ages of 35-44 maintaining the sense that they are not maximizing earnings potential in their career. With the average age of retirement being 62 years old, it is likely that this metric would steadily increase within each age bracket.

Do you feel that you are maximizing your earnings potential over the course of your career?



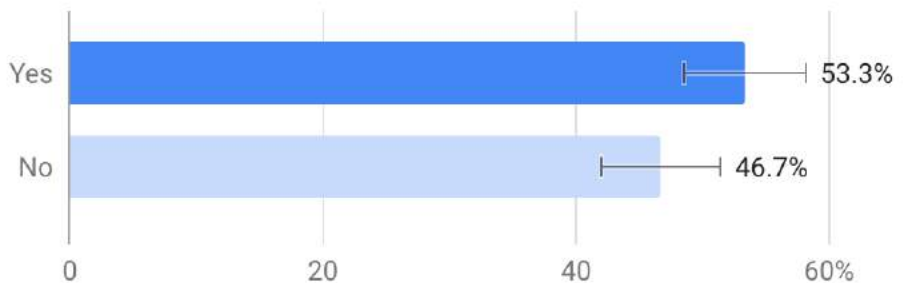
Analyzed in a broader sense, investment in a college degree provides immediately greater sentiment around earnings power and potential for young professionals but that sentiment around earnings potential quickly loses momentum over the course of a professional career.



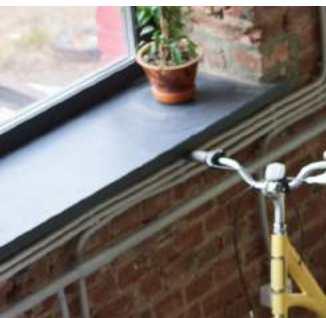
COLLEGE PLANNING & CAREER GUIDANCE

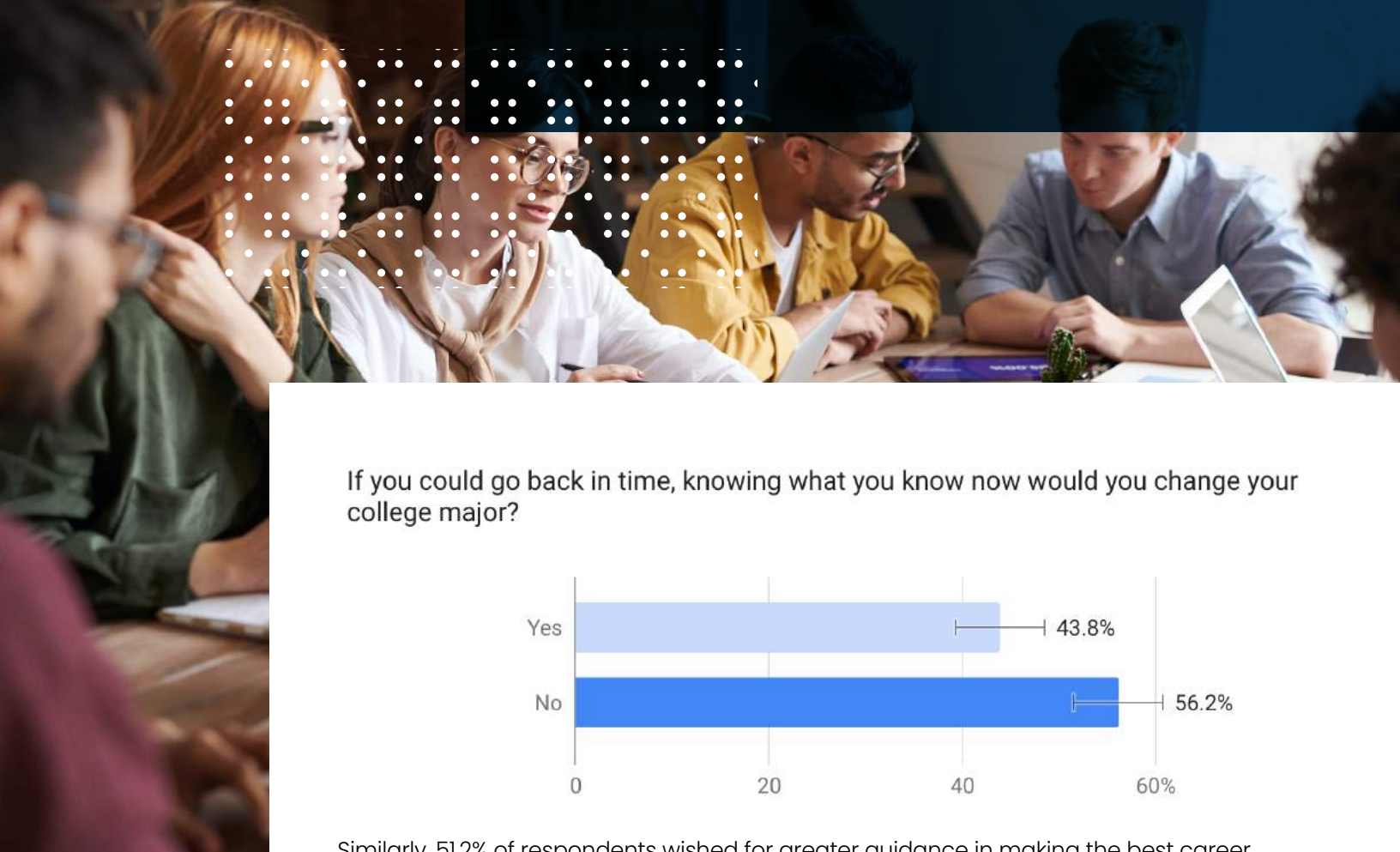
Access to greater planning and guidance, whether speaking to college experience or professional advancement, generated very interesting responses among respondents. Beginning with college education, 53.3% of respondents wished for better guidance before choosing a degree program.

