

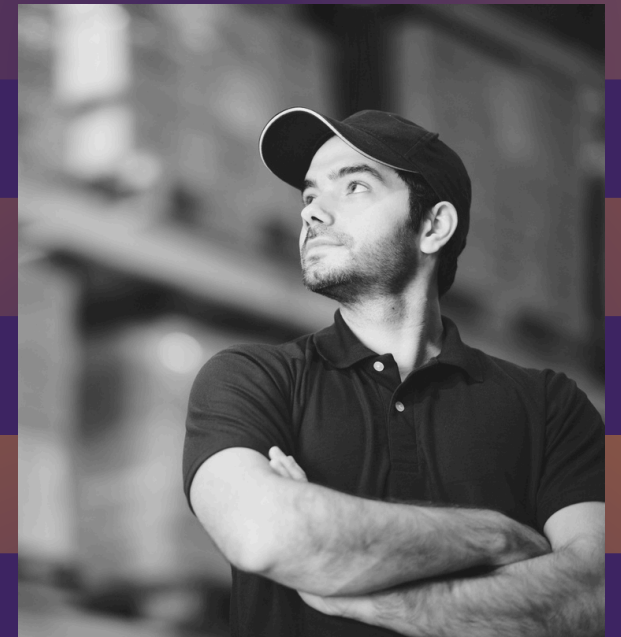
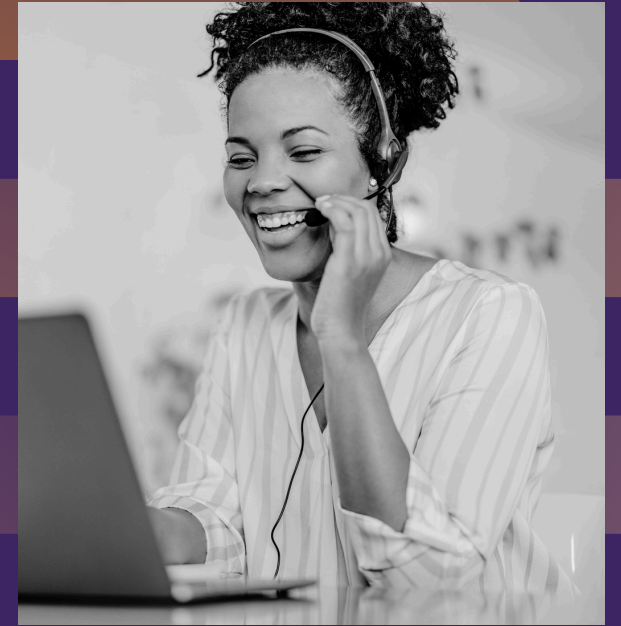


**MONSTER**

*WORK WATCH REPORT*

# 2025 Work Watch Report

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# Introduction

Over the past few years, the workplace has undergone significant shifts, altering how employees and employers collaborate and adapt to new realities. Through our ongoing polls and the annual Future of Work study, Monster has gained valuable insights into the latest workplace dynamics. Together, these findings inform the latest edition of the Monster Work Watch Report, providing a comprehensive overview of key trends shaping the workforce.



# A Message From Our CEO



**Jeff Furman**  
CEO of  
CareerBuilder+Monster

An election year always brings a referendum to the way we work and how industries grow. 2025 looks to be a year of unprecedented change across most sectors. If we've learned anything from last year that we can take to the next, it's that adaptability is key for thriving during times of rapid evolution. We've seen this play out in the workplace with the adoption and normalization of emerging technology like AI, the standardization of hybrid/remote work models, and the calculated hiring decisions industries made to succeed amidst fears of possible recession.

2024 was a year of gradual growth and resilience for workers and job-seekers as a thundering storm of uncertainty loomed in the distance. Not to mention, it was an unusually newsworthy year with multiple ongoing global conflicts, natural disasters, and escalating potential trade wars. Slight upticks of longer unemployment periods and the ever-growing cost of living brought stress for families trying to afford healthy and happy lives. Even though most traditional indications point to a softer landing ahead rather than a typical recession, the average person is not feeling the stability they hope for. Beyond all of the metrics we normally use to measure the job market, people are feeling overworked and underpaid while employers struggle to meet wage expectations. Our polling data year-over-year clearly illustrates the growing frustrations of employees and job seekers demanding sustainable income and job security.

