

WORKER CONFIDENCE INDEX: First Quarter 2022



Background

HRO Today Magazine and Yoh Recruitment Process Outsourcing have been working together since 2014 to produce an index that measures U.S. employment security from the perspective of employees.

There are already multiple indices that examine attitudes about the economy, such as the Consumer Confidence Index, Gallup's Economic Confidence Index, the Bureau of Labor Statistics' Job Openings and Labor Turnover Survey (JOLTS), and the United States Consumer Sentiment.

However, these indices focus on macro metrics, with much less emphasis on attitudinal measures of those employed. In contrast, the *HRO Today* Worker Confidence Index (WCI) measures perceived employment security among employees. This is significant because according to the U.S. Bureau of Economic Analysis (BEA), approximately 71% of goods produced in the U.S. are for personal consumption. Because the perception of job security greatly impacts purchasing behavior, there is a need to focus on individuals' attitudes about their job outlook.

Methodology

Each month, *HRO Today* Magazine employs Engine Insight's CARAVAN® Omnibus Surveys to collect data about worker satisfaction. Approximately 1,000 online interviews are conducted monthly among those aged 18 and up working full-time in the U.S. Quarterly reports are issued based on 3,000 responses per quarter.

Respondents were asked a series of four questions. Each question uses a Likert-type scale where respondents rate each question on a scale of one to five, with one being "very poor" and five being "very favorable." The four questions address each of the following areas: possibility of involuntary job loss, likelihood of promotion, anticipation of a raise of at least 3%, and trust in company leadership.



Executive Summary

After almost two years of economic instability and damages caused by COVID-19, economic indicators have begun improving. The U.S. unemployment rate dropped by 0.3 percentage points from the end of the fourth quarter of 2021 to 3.6% by the end of the first quarter of 2022. Industries across the board began recovering and rehiring, bringing worker confidence up. Even the hardest hit industries like leisure, hospitality, and professional services continued to slowly bounce back as the pandemic’s impact began to subside.¹

However, a recent astronomical rise in inflation reversed some of the progress businesses made as the world opened up. In the U.S., inflation rose to 8.5%, the highest rate since 1981.² Economists forecast high levels of inflation to rage on before abating, even as supply constraints taper off.³

Even with the unemployment rate low and COVID-19’s direct impact dwindling, the Worker Confidence Index decreased by 5.2 points from the fourth quarter of 2021 to the first quarter of 2022. Four indices comprise the WCI, with three decreasing substantially from last quarter. Likelihood of Promotion decreased the most, down 11.6 points from 125.1 to 113.5. The Trust in Leadership Index was the only measure to increase, up 5.4 points to 105.5.

Job Security Decreased to Mid-Pandemic Levels.

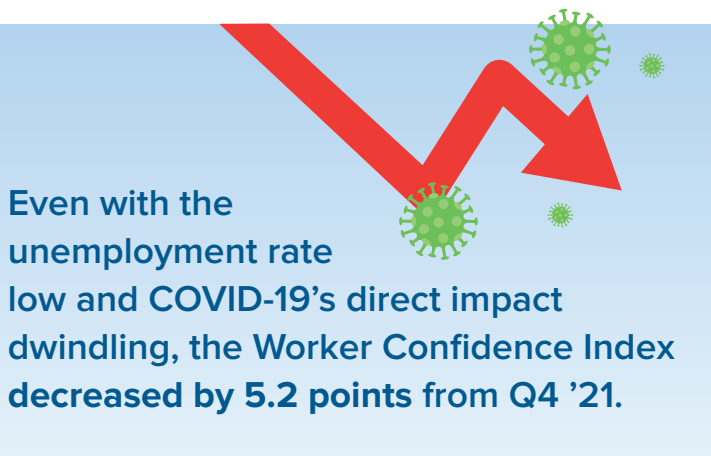
In the first quarter of 2022, the Job Security Index decreased, down 4 points to 84.5. On a year-over-year basis, the index remained steady and increased by 0.3 percentage points. Overall, 15.9% of workers believe it is likely that they will lose their job in the next 12 months, up 0.1 percentage points from the fourth quarter of 2021. Staying on trend, women felt more secure about their jobs than men. Concern about job security among women fell by 1.5%, but the decline was offset by the 2% rise in concern among men.

The Likelihood of Promotion Index Decreased the Most of Any Index.

The Likelihood of a Promotion Index decreased considerably in the first quarter, down 11.6 points to 113.5 points. Confidence in almost all surveyed groups fell, particularly among those aged 25 to 34, whose confidence decreased by 8.6 percentage points.

Workers Feel Less Confident They Will Receive a Raise.

The Likelihood of a Raise Index decreased 10.7 points from last quarter to 104.2, the second largest decrease of any of the indices. During the “Great Resignation”, strong demand for workers coupled with increased wages as workers entering the labor force came armed with bargaining power. However, as the market levels out, workers are losing their strength and confidence in a raise.⁴



Even with the unemployment rate low and COVID-19’s direct impact dwindling, the Worker Confidence Index decreased by 5.2 points from Q4 ’21.



Typically, changes in the stock market impact worker confidence. When the stock market decreases, worker confidence tends to follow.

Optimism in receiving a raise also declines as workers enter more senior positions, often with age. This trend continued in the first quarter, but likelihood of a raise decreased among every age group except for those aged 35 to 44, whose confidence increased slightly by 1.4 percentage points to 44.1%. Staying on trend, those aged 65 and over were the least optimistic, with 8.4% feeling confident in receiving a raise, a quarterly decrease of 1.3 percentage points.

Employees' Trust in Company Leadership Is the Only Index to Increase. The index increased by 5.4 points since last quarter to 105.5. The quarterly index has not dipped below 100 since the beginning of the COVID-19 pandemic. Overall, 45.5% of individuals trust their company's leadership. In the first quarter of 2022, trust among men and women increased, up 2.1 percentage points and 2.4 percentage points, respectively.

Worker Confidence Index by Month

In January 2022, the Worker Confidence Index decreased to 98.5, the lowest point in over a year. In February and March, the index increased steadily, by 3.6 and 3.0 points, respectively.

U.S. Stock Market Recovery

The three major stock market indices in the United States decreased in the first quarter of 2022 after increasing at the end of 2021. Typically, changes in the stock market impact worker confidence. When the stock market decreases, worker confidence tends to follow. The Nasdaq 100 decreased the most in the quarter, by 8.9%, while the S&P 500 decreased by 4.6%⁵ and the Dow Jones Industrials decreased by 4%.⁶ This marks the first quarterly decline since the COVID-19 pandemic began.

Comparison with Other Indices

One of the more widely referenced indices designed to gauge U.S. consumer sentiment about the economy is the Consumer Confidence Index (CCI). There was a decrease of 2.6 points from the fourth quarter average of 2021 to the first quarter average of 2022. The quarterly average currently stands at 110.5.