Do you wish you had better guidance before you chose which university and degree program?

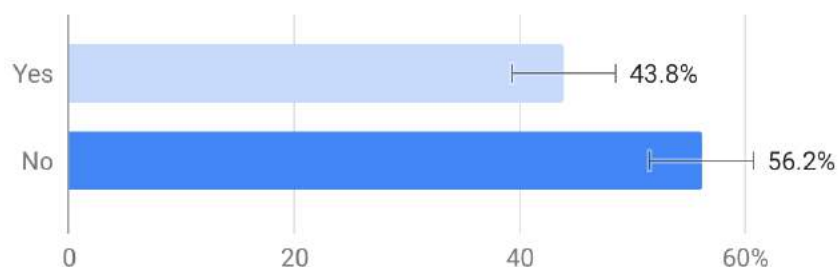


Seemingly in contrast, 56.2% of respondents responded negatively to wishing they could change their chosen major. While it first seems that respondents hold contradictory views, it is important to note that according to the National Center for Education Statistics (NCES), within three years of initial enrollment, about 30% of undergraduates in associate's and bachelor's degree programs who had declared a major had changes their major at least once – approximately one-third of all college students. Of the 56.2%, it is likely that many of those respondents changed their major to a better fit before graduation. It can be presumed that adequate college planning can slash that number and ensure students pursue the best academic path possible for their interests and skills.



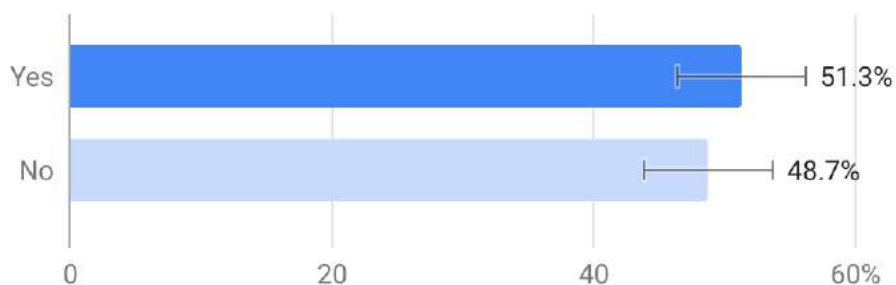


If you could go back in time, knowing what you know now would you change your college major?



Similarly, 51.2% of respondents wished for greater guidance in making the best career choices, effectively streamlining and forging a pathway to maximize professional tenure and earnings potential.

Do you wish you had more guidance regarding how to make the best career choices?



Access to career advancement, including professional development and hierarchical growth, are primary factors in maximizing earnings potential. Particularly in the current professional landscape, many employees highly value opportunities for advancement. Utilizing career planning and guidance services and opportunities can serve as a first step in identifying an optimal career path and outlining actionable objectives and long-term goals to maximize growth.



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Press Contact

kane.carpenter@daggerfinn.com