Any hindrance to growth can feel like a setback, but this year has shown how rewarding strength can come from weathering those uncertain storms. 67% of employers anticipate continuing to hire/fill roles in the new year according to our new polling data, which is slightly higher than 2023 responses. Job openings are still relatively high showing sustained demand for workers and stabilization of turnover compared to The Great Resignation of 2021.

2025 comes to us as a crossroads of both challenges and opportunities. Although many may be feeling the worst effects from global economic uncertainty, what is certain is the job market has defied expectations and held steady this year as we hope this trend continues.

While the landscape may be evolving, so are we. We'll be rolling out new features and digital tools this year to further optimize the job search experience. We can't wait to make many more connections between employees and employers in the year ahead. The Monster Work Watch Team is proud to present the 2025 edition of our report to provide a deeper look into workforce trends that might inform even better career connections in the future.

# Key Takeaways



## Bridging the Gap: How Different Generations Shape the Workplace

Millennials are the most popular generation in the workforce as **38% of workers prefer to work with Millennial colleagues** over other generations. On the contrary, **Gen Z was the least preferred generation as only 11%** of workers felt they were the best to work with.



## AI at Work: Embracing the Future or Facing the Fear?

**44% of workers have never used an AI generator** before, while **62% of employers plan to integrate AI** to streamline and automate the recruitment process.



## Which Jobs Are Workers Walking Towards and Away From

The **leading reasons workers reported pulling out of the job application process** were due to the interviewer's attitude or behavior (**51%**) and poor communication about the application from the company (**50%**).



## Where Work Happens: The Rise of Hybrid and Remote Models

While more than half (**53%**) of workers would still apply to a job regardless of the in-office or remote requirement, **33%** would refrain from applying to a job that requires a fully in-person (5 days a week) presence.



## Paying the Price: How Inflation is Shaping Salary Expectations

Workers are split on salary expectations for 2025 as **48% expect the same salary as the previous year** while **46% expect a higher salary**. Conversely, 30% of employers said these expectations from workers are putting strain on their bottom line.



## Beyond the Paycheck: The Benefits That Keep Workers Happy and Healthy

Workers feel that more flexible work hours are the most important benefit for their work well-being (**28%**), followed by more remote work flexibility (**22%**) and fitness, mental health and learning opportunities or allowance (**22%**).

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## Workers Set Sights on New Opportunities in 2025

**93%** of workers are looking for or plan to look for a new job in 2025.

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## The Talent Shortage and the Skills Employers Need Most

Employers have recognized that there is a skills gap within the workforce. In fact, **one third of employers feel that there are noticeable gaps in essential skills** that affect some areas of their business.

# Generational Divide

As workers prioritize work-life balance and flexibility, employers face challenges in managing the diverse expectations of a multi-generational workforce. To retain talent, many are focusing on offering flexible hours, remote work options, and tailored benefits to meet the varying needs of their employees.

## WORKERS

- Fostering a **healthy work-life balance** is a priority for **72% of Gen Z workers**. However, non-Gen Z workers are skeptical as 56% think finding shortcuts to do work, even if it sacrifices quality, is Gen Z's true top priority. [1]
- Both Gen Z (48%) and non-Gen Z workers (44%) identified a **hybrid working model as the most ideal work structure** to them.
- 36% of non-Gen Z workers prefer **a fully remote work model** and another 21% think **fully in-office** is ideal. [1]

**Millennials are the most well-liked generation in the workforce** as 38% of workers prefer to work with Millennial colleagues over other generations. On the contrary, Gen Z was the least preferred generation as only 11% of workers felt they were the best to work with.