Typically, there is a correlation between the WCI and the CCI. A decrease in the WCI in a previous quarter suggests that the CCI will decrease at the end of next quarter. WCI results from the fourth quarter of 2021 suggested the CCI average for the first quarter of 2022 would decrease. The CCI did decrease, dropping from a quarterly average of 113.1 in the fourth quarter of 2021 to 110.5 in the first quarter of 2022. The CCI is forecast to continue declining in the next quarter, based upon the WCI findings for the first quarter of 2022.

Thomson Reuters stated that earnings in the first quarter of 2022 are estimated to increase by 35% from the first quarter of 2021. Analysts estimate S&P 500 earnings to grow by 6.4% in the first quarter of 2022.⁷

The Worker Confidence Index

In the first quarter of 2022, the WCI decreased by 5.2 points from 107.1 in the fourth quarter of 2021 to 101.9. This was almost a complete reversal from the increase that occurred in the prior quarter. The index decreased by 1.3 points on a year-over-year basis.

There are four components that comprise the overall index: Possibility of Involuntary Job Loss, Likelihood of Promotion, Anticipation of a Raise of at Least 3%, and Trust in Company Leadership.

Figure 2 illustrates the four indices that comprise the WCI. Three of the four indices that make up the WCI decreased in the first quarter. The Likelihood of a Promotion Index decreased the most of any of the indices, down 11.6 points to 113.5 in the first quarter of 2022. The Trust in Leadership Index was the only to increase, up 5.4 points to 105.5. On a year-over-year basis, only one index increased. Likelihood of a Raise increased 0.3 points from the first quarter of 2021 to the first quarter of 2022. The Job Security Index has remained relatively similar throughout the pandemic, while the Likelihood of a Promotion Index has been the most volatile.

On a monthly basis (Figure 3), the WCI increased steadily in February and March after an

8.7 point decrease from December 2021 to January 2022.

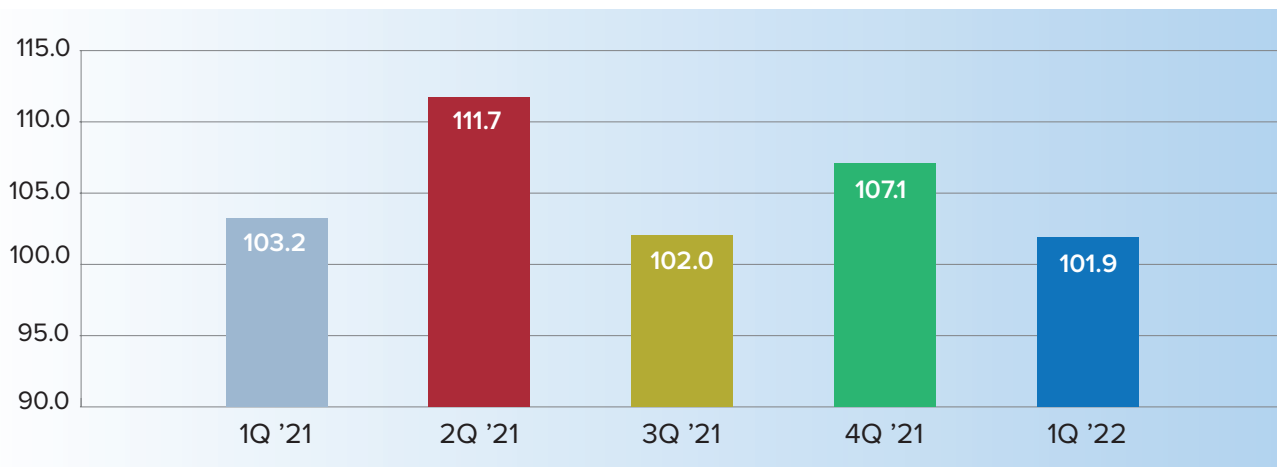
Figure 3A shows worker confidence by gender. It indicates decreases among both men and women in the first quarter of 2022. Confidence among women plummeted from last quarter, down 9.5 points. Confidence among men decreased as well, by 2.5 points to 104.8.

Figure 3B segments worker confidence by race. Confidence among Caucasians, African Americans, and Hispanics all decreased from the fourth quarter of 2021. Caucasians' confidence decreased the most, down 7.1 points to 94.7. Confidence among Hispanics decreased the least, down 3.3 points to 114.0. Year-over-year, African Americans' confidence increased by 17.5 points, but decreased by 6.4 points from fourth quarter of 2021 to the first quarter of 2022.

When examining worker confidence by education level (Figure 4), those with an incomplete college degree remained the least confident educational segment in the first quarter of 2022, although their confidence decreased the least, by only 0.4 points to 92.1. Those with a high school diploma or less had the largest decrease in confidence, down 7.4 points to 99.2.

Worker Confidence Index

Fig. 1



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Index Category Detailed Trend Analysis

Fig. 2

	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
Job Security	84.2	85.8	88.1	88.4	84.5
Promotion	118.8	133.8	113.7	125.1	113.5
Raise	102.9	117.5	106.0	114.9	104.2
Trust	106.9	109.9	100.2	100.1	105.5

Selected Index Category Detailed Trend Analysis: Rolling 12 Months

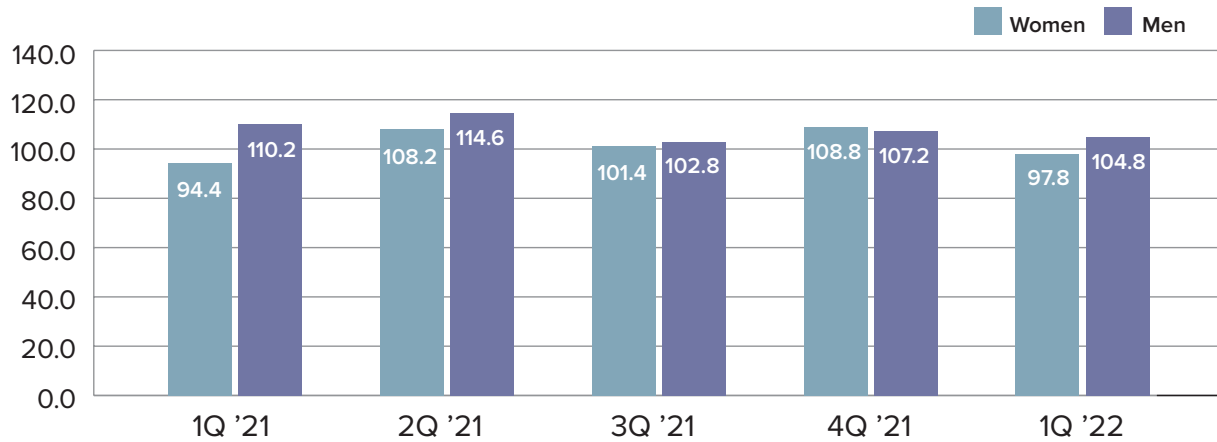
Fig. 3

	April	May	June	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	March
Overall	114.7	116.0	104.5	106.9	99.1	100.0	108.7	105.5	107.2	98.5	102.1	105.2
Job Security	88.9	86.4	82.2	87.9	89.7	86.7	88.5	84.4	92.4	69.3	89.8	94.6
Promotion	137.1	139.0	125.1	132.0	100.5	108.7	132.6	119.7	122.6	113.2	113.7	113.5
Raise	121.8	119.9	110.8	111.2	103.6	103.3	110.9	118.2	115.8	109.1	100.1	103.3
Trust	110.9	118.6	100.1	96.5	102.8	101.3	102.9	99.5	98.1	102.6	104.9	109.1

