

# Two-Thirds of Gen Z Plan to Quit in 2025, CVwizard Report Finds

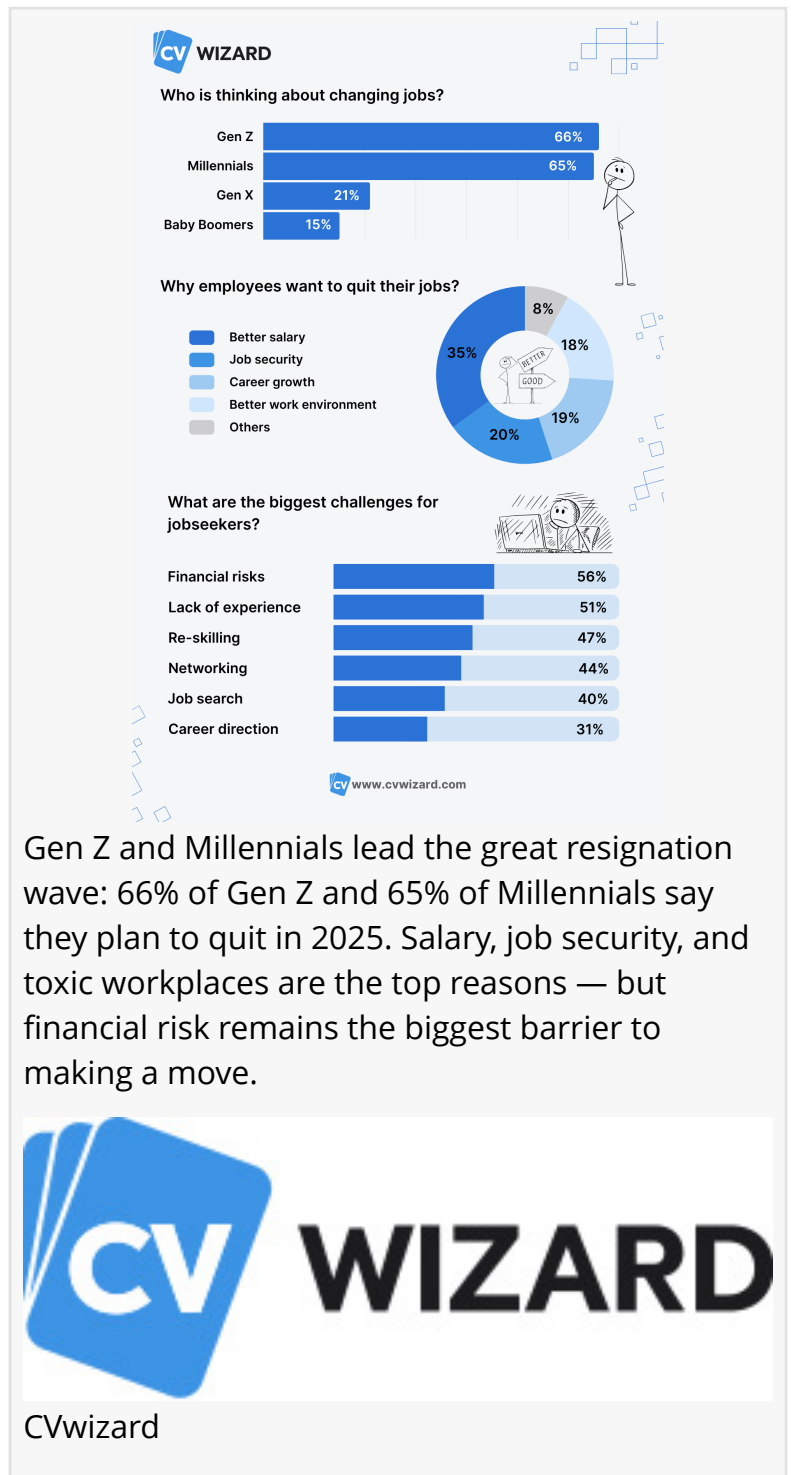
*A new report shows that low pay, job insecurity, and toxic work environments are pushing young professionals to quit in large numbers.*

AMSTERDAM, NETHERLANDS, June 10, 2025 /EINPresswire.com/ -- Two out of three Gen Z workers say they plan to quit their jobs in 2025, according to a [new report by CVwizard](#). Millennials are not far behind, with 65% considering a change. As workplace dissatisfaction surges, employers are under mounting pressure to understand the causes and take action before more talent walks out the door. [CVwizard](#)'s survey of U.S. employees reveals that 61% of all workers are planning or hoping to switch jobs within the next year. Only 21% expect to stay in their current roles, while 18% remain undecided.