- About half of Gen Z (45%), Millennials (64%), Gen X (55%) and Baby Boomers (49%) all say they would prefer to work at a company that **prioritizes work-life balance over hustle culture**. [2]
- The majority of Gen Z (60%), Millennials (80%), Gen X (69%) and Baby Boomers (54%) think **hustle culture leads to burnout or health issues**. [2]



*“The four working generations are equally vital to the workplace as they all contribute unique strengths and perspectives for a well-rounded workforce; employers should offer clear career paths and training opportunities for each generation and individual to hone their skills.*

*Employers should focus on what connects generations rather than what divides us. According to Monster data, the majority of each generation (Gen Z, Millennials, Gen X and Baby Boomers) believe that hustle culture leads to burnout or health issues.”*

**-Vicki Salemi, Monster Career Expert**

For employers, managing a **multi-generational workforce presents several challenges** to creating a harmonious work environment. The leading challenges that employers work to navigate are:

- Work ethics and values (78%)
- Communication preferences (72%)
- Career progression e.g. conflicting expectations (71%)
- Technological proficiency (66%)



Accommodating the work preferences of a multi-generational workforce is crucial for maintaining employee satisfaction and retention. A significant 75% of employers recognize the importance of offering **flexible working hours**, while 61% see the value in providing **remote work options**.

Additionally, 57% emphasize the need for **tailored benefits packages**, and 71% prioritize offering **diverse training and development programs** to meet the unique needs of each generation in the workforce.

# AI at Work

AI continues to make its way into the workplace, and workers are divided on its impact, with many expressing fears about the new technology. Meanwhile, employers are embracing AI for its efficiency, particularly in recruitment, using it to streamline processes and improve the candidate experience.



2024 saw AI continue to "reshape" the workplace, with 62% of workers voicing concerns about the potential for AI to replace their roles, while 83% support regulatory measures to limit its use. Despite these anxieties, 37% of employers report successfully leveraging AI to streamline the hiring process, signaling a growing acceptance of AI's ability to improve efficiency. As companies increasingly integrate AI into operations, the critical challenge lies in balancing technological innovation with employee apprehensions about job security.

**-Giacomo Santangelo, Monster Economist**



## WORKERS

The rise of AI in the workforce is showing no signs of slowing down and workers are split on its usage, use cases and further integration into everyday professional life. 24% of workers expressed a **neutral perception of AI's impact** on their job, while 13% are **very concerned about its potential impact** on their job.

In terms of how workers and AI are getting along in the workforce:

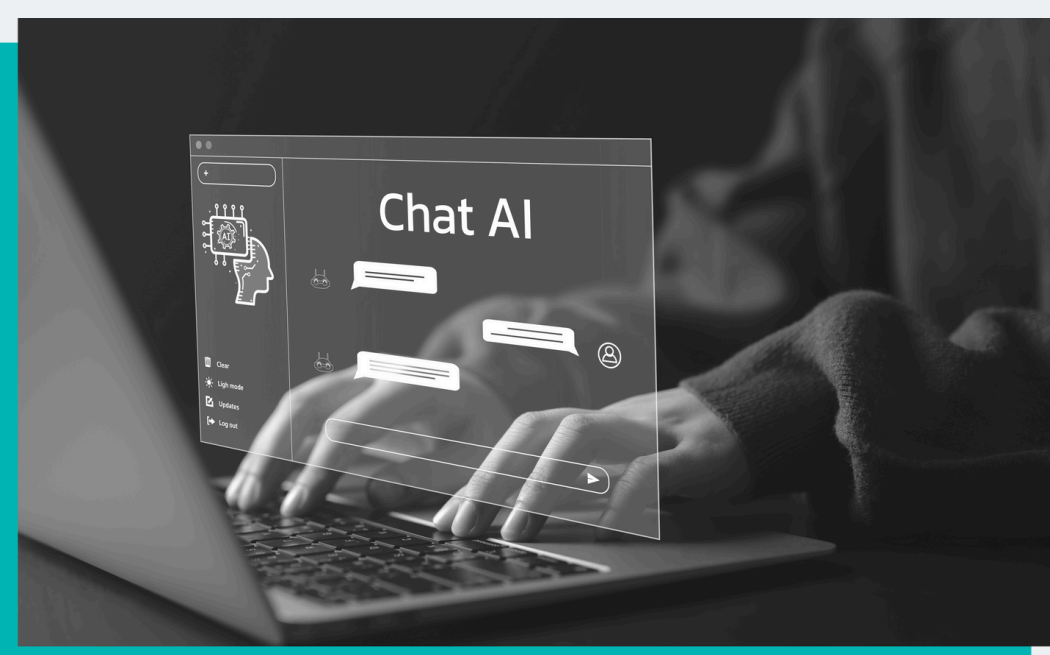
- **44%** have never used an AI generator before
- **28%** have used AI just for fun
- **27%** have used AI for basic work tasks such as email and scheduling
- **18%** have used AI during the job application process
- **17%** have used AI for creative purposes such as graphics and campaign plans
- **62%** of workers are worried (31%) or very worried (31%) about ChatGPT or a different AI generator replacing their role at work, or eliminating their position. [1]
- **83%** of workers are in favor of laws or policies that regulate or limit AI's usage in specific industries and careers. [1]
- **14%** of workers are afraid of there being insufficient regulations governing AI systems. [1]