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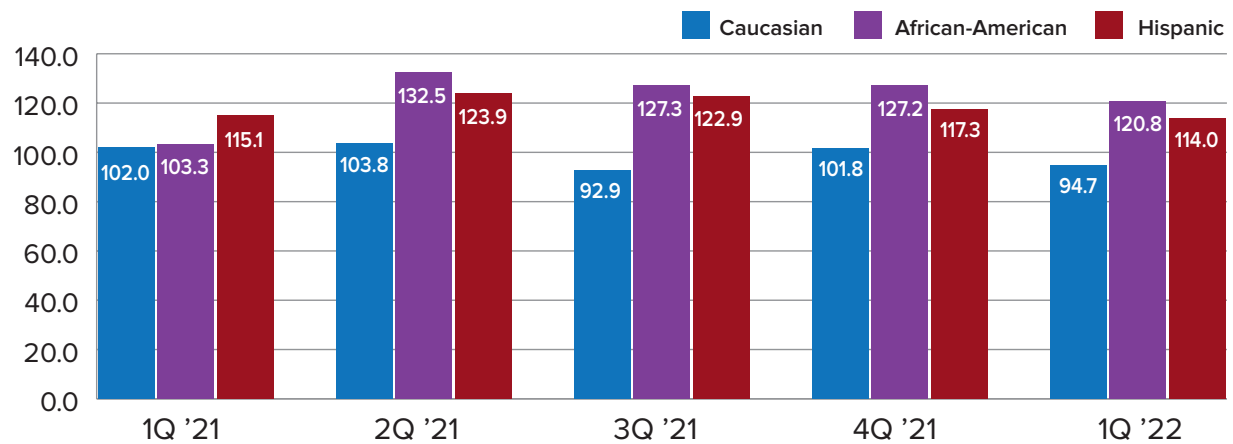
Worker Confidence Index: Gender

Fig. 3A



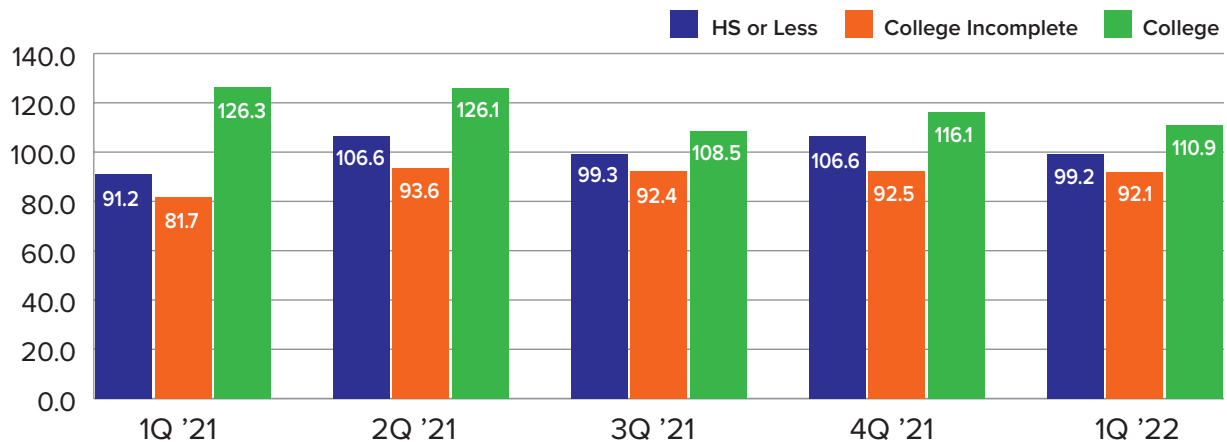
Worker Confidence Index: Race

Fig. 3B



Worker Confidence Index: Education

Fig. 4



WHAT'S DRIVING THE WORKER CONFIDENCE RESULTS?

Job Security

Do you feel it likely that you will involuntarily lose your job or that your job will be eliminated in the next 12 months?

The Job Security Index decreased from the last quarter of 2021, down 4 points to 85.4, returning to early pandemic levels. This marks the first decrease since the first quarter of 2021, after several quarters of growth.

Overall, 15.9% of respondents indicated they felt they were likely to lose their jobs, slightly higher than in the fourth quarter of 2021.

Concern over job security increased more for men than women since last quarter and last year (Figure 6). Men's concern increased by 2 percentage points from the fourth quarter of 2021 to 21.8% in the first quarter of 2022. Women's concern decreased by 1.5 percentage points to 10.5%, continuing the upward trend of job confidence among women, although confidence is down by 4.8 percentage points year-over-year. The gap in job confidence between men and women is the largest since study inception in 2014, at 11.3%.

Typically, there is an inverse linear relationship between age and job security as younger workers are much more inclined to fear a job loss than older, more seasoned workers. However, in the first quarter of 2022, those aged 18 to 24 saw the largest decrease in fear of a job loss, with a drop of 8.3 percentage points to 23.8% (Figure 7). Respondents aged 35 to 44 saw a rise in fear of 6.6 percentage points to 26.5%, the highest of any age group. This marks the first time since 2020 where the youngest age group did not hold the least amount of job security.

Fear of job loss among those aged 65 and over declined slightly, down 0.7 percentage points to 2.4%, continuing

the upward trend in job security for the eldest age group (Figure 8). Respondents aged 55 to 64 saw the second largest increase in job security, with a rise of 1.7 percentage points to 6.4%. However, year-over-year, confidence among those aged 55 to 64 decreased by 10.4 percentage points overall.

Mirroring the fourth quarter of 2021, those earning \$100,000+ felt the most concerned about job loss than any other income group, at 17.1% in the first quarter, although fear decreased by 4.6 percentage points. Those earning \$75,000 to \$100,000 had the largest overall decrease in job security, as fear increased by 1.1 percentage points to 16.6%.

