
For those who have been at Shrewsbury School for a while, I am going to revisit a bulletin I produced in the Summer Term 2022, where I wrote about a phenomenon described as the 'Great Resignation'. Here were the main points:

- In 2021, according to national statistics more than 47.8 million people voluntarily left their jobs in America, which consequently 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 was some interesting research into why this happened, with broadly three suggestions being proposed which are summarised below:
 - I. Widespread burnout.
 - II. People reevaluating their relationship with work.
 - III. The opportunity for remote work.
- This move from the workforce was not exclusive to the other side of the pond. This [article](#) suggested that as many of one in four workers in the UK was actively looking to change roles. Subsequently, I was not surprised back then to read about the [trials](#) seventy companies are participating in, where employees will work 80% of the time for 100% of the pay. The overall aim was to become more productive, but I would suggest it is also about retaining a happy workforce.

Present Day

- Research suggests that the Great Resignation is now over, with data from 2023 pointing to returns to 'resignations' back to pre-pandemic levels. This [article](#) is worth a read, and I particularly liked this quote, "Work for millions of people has gotten better over the last two years," he says. "Many jobs are more flexible than they were two years ago, in many jobs pay is much fairer than it was pre-pandemic, and in many cases, benefits have been improved. Companies have taken employee wellbeing more seriously over the last couple of years and invested much more in making their workplaces more inclusive and diverse."
- It is also interesting to note that the workplace trial quoted above seemed to go very well. There is data on this on this [site](#), with the headline figure being that the majority of companies have adopted this working pattern permanently, or are continuing to pilot it with their employers. It has not worked for all, for a variety of reasons, but the fact that almost all employers noted that productivity levels were maintained speaks volumes.

What does this mean for me?

- Back when I first reported on this, few had heard of Chat GPT and terms such as generative AI, for example. Now advances in technology are anticipated to lead to more workplace disruption and the creation of new jobs, and the potential demise of others. The point I am making is that the world of work is evolving quicker than ever seen and will continue to do so in the coming years. The Great Resignation was symbolic of these changes, with people across the globe re-evaluating their relationship with work and priorities, and the introduction / implementation of AI across multiple industries is at the forefront of the next change we are going to witness.
- Be reassured though. There is always a demand for talented, innovative and well qualified individuals and always will be. Embrace opportunities to build your competencies, so you are well placed to maximize your potential in future workplace settings – wherever these might be.

Best wishes,

Mr Wain