## EMPLOYERS

While AI might cause fear for some, employers are embracing the efficiencies it brings to the overall hiring process. For example, using **AI helped 37% of employers streamline the search process** by identifying candidates with the right skills, at a faster rate.

**36% of employers said AI helped them write more compelling job descriptions** and another 35% of employers said that AI allowed them to take back more time to focus on the human element of recruiting.

To improve the candidate experience, employers plan to integrate AI to streamline and automate the recruitment process (62%).





# Workers on the Move

Workers are increasingly frustrated with the job application process, citing poor communication and negative interviewer behavior as key reasons for dropping out. In response, employers are focusing on retaining talent, emphasizing skills over experience, and investing in their brand to attract top talent.



**Vicki Salemi, Monster Career Expert**, breaks down why workers may be seeking new employment:

*It's interesting to highlight that workers aren't necessarily walking towards or away from specific jobs, but rather toxic or healthy employers. They believe that work well-being is a priority along with flexibility, so they are making mental health a priority when pursuing employers over others. According to Monster data, two out of three workers said they feel they work in a toxic environment — company culture is a top factor in employment that workers evaluate as to whether or not to stay with an employer and also when pursuing new ones.*

## WORKERS

In 2025, **93%** of workers are looking for or plan to look for a new job. [1]

With many workers on the job hunt for the right opportunity, employers should remain cautious of the **reasons a candidate may drop out of the recruitment process**. The leading reasons workers reported pulling out of an application are:

- Interviewer attitude / behavior **(51%)**
- Poor communication about the application from the company **(50%)**
- Recruiter attitude / behavior **(49%)**
- Interview and assessment process expected to jump through hoops **(42%)**
- Being required to write a long presentation **(39%)**
- **92%** rarely (59%) or never (33%) hear back from employers after submitting applications.
- The most exhausting part of the application process, according to workers? Submitting applications and waiting for responses **(33%)** and coping with rejection or a lack of feedback **(25%)**. [2]



Despite economic uncertainties in recent years, alongside inflation, **67% of employers anticipate continuing to hire/fill** roles as expected, while only **1% project layoffs**. Recruiting priorities for employers in the coming calendar year include:

- Improve success rate on hard-to-fill roles **(85%)**
- Grow talent pipeline **(79%)**
- Reduce the time to hire/fill **(77%)**

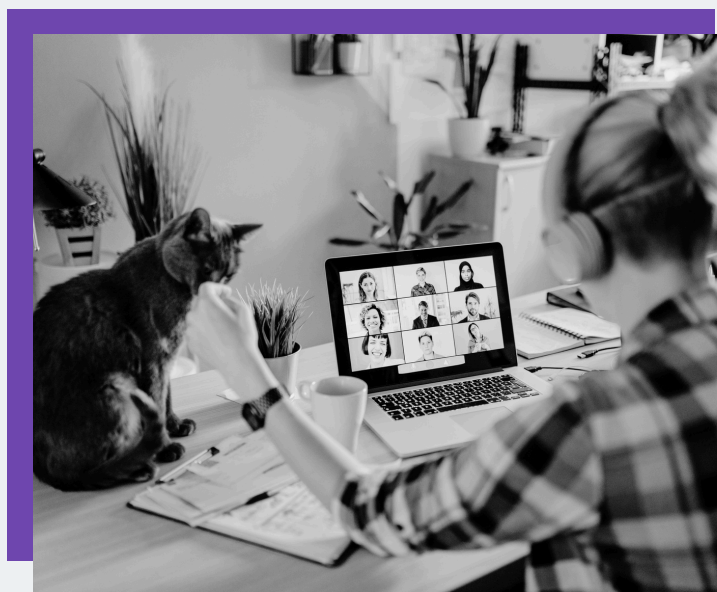
**51%** of employers will also be shifting their focus to **employee retention** rather than acquisition and **44%** will be **investing more heavily in their brand** to help them stand out from the competition.