Concern over job security varied by race (Figure 9). Hispanics' concern decreased the most, down 2.7 percentage points from last quarter to 20.3%. Concern among Caucasians increased by 0.5 percentage points to 13.5%. Concern among African Americans decreased by 0.3 percentage points to 22.6%. Year-over-year, Caucasians and Hispanics saw an increase in job security of 2.7 and 6.8 percentage points, respectively, while African Americans saw a 4 percentage point decrease in job security.

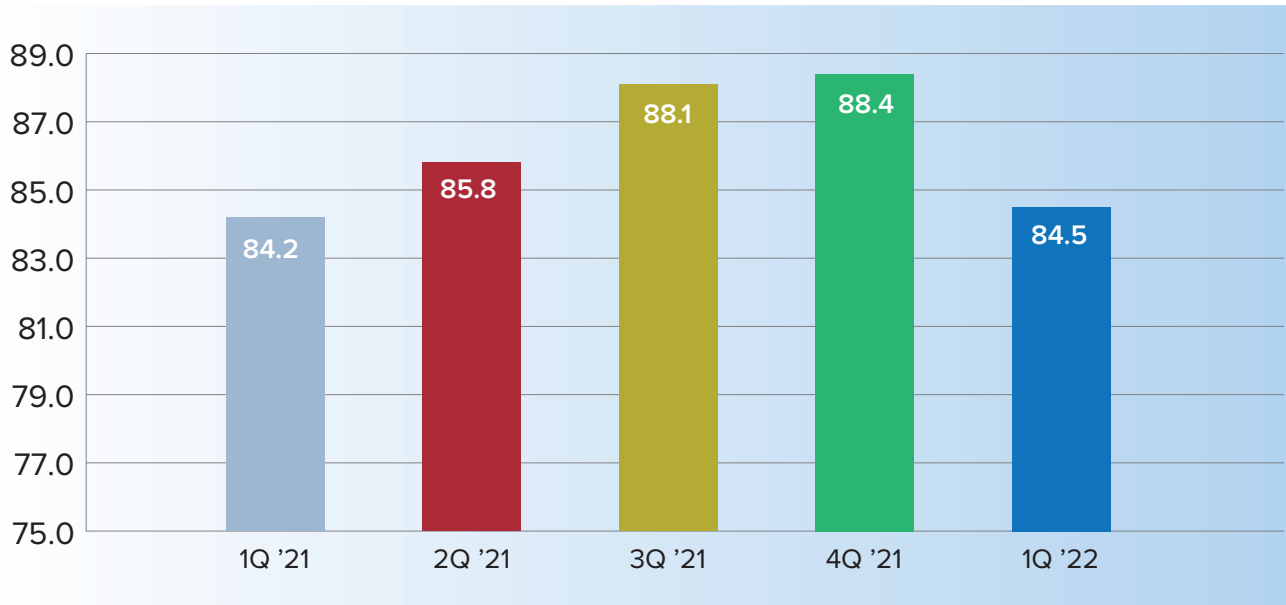
Job security increased among all educational segments (Figure 10). Those with a high school diploma or less and those with a college degree had the largest decrease in fear, at 1.9 percent and 2.1 percent, respectively. Education and job security have an inverse relationship, as confidence in job security declines with educational attainment. Those with a college degree are the least confident, as 15.4% of respondents felt they would lose their jobs in the next 12 months.



Overall, 15.9% of respondents indicated they felt they were likely to lose their jobs.

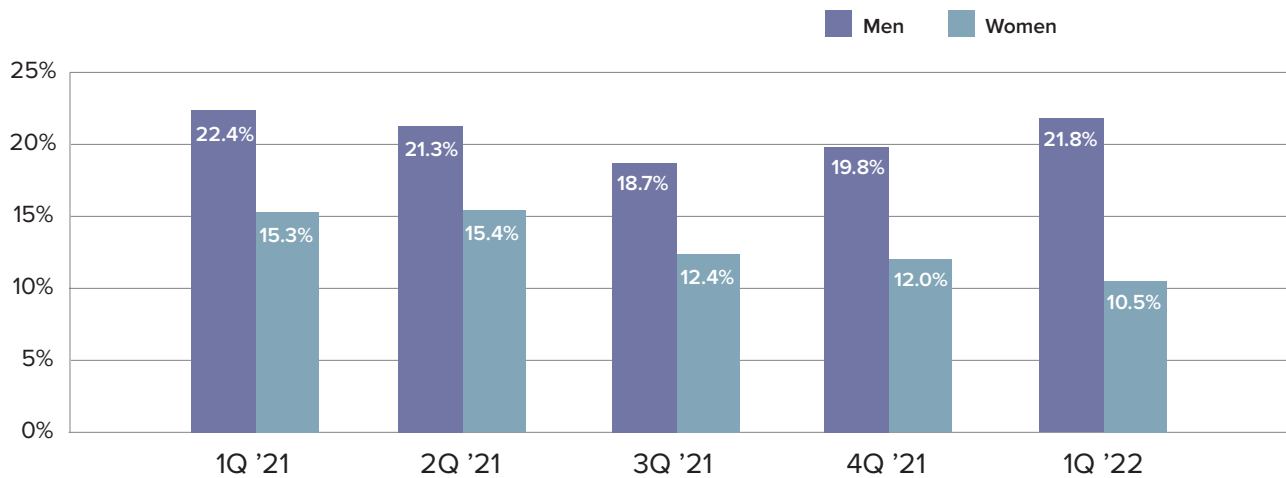
Job Security Index

Fig. 5



Likelihood of Job Loss by Gender

Fig. 6



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Fig. 7

Likelihood of Job Loss by Age	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
18–24	25.4%	31.9%	27.4%	32.1%	23.8%
25–34	24.0%	30.0%	22.4%	25.9%	25.8%
35–44	24.7%	22.7%	18.2%	20.0%	26.5%
45–54	19.8%	19.2%	13.9%	16.0%	16.4%
55–64	16.8%	9.1%	12.6%	8.1%	6.4%
65+	7.3%	4.6%	4.4%	1.7%	2.4%

Fig. 8

Likelihood of Job Loss by Household Income	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
< \$35K	19.1%	18.6%	16.7%	14.3%	14.7%
\$35–\$50K	16.8%	15.8%	17.1%	13.3%	11.7%
\$50K–\$75K	14.5%	15.2%	12.0%	15.5%	9.9%
\$75K–\$100K	15.8%	14.2%	14.5%	15.5%	16.6%
\$100K+	25.8%	23.8%	15.4%	21.7%	17.1%

Fig. 9

Likelihood of Job Loss by Race	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
Caucasian Only	16.2%	13.5%	12.2%	13.0%	13.5%
African American Only	18.6%	31.7%	24.9%	22.9%	22.6%
Hispanic	27.1%	27.9%	20.7%	23.0%	20.3%

Fig. 10

Likelihood of Job Loss by Education	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
HS Grad or Less	16.4%	15.2%	16.0%	15.3%	13.4%
College Incomplete	15.9%	17.2%	12.3%	14.1%	13.8%
College Grad	23.6%	22.0%	17.2%	17.5%	15.4%

Likelihood of a Promotion

Do you feel you will receive a promotion from your current employer over the next 12 months?

