

JOB SEARCHING

NOW AND THEN

HOW JOB SEARCH BEHAVIOR IS SHIFTING

We surveyed job seekers to see how they're searching for jobs now as compared to how they were searching for jobs in the beginning of the year—until things came to a halt in mid-March 2020. This time period will be referred to as "Then". We then surveyed job seekers at the end of May 2020 to understand how behavior had changed from mid-March until the end of May. This time period doesn't have a fun name, simply "Mid-March to end of May". And finally, we surveyed job seekers at the end of July 2020 to see if job search behavior shifted again. This time period (June and July) will be referred to as "Now".

JULY 2020

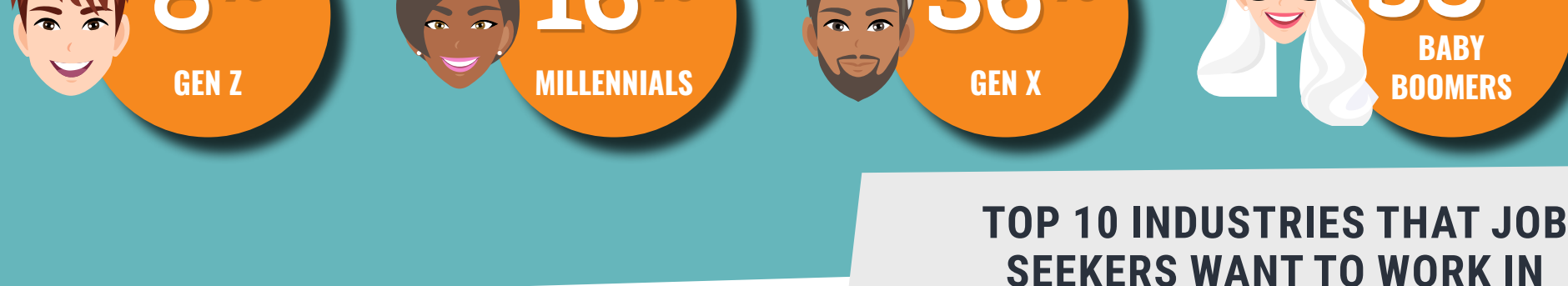
Then is before the shutdown in mid-March

Behavior from Mid-March until the end of May

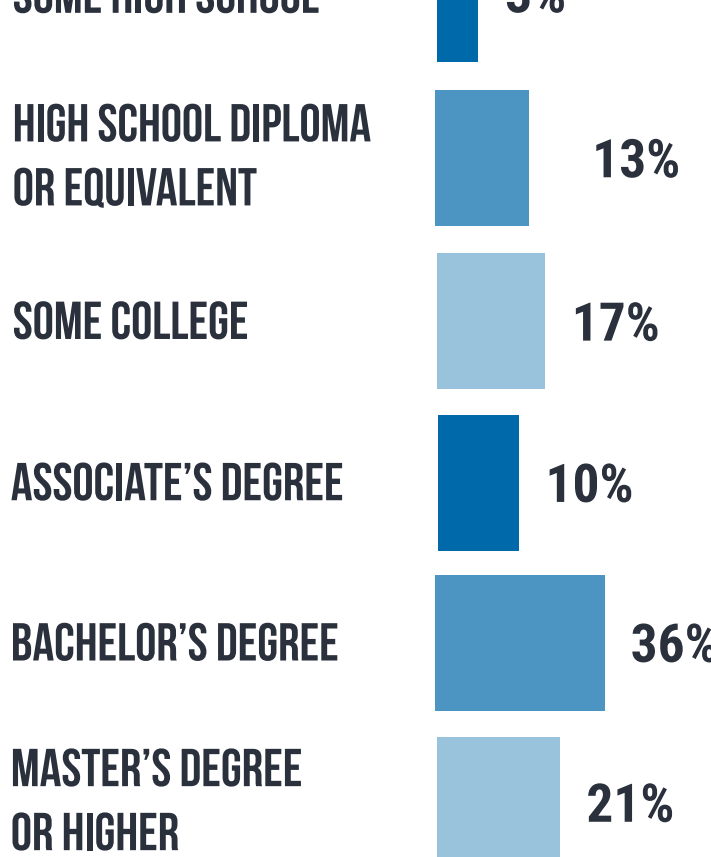
Now represents behavior since the end of May