To improve the candidate experience throughout the recruiting process, employers plan to:

- Integrate AI to streamline and automate the recruitment process **(62%)**
- Focus more on a candidate's skills rather than their degree or experience level **(66%)**
- Include salary and company benefits in the job description **(61%)**

# Work Models

Workers have varying preferences for work models, with many expressing a strong desire for flexibility, while others remain open to in-office settings. Employers are responding by embracing hybrid schedules and other flexible options to retain talent and stay competitive in the evolving job market.



*Flexibility is key: overall, Monster data shows that workers are walking towards hybrid work models as the new normal. Although nearly half of workers are currently required to work fully in-person and only 15% of workers are fully remote, one-third said on-site is preferred for productivity, one-third said remote work is preferred and one-third said a hybrid model is preferred. The most important thing to remember: employees will pursue new hybrid or fully remote roles if they are required to return to the office full-time.*

**-Vicki Salemi, Monster Career Expert**



## WORKERS

Currently, nearly half (**45%**) of workers are required to **work fully in-person**, while only **15%** (a 3% increase YoY) of workers are **fully remote**. But which format inspires the most productivity? Workers are split:

- **37%** say working in-office / on-site is preferred for productivity
- **33%** say working remotely is preferred for productivity
- **30%** say a hybrid model of remote and in-office / on-site is preferred for productivity

Notably, the vast majority (**82%**) of workers are willing to seek new roles if required to return full-time. [1] From a generational standpoint, Millennials showed the least interest in applying for jobs that require full-time in-person attendance, with 37% indicating they would not apply for such positions.

Another factor for workers in the **application process** is what work model the organization follows. While more than half (53%) of workers would still apply to a job regardless of the in-office or remote requirement, 33% would refrain from applying to a job that requires a fully in-person (5 days a week) presence.

## EMPLOYERS

Employers shared their opinions on flexible work options, revealing that it helps them retain talent (**45%**) and gives them a recruiting advantage (**41%**). Looking ahead to the workforce industry in the coming years, **35% of recruiters feel that hybrid work schedules are the way of the future** and another **30% think that four-day work weeks are on the horizon**.



# Salary & Wages

Workers are continuing to grapple with rising living costs, with many feeling that their wages are not keeping pace with inflation, while employers face increasing pressure to meet these higher demands.

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*Inflation continues to drive up the cost of living, with 85% of workers expecting increasing salaries to offset these pressures; however, only 11% have received raises commensurate with inflation, so far, creating a significant gap. This financial strain is evident, with 82% of workers tapping into their savings to manage day-to-day expenses and employers struggling with the dual pressures of meeting rising wage expectations. In fact, 42% of employers acknowledge potential difficulties in recruiting talent due to the escalating compensation demands.*

**-Giacomo Santangelo, Monster Economist**



## WORKERS

Workers are split on salary expectations for 2025 as 48% expect the same salary as the previous year while 46% expect a higher salary. Conversely, 30% of employers said that these higher expectations are putting strain on their bottom line.

Despite having higher salary aspirations, only **32% of workers have made professional skill advancements in the past year**. The leading reasons workers expect to earn more are due to:

- Increased cost of living **(85%)**
- Taking on more responsibility **(44%)**
- Their skills are in demand so they can ask for more money **(36%)**
- The financial impact on workers has been extreme:
  - **82% have needed to utilize their savings to stay afloat.** [1]
    - An additional 8% anticipate needing to dip into their savings in the near future. [1]
    - 69% have cut back on non-essential expenses. [1]
    - 43% have had to rely more heavily on credit or loans. [1]
    - 41% have had to cut back on retirement savings. [1]
- In the past year, workers also:
  - Did not receive an expected bonus (36%). [2]
  - Did not receive a promotion they thought was deserved (31%). [2]
  - Had a salary reduction (15%). [2]
- **95% of workers say their current wages have not kept up with the rising cost of living.** [1]
- Only about one in ten (11%) workers have received a raise or salary adjustment to account for inflation. [1]

As inflation continues rise, its impact on workers varies:

- **44%** have had to start looking for a higher paying job while **38%** of workers report inflation has not had any impact on their career.
- **17%** of workers have had to pick up a second job or seek out additional part-time work.