In the first quarter of 2022, the Likelihood of a Promotion Index decreased significantly by 11.6 points to 113.5, the most of any index since last quarter. Over one-in-five employees (21.9%) anticipate a promotion in the next 12 months, a decrease of 2.2 percentage points from the fourth quarter of 2021 and down 1 percentage point year-over-year.

Men and women both saw a decrease in confidence in receiving a promotion (Figure 12). Women's confidence decreased by 4.1 percentage points to 16.5%, while confidence in men decreased by 0.5 percentage points to 27.6%. This puts the confidence gap between the genders at 11 percentage points, a sharp increase from prior years.

Consistent with past survey trends, respondents under the age of 45 were the most inclined to anticipate a promotion, although confidence dropped in almost every age group (Figure 13). Respondents aged 25 to 34 indicated the largest decrease in anticipation of a promotion on a quarter-over-quarter basis of any age group, decreasing by 8.6 percentage points to 36.5%.

Typically, there is an inverse relationship between likelihood of a promotion and age, meaning that with age comes a decrease in confidence over receiving a promotion. This remains relevant as the youngest age segment felt nearly 12 times more likely to get a promotion than the oldest age segment, despite a 4.6 percentage point decrease in confidence of those aged 18 to 24 and a 0.4 percentage point increase in confidence for those 65 and over.

Overall, most respondents from each household salary segment lost confidence in receiving a promotion (Figure 14). Out of all salary ranges examined, respondents making over \$100,000 saw the largest decrease in confidence, falling by 6 percentage points to 30.3% from the last quarter of 2021. There is typically a pattern where respondents with larger household salaries

are more likely to anticipate a promotion, though this can vary somewhat between the segments in the middle of the range.

Overall, racial and ethnic minority respondents were more confident in receiving a raise than their Caucasian peers (Figure 15). However, confidence among all surveyed racial groups declined for the first quarter of 2022. Confidence among Caucasians decreased the most, by 2.7 percentage points to 18.5%. Among Hispanics, confidence decreased by 1.6 percentage points to 27.9%. Confidence among African Americans decreased by

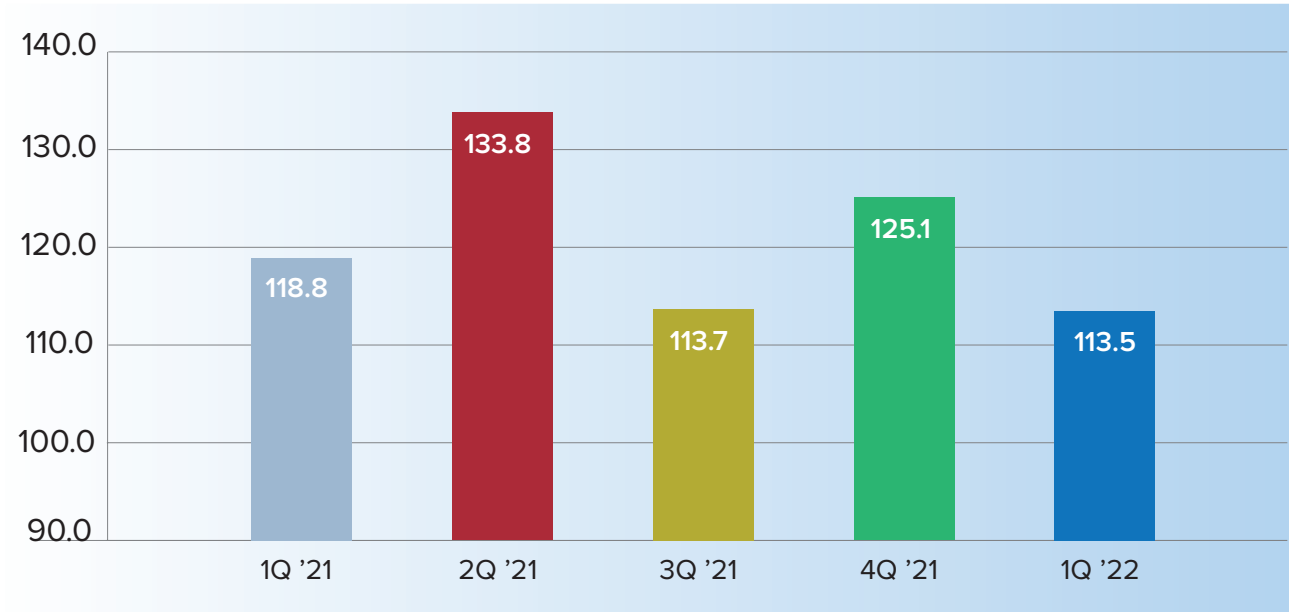
2 percentage points to 31.4%. Year-over-year, African Americans saw the largest increase in confidence, up 5.6 percentage points.

Staying on trend, respondents with a college degree were the most confident education segment, although confidence decreased by 4.7 percentage points to 26% (Figure 16). Additionally, the gap in confidence between those with a college degree and those with an incomplete college degree closed to only 5.2 percentage points, the lowest since the third quarter of 2019. Confidence among those with an incomplete college degree saw the only increase, a 0.5% increase to 20.7%. Those with a high school diploma or less saw a decrease of 2 percentage points to 18.9%.