CANDIDATE BREAKDOWNS

GENERATION



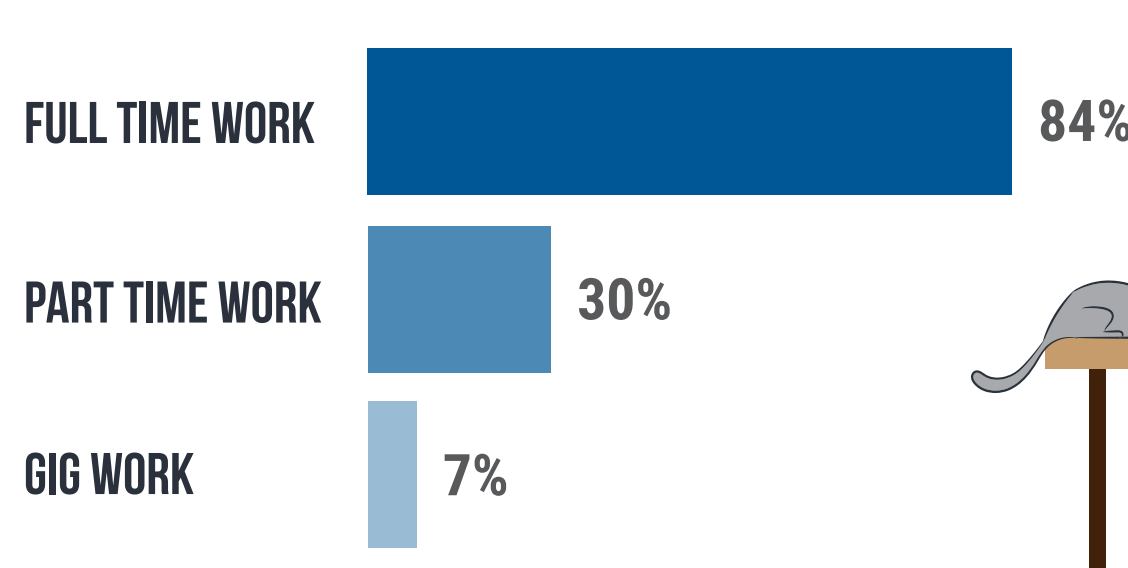
EDUCATION LEVEL



TOP 10 INDUSTRIES THAT JOB SEEKERS WANT TO WORK IN



WHAT JOB SEEKERS ARE CURRENTLY LOOKING FOR



Half of job seekers said they are looking for remote opportunities.

