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Nearly Half of Workers Are Likely to Search for a New Job in the Next 12 Months

More than 1 in 4 of those in the workforce say they have become more worried about job security since the beginning of the year

NEW YORK - July 24, 2025 - Nearly half (48%) of Americans who are working full-time or looking for full-time employment (i.e. those in the workforce) say they are likely to look for a new job in the next 12 months, according to a new Bankrate survey. This includes 1 in 4 (25%) workers who say they are very likely to look for a new job.

For more information: <https://www.bankrate.com/banking/american-worker-intentions-survey/>

Many workers are prioritizing looking for a new job over the next 12 months, while others are prioritizing better pay or more work flexibility over the next year.

Workers' Intentions Over the Next 12 Months	Workers Overall
Look for a new job	48%
Quit a job	18%
Relocate for a job	18%
Start their own business	25%
Ask for a raise	44%
Ask for more work flexibility (e.g., different hours, ability to work from home/remotely more often, etc.)	36%

Younger Americans in the workforce are more likely to make a career adjustment in the next 12 months compared to older workers, including looking for a new job, asking for a raise and asking for more work flexibility. The majority of Gen Zers in the workforce plan to look for a new job (53%; ages 18-28) followed by millennials (49%; ages 29-44), Gen Xers (48%; ages 45-60) and nearly 3 in 10 of baby boomers (ages 61-79) in the workforce.

As for those who plan to ask for a raise and ask for more work flexibility in the next 12 months, Gen Z (at 51% and 52%, respectively) and millennial (50% and 42%, respectively) workers are more likely to do so compared to Gen Xers (39% and 24%, respectively) and baby boomers (2 in 10 and 1 in 10 respectively) in the workforce.

“As the job market has normalized following the period a few years ago when it was widely described as red-hot, many workers are seeking better pay or new work,” said Bankrate Senior Economic Analyst Mark Hamrick. “The unemployment rate is still historically low, but job search times have become longer, and new college graduates are finding it tougher to land a job.”

More than a quarter of those in the workforce (27%) say they are more worried about their job security now than they were at the beginning of the year, while 15% are less worried. Overall, 69% of workers have some level of worry about their job security, while 16% say they have never been worried about it. The level of worry is about the same as it was in a similar poll that ran last year, which found that 28% were more worried about their job security and 70% have some level of worry.

Along party lines, 31% of both Democrats and independents are more worried about job security now than they were at the beginning of the year, compared to 17% of Republicans. Comparatively, 18% of Republicans say they are less worried about job security now, versus 17% of independents and 13% of Democrats.

Overall, the majority of those in the workforce (65%) say their employment/career situation is about the same as the beginning of the year, while 22% say it has improved and 14% say it has worsened. More than a quarter of Republicans (27%) say their career situation has improved since the beginning of the year, compared with 22% of Democrats and 19% of independents. Meanwhile, 16% of independents, 13% of Democrats, and just 9% of Republicans report their employment/career situation has worsened since the beginning of the year.

“This is as volatile and dynamic a time as we’ve witnessed for employers and workers,” added Hamrick. “Between the moves by the federal government, rapid advances in

technology including artificial intelligence, and the changing global landscape, there is a high level of uncertainty but also plenty of opportunities. Workers with the right skill sets and can-do attitudes will be in the best position to win."

Methodology:

This survey has been conducted using an online interview administered to members of the YouGov Plc panel of individuals who have agreed to take part in surveys. All figures, unless otherwise stated, are from YouGov Plc. The total sample size was 2,000 U.S. adults, of whom 1,005 are working full-time or currently looking for full-time employment. Fieldwork was undertaken between June 6-16, 2025. The survey was carried out online and meets rigorous quality standards. It gathered a non-probability-based sample and employed demographic quotas and weights to better align the survey sample with the broader U.S. population.

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