To improve the candidate experience throughout the recruiting process, employers plan to **include salary and company benefits in the job description (61%)**. 42% of employers feel meeting workers' salary expectations is one of the challenges they anticipate facing during the recruiting process.



# Key Benefits

Workers are increasingly prioritizing benefits that enhance their well-being, such as flexible work hours and mental health support. To meet workers expectations, employers are adjusting their benefit offerings to focus on areas like paid time off, healthcare, and flexible work arrangements.



*There's been a shift that continues to blossom as workers prioritize work-life balance over the daily hustle. Salary isn't a top priority: for aspects of the job that workers love, number one is flexibility followed by benefits/PTO.*

*In turn, employers are offering more robust benefits (i.e., more paid time off including paid volunteering, healthcare benefits, remote flexibility and family/childcare support) that support flexible work schedules, happiness, and productivity. Ultimately, by offering stronger benefits, employers can anticipate stronger retention of their workforce.*

**-Vicki Salemi, Monster Career Expert**



## WORKERS

A key component driving worker interest in comprehensive benefits at their place of employment are their correlation to workers' well-being. Workers feel that more flexible work hours are the most important benefit for their well-being (**28%**), followed by more remote work flexibility (**22%**) and fitness, mental health, and learning opportunities or allowance (**22%**).

- **67%** of workers feel they work in a toxic environment. [1]
- **78%** of workers don't think their employer is doing enough to address their mental wellness at work. [1]
- **74%** of workers say their mental health at work is poor (40%) or fair (34%). [1]
- **61%** of workers would rather quit, and 39% would rather get laid off from their job than work in a toxic workplace. [1]

Benefits remain important to workers, but which do workers think are most likely to be compromised?

- Working from home (**31%**)
- Flexible work hours (**16%**)
- Bonuses/performance incentives (**15%**)
- Paid time off (**8%**)

Workers identified the aspects of their job that they love most:

- Flexibility in their work schedule (**48%**). [2]
- Benefits/PTO (**37%**). [2]
- Salary (**36%**). [2]
- Work-life balance (**35%**). [2]
- The work itself (**31%**). [2]

**Staffing shortages are taking their toll on workers** in other ways as well:

- 30% feel their burnout has increased significantly due to staffing shortages (a decrease of 45% from the year prior)
- 28% feel their burnout has increased slightly due to staffing shortages
- 23% feel more burnt out than ever due to staffing shortages

To meet an increasing candidate/employee demand, **employers are focused on key priority benefits** such as:

- Paid time off, including paid volunteering (63%)
- Healthcare benefits (66%)
- Remote flexibility (40%)
- Family/childcare support (46%)
- Flexible work schedules (47%)



*Source: All data in this report comes from the Monster 2025 Future of Work Survey, conducted among US workers and HR professionals in November 2024, unless otherwise indicated. Sourced data comes from Monster's bi-weekly polls of US workers, conducted among workers in 2024-25: 1) Mental Health in The Workplace, April 2024. 2) What Workers Hear About The Workplace, February 2024.*

# Skills Gap

## EMPLOYERS

Employers have recognized that there is a skills gap within the workforce. In fact, one third of employers feel that there are noticeable gaps in essential skills that affect some areas of their business.