THE MOST IMPORTANT THING TO JOB SEEKERS

Then



Mid-March to end of May



Now

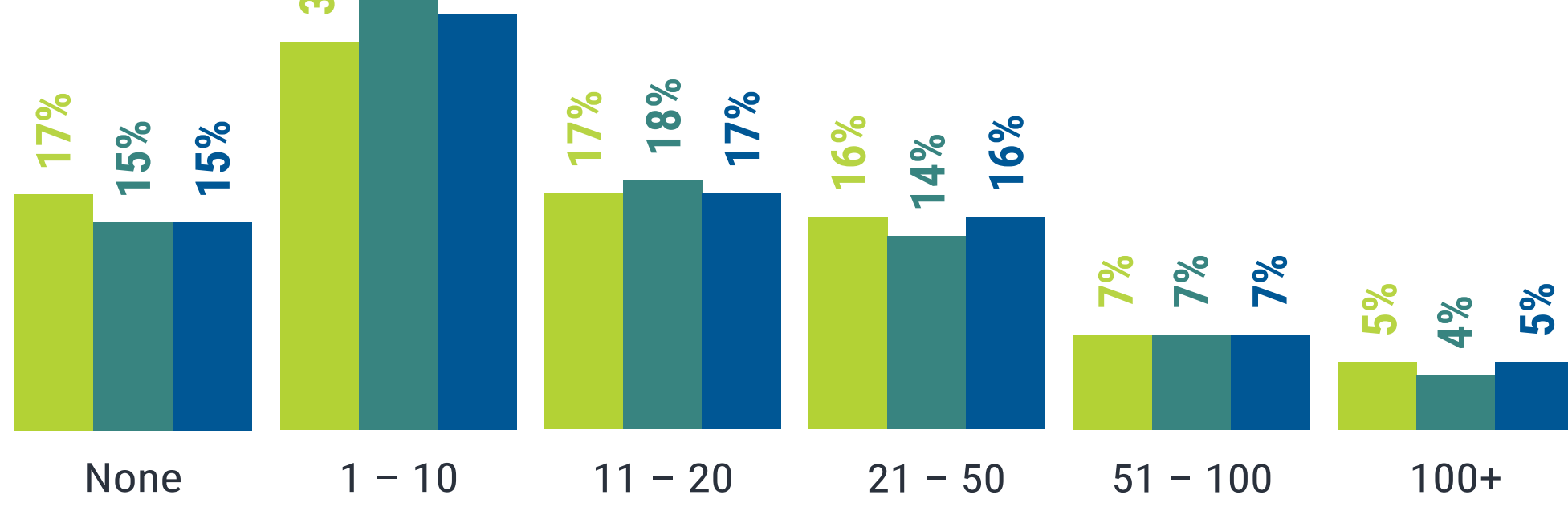


Health and safety have become more important to candidates in the last few months. Consider including messaging about your organization's health and safety measures in your job postings.

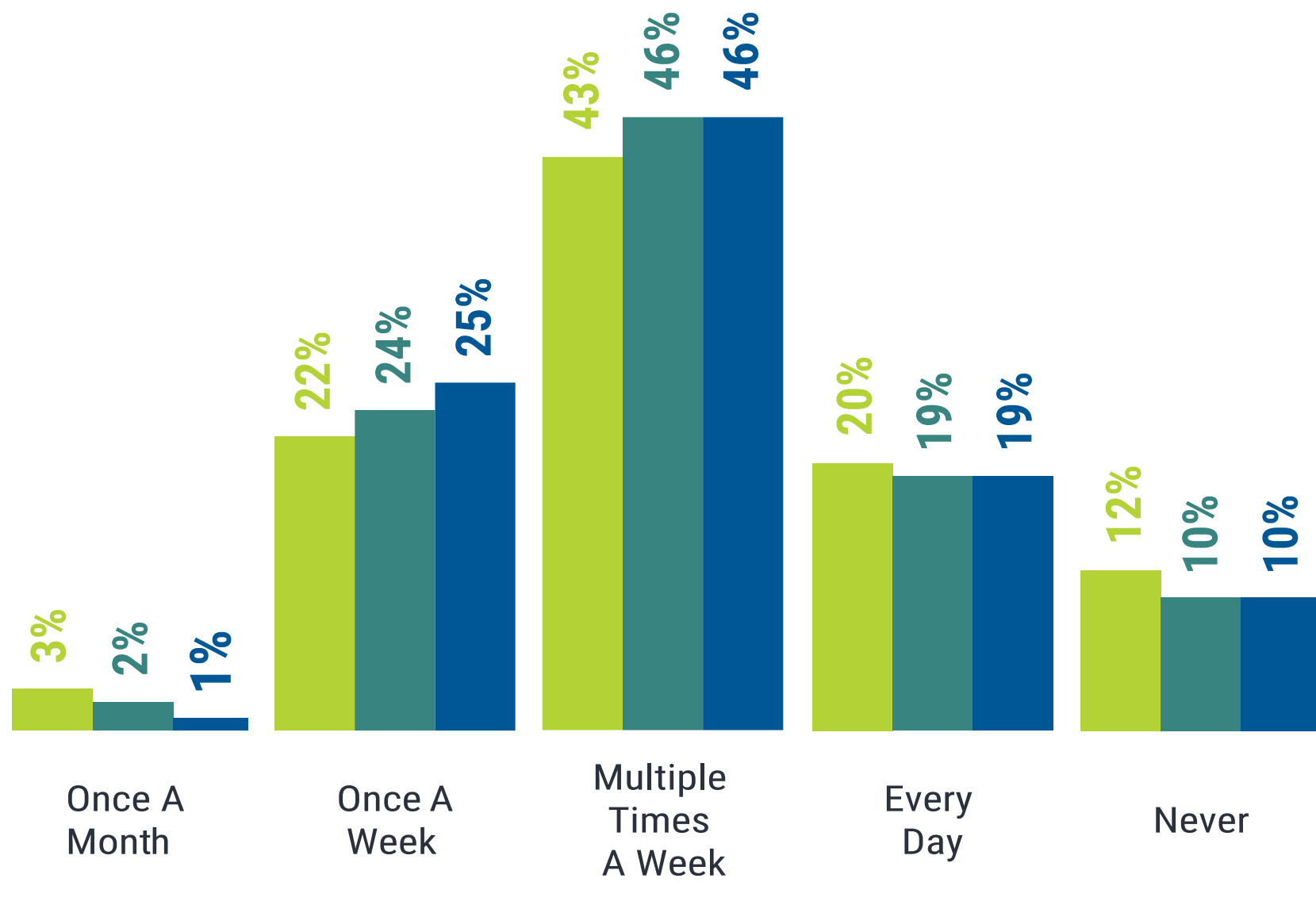
JOB SEARCH BEHAVIOR

Job seekers have told us that the number of jobs they're applying to hasn't changed much since before mid-March and now, but the number of job interviews are starting to increase.