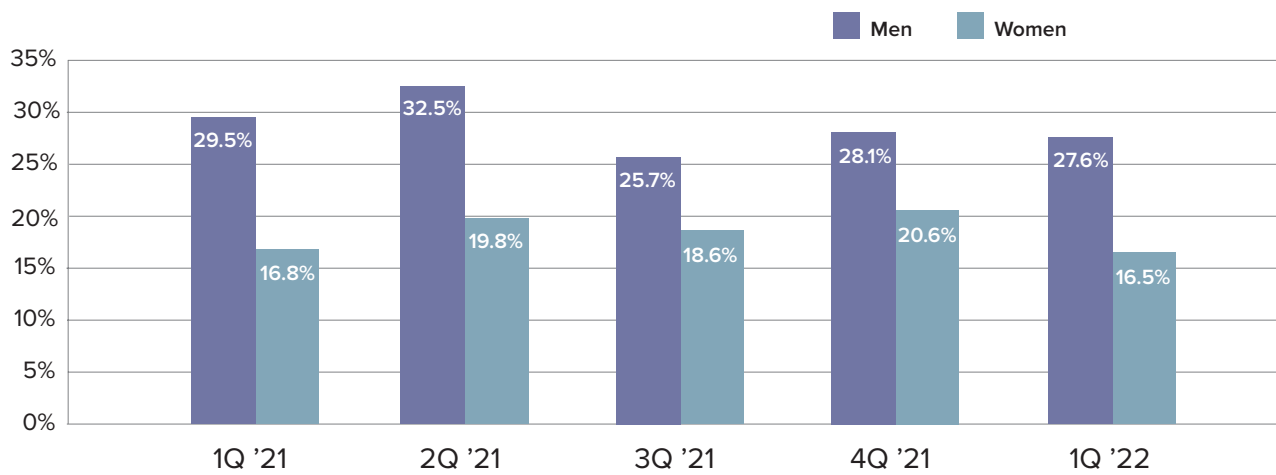
Likelihood of a Promotion Index

Fig. 11



Likelihood of a Promotion by Gender

Fig. 12



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Fig. 13

Likelihood of Promotion by Age	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
18–24	30.3%	39.4%	35.7%	41.5%	36.9%
25–34	41.5%	50.3%	37.3%	45.1%	36.5%
35–44	39.7%	38.7%	34.0%	35.5%	37.5%
45–54	23.8%	24.7%	20.4%	20.6%	19.2%
55–64	6.7%	7.9%	9.7%	9.8%	7.4%
65+	3.1%	3.7%	3.8%	2.9%	3.3%

Fig. 14

Likelihood of Promotion by Household Income	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
< \$35K	14.9%	21.1%	17.6%	17.6%	15.5%
\$35–\$50K	18.1%	17.1%	24.6%	23.2%	22.5%
\$50K–\$75K	17.0%	22.6%	17.5%	20.2%	19.1%
\$75K–\$100K	28.4%	26.5%	22.4%	30.2%	28.8%
\$100K+	43.1%	43.3%	30.8%	36.2%	30.3%

Fig. 15

Likelihood of Promotion by Race	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
Caucasian Only	21.7%	21.7%	17.5%	21.1%	18.5%
African American Only	25.8%	37.8%	33.8%	33.4%	31.4%
Hispanic	29.3%	31.9%	31.8%	29.5%	27.9%

Fig. 16

Likelihood of Promotion by Education	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
HS Grad or Less	16.7%	20.7%	18.6%	20.9%	18.9%
College Incomplete	15.1%	20.1%	19.5%	20.2%	20.7%
College Grad	35.6%	35.6%	27.3%	30.7%	26.0%

Likelihood of a Raise of More than 3%

Do you feel you will receive a raise of 3% or more after your next review?

The Likelihood of a Raise Index substantially decreased by 10.7 points to 104.2 (Figure 17). Over one-fourth (28.5%) of survey respondents indicated that they anticipated a raise of 3% or more at their next review, a decrease of 2.9 percentage points since the fourth quarter of 2021.

Confidence in receiving a raise decreased among both genders (Figure 18). Women’s confidence decreased by 4.4 percentage points to 22.5%, whereas confidence in men decreased by 1.4 percentage points to 34.9%. Typically, men are more confident in receiving a raise. The gap between confidence among men and women widened to 12.4%, the highest since the first quarter of 2021.

Typically, those in the first half of their careers (age 44 or younger) are the most confident that they will receive a raise of at least 3% in the next 12 months (Figure 19). This trend continues this quarter, as nearly 45% of those aged 44 or younger felt optimistic in receiving a raise compared to an average of 18% or less for those aged 45 or higher. The only age group to see an increase in confidence was those aged

35 to 44, rising by 1.4 percentage points to 44.2%. The most significant decrease in confidence was among those aged 55 to 64, as confidence decreased by 8.2 percentage points to 14.2%.

Historically, confidence in the likelihood of a raise generally increases with income. However, in the first quarter of 2022, confidence among the highest earning group, those making over \$100,000, decreased by 4.8 percentage points to 42.2%, decreasing the typically large gap between the top two income segments (Figure 20). Respondents making between \$35,000 and \$50,000 saw the largest increase in confidence, a rise of 3.6 percentage points to 29.1%. Those making under \$35,000 are typically the least confident in receiving a raise, and in this group, confidence decreased by 5.8 percentage points to 17.4%, the lowest recorded since study inception.

In terms of race, confidence only increased among Hispanics, up by a slight 0.1 percentage points to 36.3% (Figure 21). Confidence among Caucasians and African Americans decreased by 4.2 and 4 percentage points, respectively. Confidence among African Americans remains the highest, with 36.4% believing in receiving a raise, while confidence among Caucasians remains the lowest at 24.7%.

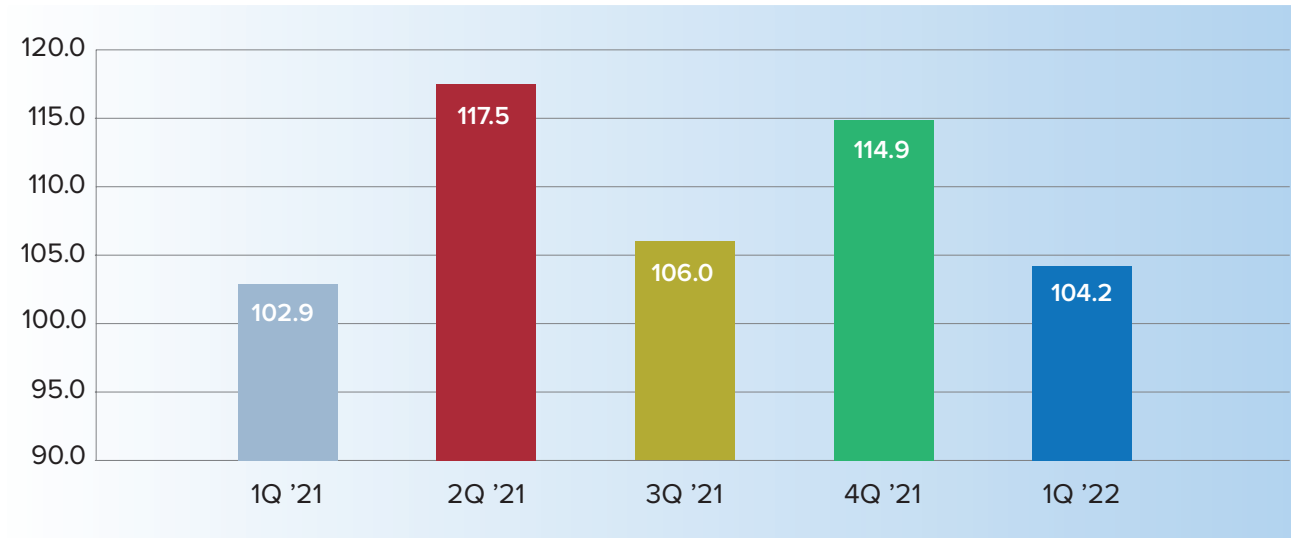
The educational segments also showed differentiated attitudes in the likelihood of a raise (Figure 22). College graduates stayed the most confident group, although confidence dropped by 2.8 percentage points to 36.4%. Those with a high school diploma or less saw the largest decrease, by 4.7 percentage points to 22.2%. Optimism among those with an incomplete college degree decreased slightly, by 1 percentage point to 26.8%. Overall, confidence among all education segments decreased.