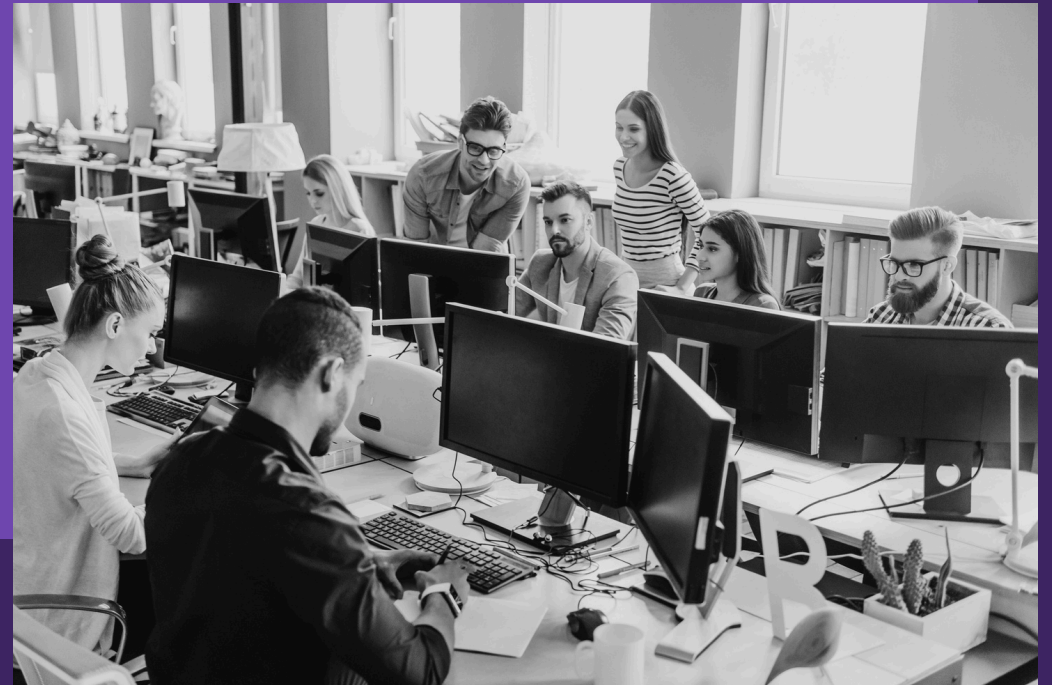
A significant 47% of employers report their workforce has a lack of technical skills, including AI, machine learning, cybersecurity, and blockchain. Additionally, 52% highlight a deficiency in interpersonal skills, such as emotional intelligence and effective communication.

Creative and strategic thinking skills, including innovative problem solving and strategic planning, are also lacking in the workforces of 51% of employers, underscoring the need for targeted skill development initiatives. To cope and help to resolve this reality:

- 73% of employers are offering internal training programs
- 52% of employers are partnering with educational institutions
- 60% of employers are increasing recruitment efforts
- 52% of employers are investing in technology to reduce dependence on certain skills

Looking to the year ahead, employers have identified a number of challenges they anticipate facing during the recruiting process in the near future:

- Finding candidates with the right skills for the roles (43%)
- Attracting and retaining top talent in a competitive job market (42%)





# 2025 Predictions

As we head into 2025, the workplace is poised for continued transformation, shaped by shifting worker preferences and external pressures such as inflation and AI integration. Flexibility remains a top priority, with many workers preferring hybrid or remote models and expressing a willingness to leave roles that require full-time office attendance. Salary expectations are on the rise as well as workers seek higher pay to cope with the increasing cost of living, while employers will need to offer competitive wages to attract and retain top talent. AI's growing presence in the workplace will remain a double-edged sword, with some workers embracing it to enhance efficiency while others hold concerns over its impact on their job security. Alongside these trends, staffing shortages are taking a toll on workloads, leading to burnout and fatigue, especially as companies face higher demands with fewer resources. Employers will need to strike a balance between embracing technological advancements, offering competitive compensation, and maintaining a flexible, supportive environment to keep pace with these evolving worker needs.



**Scott Blumsack**  
**Chief Marketing & Strategy Officer**

## Methodology

The 2025 Monster Work Watch Report was compiled from worker and employer data from Monster's Future of Work survey conducted in November 2024. Research was conducted among recruiters/those involved in talent acquisition, HR and/or the recruitment industry and workers 18+ that are both employed or unemployed and in the job market. The survey was conducted by an independent data collection provider (Dynata). The 2025 Monster Work Watch Report also consists of data from Monster's bi-weekly polls, fielded through third-party sources (SurveyMonkey), surveying American job seekers/workers.

## Resources

- [Monster Intelligence](#)
- [2024 Work Watch Report](#)