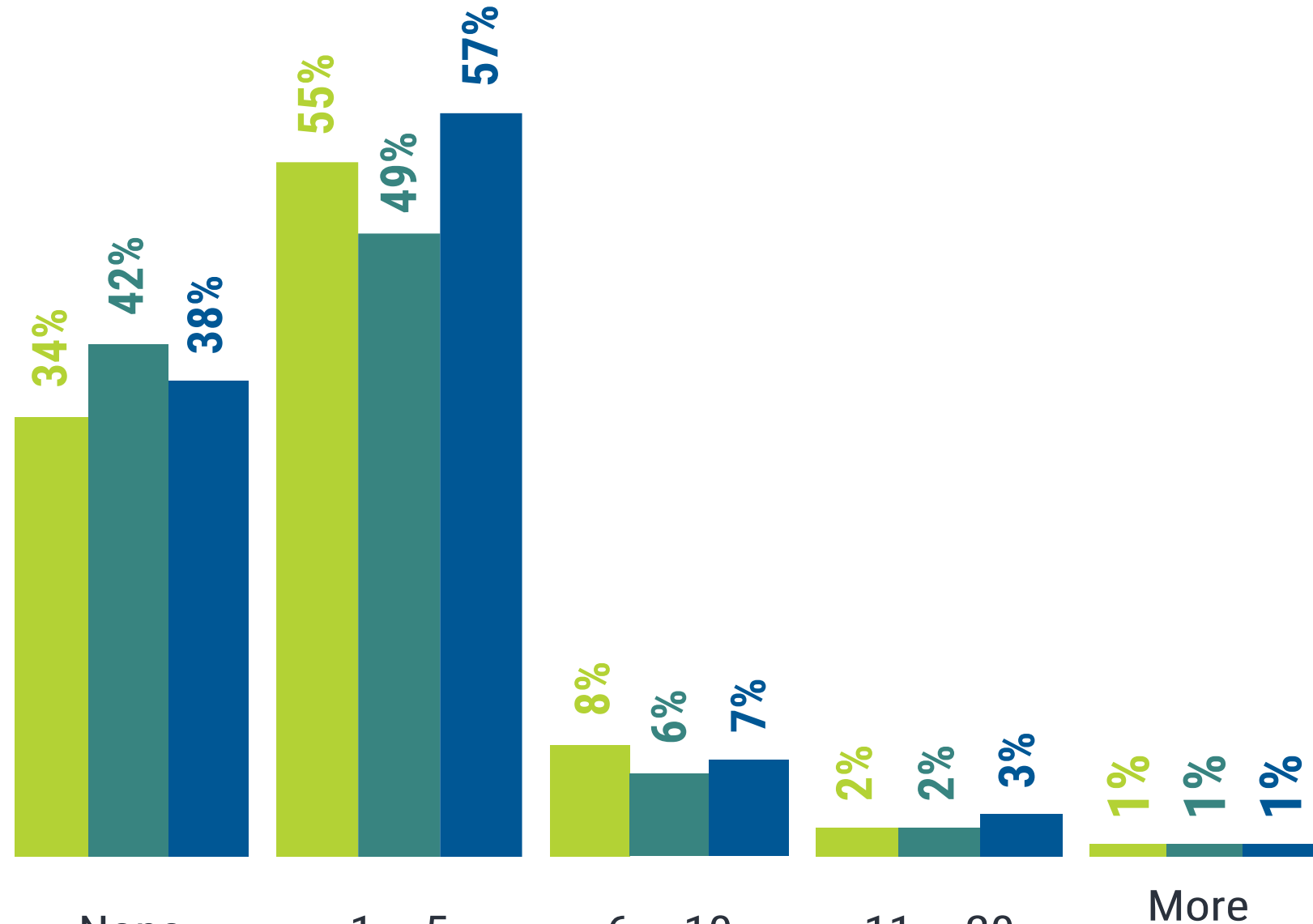
Number of jobs applied to



How frequently job seekers apply to jobs



Number of job interviews



CANDIDATE CONFIDENCE

The right job feels out of reach at the moment for close to 76% of job seekers, as opposed to 59% who were skeptical in the beginning of the year.



