



Thanks for taking the time to read the latest newsletter from the Futures Department. I hope you all enjoyed a good break and the platinum jubilee celebrations. I am still slightly confused by the choice of Rod Stewart to belt out 'Sweet Caroline' in front of Buckingham Palace, but that is not important right now. I have gone for a slightly different theme with this bulletin, and it is to write a little about a phenomenon described as the 'Great Resignation'.

Background

In 2021, according to national statistics more than 47.8 million people voluntarily left their jobs in America, which led to the 'Great Resignation' descriptor. I would suggest that this is an extraordinarily high number, and it is by some distance the highest since records began. There is some interesting research into why this happened, with broadly three suggestions being proposed which are summarised below:

1. Widespread burnout
2. People reevaluating their relationship with work
3. The opportunity for remote work

You may also enjoy reading through the suggestions made on this [site](#) about the actual origins of this change. It argues that this switch in work behaviour has been building, with the pandemic accelerating matters.

United Kingdom

This move from the workforce is not exclusive to the other side of the pond. An [article](#) released last month suggested that in the next twelve months 20% of UK professionals expect to have left their current job. Subsequently, I was not surprised to read about the [trials](#) seventy UK based companies are participating in, where employees will work 80% of the time for 100% of the pay. The overall aim is to become more productive, but I would suggest one of the key objectives is to maintain or build a happy workforce.

As one of the participants is quoted as saying "*The pandemic's made us think a great deal about work and how people organise their lives.... we're doing this to improve the lives of our staff and be part of a progressive change in the world that will improve people's mental health and wellbeing.*"

What does this mean for me?

A few things I would suggest.

- What unites all of us is that we all have, or will have, a relationship with work. For some of you this is years away, for others it is far more imminent. I can personally think of friends and family members who have drifted into jobs without really thinking about what they want from employment combined with limited research about their choices. During the pandemic many have taken the opportunity to evaluate these decisions and are making changes, in line with the information above. As pupils at Shrewsbury School, you have the chance to make excellent decisions now, utilising the incredible resources you have available. Additionally, make the most of opportunities to find out about people's work, embrace work experience contacts over the summer, and consider what will matter to you from an employment perspective in the future. What do you want from work? What do you want your work / life balance to look like? What kind of company do you want to work for? What is important to you? There is no right or wrong answers to these questions, but they are questions you should be considering, because the answers will shape your future. As people across the globe reevaluate their relationship with work, start to really think about what is going to matter to you as you edge closer and closer to employment.
- To help this, keep an eye on trends from an employment perspective, sometimes described as Labour Market Information (LMI). I cannot stress enough how much the world of work has evolved (and will continue to evolve) during the past two years. Jobs which were popular when you started school may well be on the decline when you finish. Just take a few minutes a term to have a look at sites like [this](#) which provide a flavour of where the gaps are, and sites like [this](#) which demonstrate how the graduate market is reacting to these changes.
- Set your aspirations high. For many industries, remote working is here to stay, and you will not be limited by geographical location when you are searching for jobs in the future. There will always be a demand for talented, innovative and well qualified individuals. Do all you can to engage in positive activities and habits now, so you are well placed to make good choices in the future.

Best wishes,

Mr Wain