The financial risks are steep. Past research from Gallup estimates that replacing an employee can cost anywhere between 50% and 200% of their annual salary. According to the 2025 Retention Report by Work Institute, these costs are only expected to grow with rising wages, turnover, and hiring competition.

## Gen Z Women Lead the Quitting Charge

Overall, 61% of American workers say they are planning or hoping to change jobs in 2025. Gen Z workers are especially restless, and gender plays a role. Among Gen Z, 71% of women and 63% of men say they're planning to leave. Meanwhile, Millennial and Gen X men





If companies want to keep young talent, they must go beyond pay; offering stability, growth, and a culture where people feel heard, respected, and supported to grow."

*Reyhaneh Mansouri, PhD |  
Career Expert*

(70% and 51%) report a stronger intent to quit than their female peers (62% and 40%).

Notably, even older generations are reconsidering their careers: 40% of Gen X and 15% of Baby Boomers say they're open to making a move, a sign that the desire for change crosses generational lines.

### Turnover Driven by Toxic Workplaces and Stalled Careers

Why are so many workers ready to walk away? According to the report, four key factors are driving the shift: Higher pay (35%): With inflation, student loans, and rising

living costs, salary is still the biggest driver of job changes.

More job security (20%): After years of layoffs and instability, workers are craving stability and peace of mind. In fact, according to the 2025 State of Company Culture Report, over one-third of employees regularly worry about their job security, and among those who feel insecure, more than two-thirds are actively looking for a new job.

Career development (19%): Many employees say they're stuck with no clear path forward and are looking for growth opportunities.

Better work environments (18%): Toxic or unsupportive workplaces are pushing people to find employers who genuinely care about well-being and inclusion.

Taken together, these reasons show that it's not just about ambition, it's about survival, mental health, and the desire for a better quality of life.

"If companies want to hold onto talent, especially younger workers, they need to do more than just offer a paycheck," says Reyhaneh Mansouri, PhD, a Career Expert at CVwizard. "That means regular salary reviews, honest conversations about job security, and creating a workplace where people feel respected and heard. People want to grow, and they want to know that someone's invested in their growth."

### Ready to Quit, But Unable to Afford It

Even though many are ready to move on, taking that leap isn't always easy. Financial pressure is the biggest roadblock: 56% of workers say they're afraid they can't afford to quit. Others worry they don't have the right skills (51%) or connections (44%) to make a successful transition. For some, it's simply not knowing what to do next (31%).

Each generation faces different challenges. Gen Z often struggles with confidence and networking, while Millennials and Gen X cite financial strain and the need to upskill. Older workers are more concerned with how to navigate late-career transitions.

In many cases, people aren't leaving because they're unmotivated; they're leaving because they feel stuck.

### A Chance to Rethink Work and Retention

[The Future of Job Applications for Gen Z](#) highlighted how this generation is reshaping expectations for transparency, flexibility, and digital-first processes. These expectations don't stop at onboarding; they carry through every workday. This isn't a crisis of loyalty. It's a wake-up call. Gen Z and Millennials are raising the bar for what they expect from work, and employers who meet those expectations can turn this moment into an opportunity.

## About

Founded in 2000 by employment experts, CVwizard has grown to support job seekers in 190 countries and 26 languages. As a global leader in resume creation, CVwizard has developed a deep understanding of the dynamic job market. With decades of experience, CVwizard empowers candidates worldwide to take the right steps in their careers.

David Overmars

CVwizard

[email us here](#)

Visit us on social media:

[LinkedIn](#)

---

This press release can be viewed online at: <https://www.einpresswire.com/article/819730139>

EIN Presswire's priority is source transparency. We do not allow opaque clients, and our editors try to be careful about weeding out false and misleading content. As a user, if you see something we have missed, please do bring it to our attention. Your help is welcome. EIN Presswire, Everyone's Internet News Presswire™, tries to define some of the boundaries that are reasonable in today's world. Please see our Editorial Guidelines for more information.

© 1995-2025 Newsmatics Inc. All Right Reserved.