9 out of 10

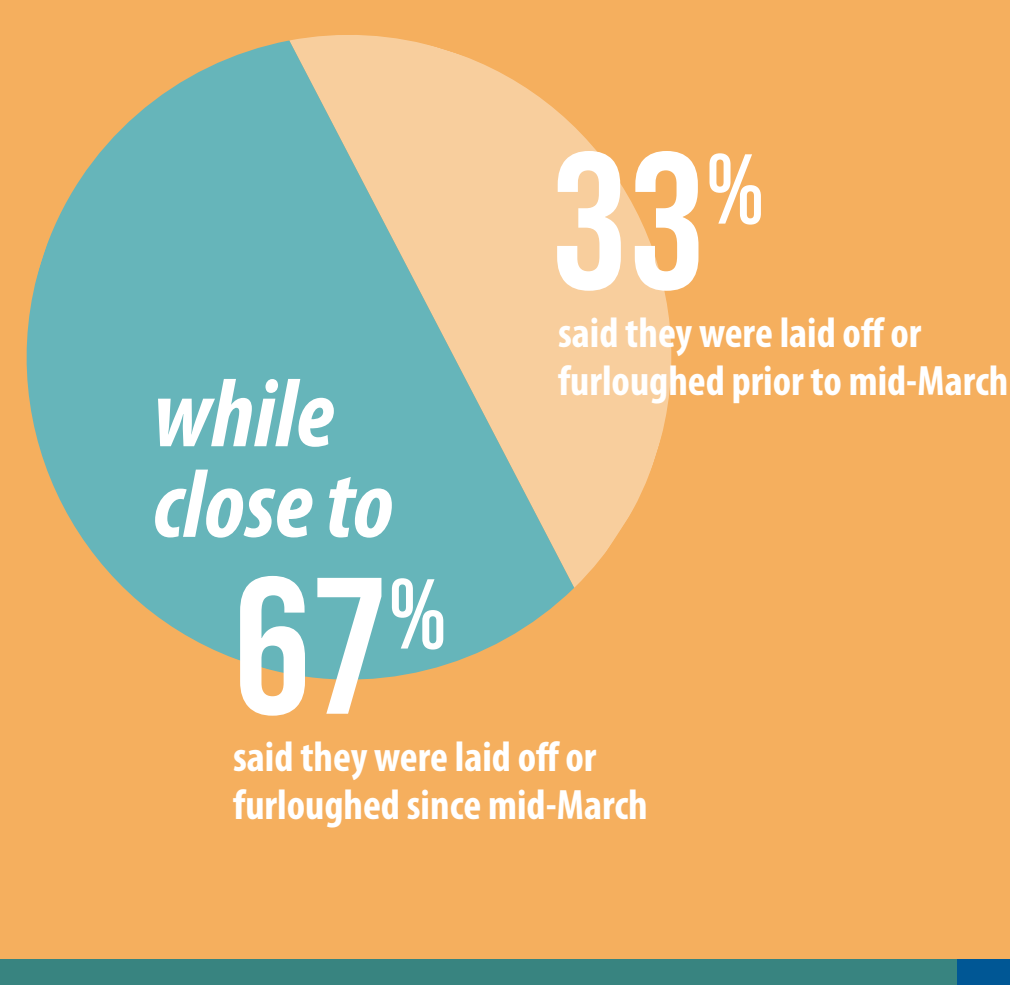
job seekers said they believe it will be harder to find a job in 2020

ARE WORKERS WHO WERE LAID-OFF OR FURLOUGHED SEARCHING FOR JOBS?

28%

of job seekers said they were recently laid off or furloughed.

Of the 28%:



36% of those who were laid off since mid-March are passively looking for work

1/4 of those laid off since mid-March believe companies aren't willing to spend money at the moment on new hires and 43% blame a weak economy for a challenging job search experience

TOP FIVE INDUSTRIES That Experienced Lay-offs from Mid-March to end of May



TOP FIVE INDUSTRIES That Experienced Lay-offs since the end of May