The most significant decrease in confidence was among those aged 55 to 64, as confidence decreased by 8.2 percentage points.



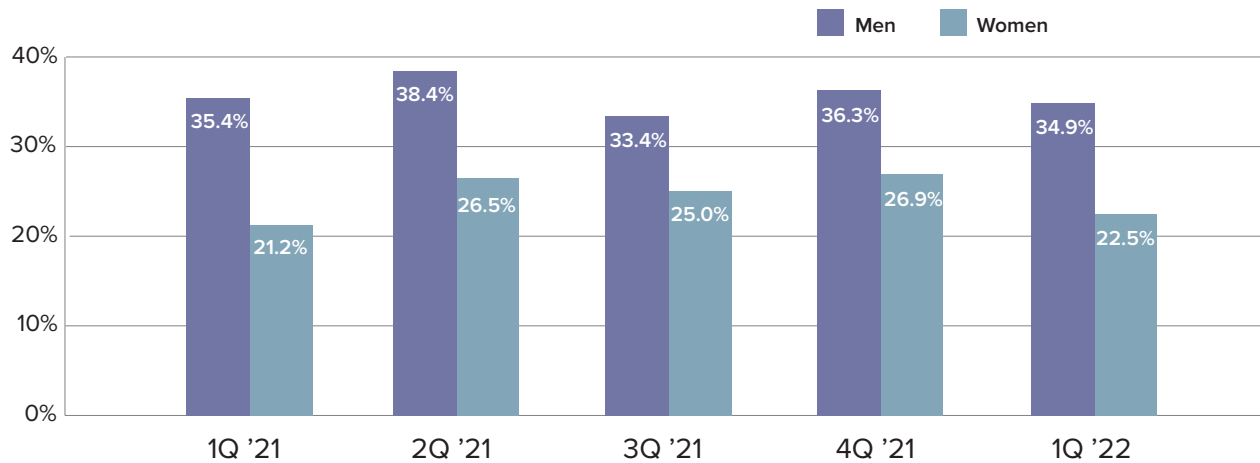
Likelihood of a Raise of More than Three Percent Index

Fig. 17



Likelihood of a Raise of More than Three Percent by Gender

Fig. 18



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Fig. 19

Likelihood of a Raise of More than Three Percent by Age	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
18–24	30.6%	43.2%	37.5%	41.3%	40.1%
25–34	45.4%	54.4%	42.1%	48.4%	44.2%
35–44	45.7%	43.7%	41.9%	42.7%	44.1%
45–54	31.0%	38.6%	31.4%	33.0%	29.1%
55–64	15.6%	16.5%	20.8%	22.4%	14.2%
65+	6.7%	6.7%	8.5%	9.7%	8.4%

Fig. 20

Likelihood of a Raise of More than Three Percent by Household Income	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
< \$35K	17.5%	23.9%	22.2%	23.2%	17.4%
\$35–\$50K	19.0%	22.9%	28.8%	25.5%	29.1%
\$50K–\$75K	25.3%	30.8%	25.2%	30.2%	25.4%
\$75K–\$100K	38.0%	36.3%	34.5%	38.1%	38.9%
\$100K+	50.5%	52.2%	41.4%	47.0%	42.2%

Fig. 21

Likelihood of a Raise of More than Three Percent by Race	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
Caucasian Only	26.6%	28.4%	25.5%	28.9%	24.7%
African American Only	29.4%	42.2%	39.3%	40.3%	36.4%
Hispanic	35.1%	37.1%	35.4%	36.2%	36.3%

Fig. 22

Likelihood of a Raise of More than Three Percent by Education	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
HS Grad or Less	19.5%	24.9%	23.5%	26.8%	22.2%
College Incomplete	23.0%	29.4%	28.0%	27.8%	26.8%
College Grad	41.2%	41.8%	35.3%	39.2%	36.4%

Trust in Company Leadership

Do you trust your company's leadership to make sound decisions for the company and its employees?

The Trust in Company Leadership Index was the only index to increase in the first quarter of 2022, up 5.4 points to 105.5. Also up from last quarter, 45.5% of respondents reported trusting company leadership, an increase of 2.3 percentage points.

Men and women's trust in company leadership increased at a similar rate, up 2.1 and 2.4 percentage points, respectively (*Figure 24*). Overall, men are more likely to trust their company leadership, as trust among men grew to 50.7% versus 40.7% among women. However, year-over-year, trust among women increased by 1.5 percentage points.

With age, trust in company leadership declines, especially among people aged 55 and over (*Figure 25*). Those aged between 25 and 34 were the sole age group with a decrease in trust, dropping 1.1 percentage points to 56.9%. Surprisingly, those aged 65 and over saw the largest increase in trust at 6.1 percentage points. However, they remain the least trusting segment, as only 27.8% of respondents in this age group indicate trust in company leadership.

Typically, trust in company leadership and income rise together. As one increases, the other follows. Highly compensated employees may be closer to or even part of a company's leadership team. The two highest income groups, those earning between \$75,000 and \$100,000 and \$100,000 or more, held the highest amounts of trust in their company leadership, at 56.7% and 59.3%, respectively (*Figure 26*). However, those earning \$100,000 and over were the sole income group with a decrease in trust, down 2.3 percentage points from last quarter and 10.4 percentage points year-over-year. Trust among those earning \$75,000 to \$100,000 increased by 6.7 percentage points, the highest of any income group.

In the first quarter of 2022, every racial group surveyed saw an increase of trust in company leadership (*Figure 27*). Hispanics and Caucasians saw a similar level of increase in trust, at 1.3 and 1.4 percentage points, respectively. Caucasians remain the least trusting racial group at 43.8%. Trust among African Americans increased the most, up by 4 percentage points to 50.7%. Year-over-year, African Americans saw an increase in trust of 9.3%, the largest of any surveyed group.

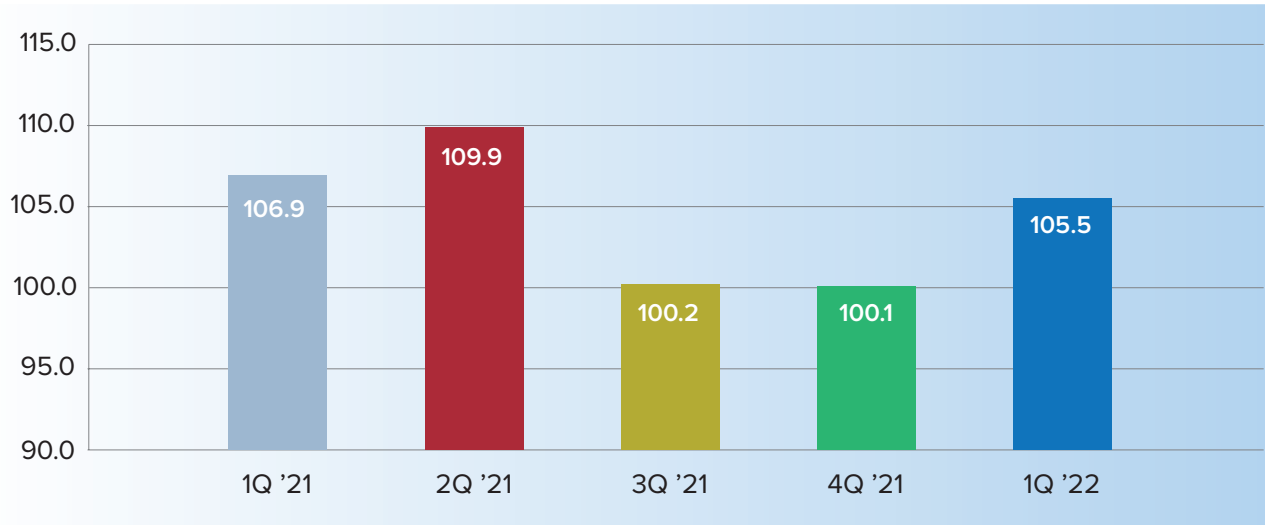
Historically, the study has shown that as educational attainment increases, so does trust in company leadership (*Figure 28*). Respondents with a college degree stayed the most trusting group at 54.8%, an increase of 2.7 percentage points. Those with an incomplete college degree saw the largest increase of trust, at 3.8 percentage points to 42.8%. Trust among respondents with a high school diploma or less increased just by 0.3 percentage points to 38.4%. Year-over-year, trust among those with a college degree was the only educational group to decrease, with a substantial drop of 5.3 percentage points.



Historically, the study has shown that as educational attainment increases, so does trust in company leadership.

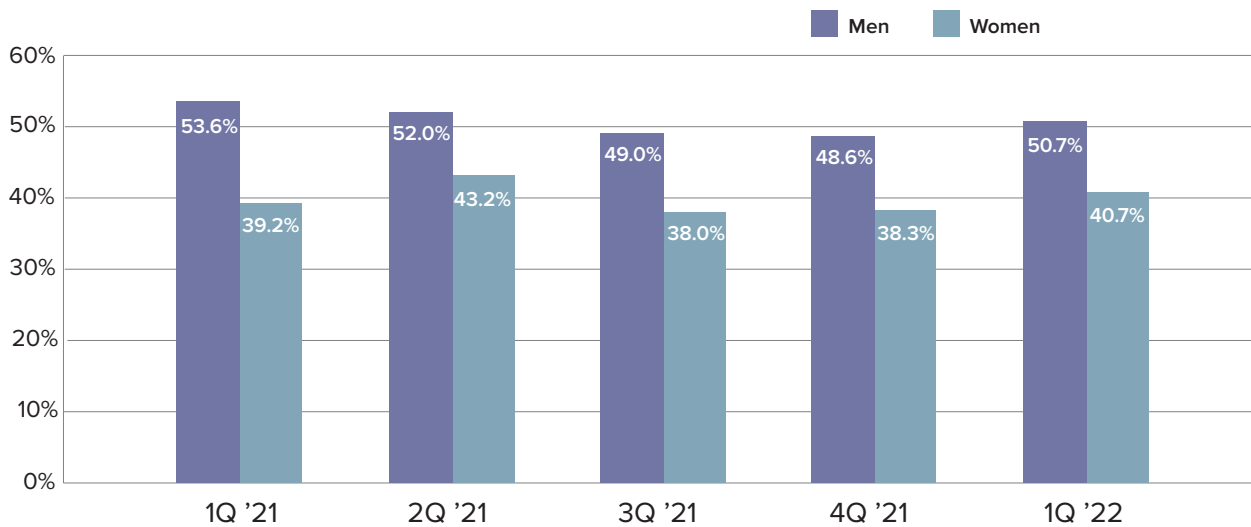
Trust in Company Leadership Index

Fig. 23



Trust in Company Leadership by Gender

Fig. 24



WORKER CONFIDENCE INDEX | FIRST QUARTER 2022

Fig. 25

Trust in Company's Leadership by Age	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
18-24	52.9%	55.7%	54.5%	53.6%	57.3%
25-34	64.8%	71.9%	52.3%	58.0%	56.9%
35-44	61.3%	59.5%	57.9%	54.2%	56.7%
45-54	50.8%	50.0%	47.6%	47.9%	49.1%
55-64	31.3%	36.7%	34.8%	33.3%	34.0%
65+	24.1%	20.8%	22.6%	21.7%	27.8%

Fig. 26

Trust in Company's Leadership by Household Income	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
< \$35K	33.6%	37.0%	36.4%	34.0%	33.9%
\$35-\$50K	38.2%	38.3%	42.1%	36.9%	42.7%
\$50K-\$75K	44.3%	46.1%	41.9%	41.5%	45.8%
\$75K-\$100K	56.8%	54.5%	43.1%	50.0%	56.7%
\$100K+	69.6%	70.0%	57.1%	61.5%	59.3%

Fig. 27

Trust in Company's Leadership by Race	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
Caucasian Only	46.3%	45.6%	39.9%	42.3%	43.8%
African American Only	41.4%	50.0%	51.5%	46.7%	50.7%
Hispanic	49.0%	54.1%	52.3%	45.0%	46.3%

Fig. 28

Trust in Company's Leadership by Education	1Q '21	2Q '21	3Q '21	4Q '21	1Q '22
HS Grad or Less	37.4%	39.9%	37.8%	38.0%	38.4%
College Incomplete	40.0%	43.3%	39.9%	38.9%	42.8%
College Grad	60.1%	58.4%	51.4%	52.2%	54.8%

Fig. 29

Study Demographics 1Q 2022	Sample Size	Percent
Gender		
Male	1,457	48.3%
Female	1,559	51.7%
Age		
18–24	344	11.3%
25–34	543	17.9%
35–44	501	16.5%
45–54	475	15.7%
55–64	500	16.5%
65+	669	22.1%
Race		
Caucasian Only	1,894	68.4%
African American Only	363	13.1%
Hispanic	512	18.5%
Household Income		
\$35K or Less	1,052	34.7%
\$35K–\$50K	426	14.1%
\$50K–\$75K	535	17.7%
\$75K–\$100K	319	10.5%
\$100K+	697	23.0%
Education		
HS Grad or Less	1,160	38.3%
College Incomplete	776	25.6%
College Graduate	1,094	36.1%

Notes

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