

# 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 and then again from the end of May until the end of July. These time periods don't have fun names, simply "Mid-March to end of May" and "June and July". And finally, we surveyed job seekers at the end of September 2020 to see if job search behavior shifted again. This time period (August and September) will be referred to as "Now".

## SEPTEMBER 2020

Then is before the shutdown in Mid-March

Behavior from Mid-March until the end of May

Behavior from June until the end of July

Now represents behavior since the end of July

## CANDIDATE BREAKDOWNS

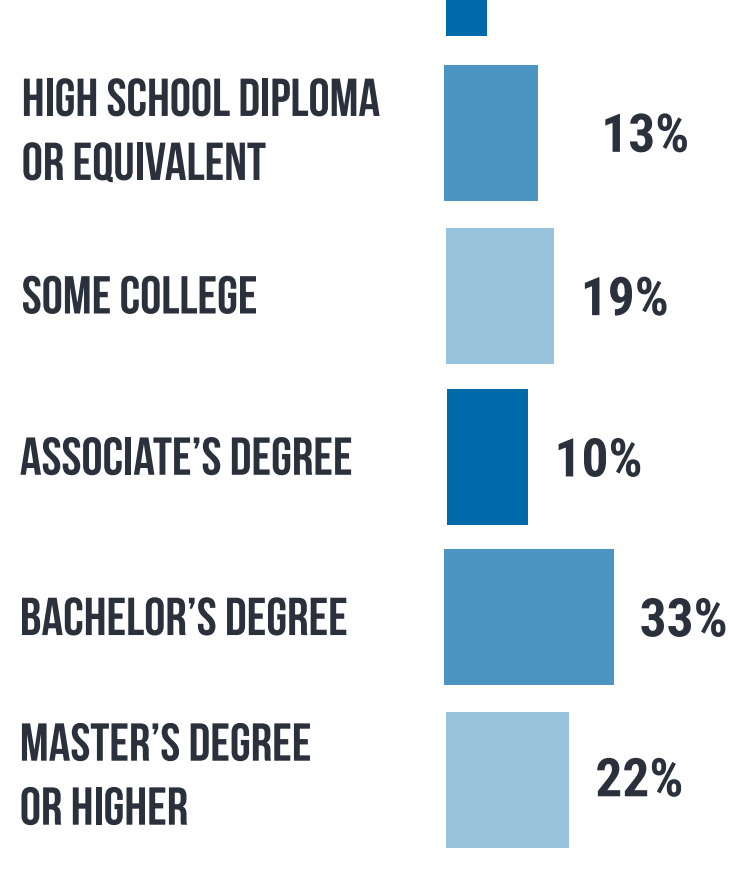
### GENERATION



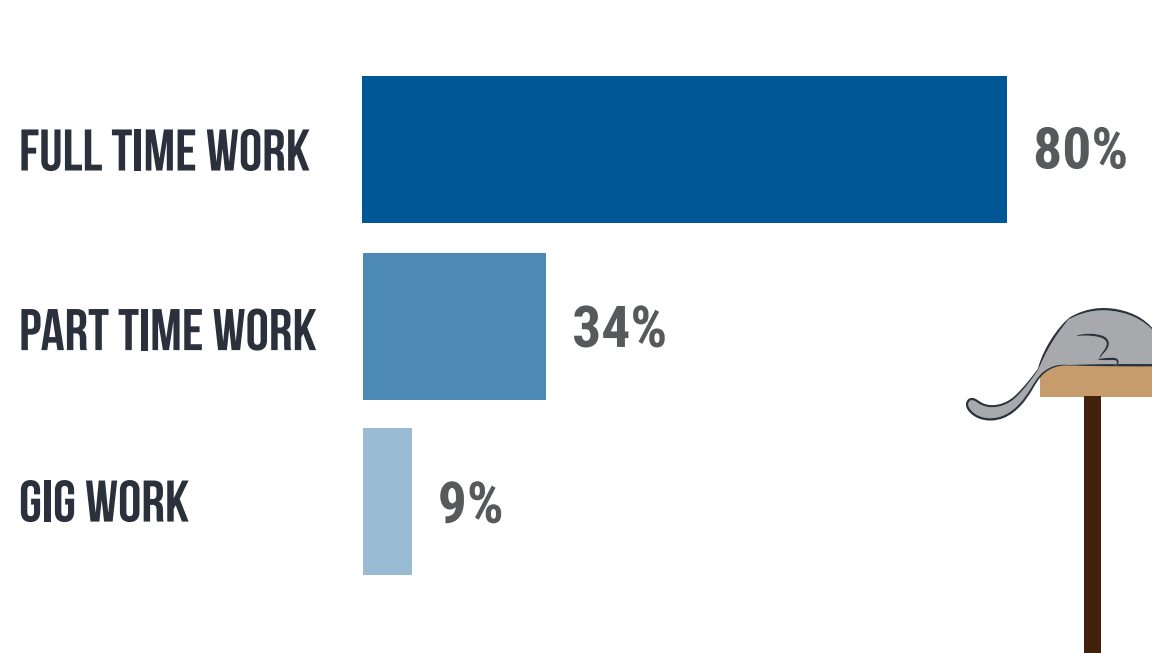
### TOP 10 INDUSTRIES THAT JOB SEEKERS WANT TO WORK IN



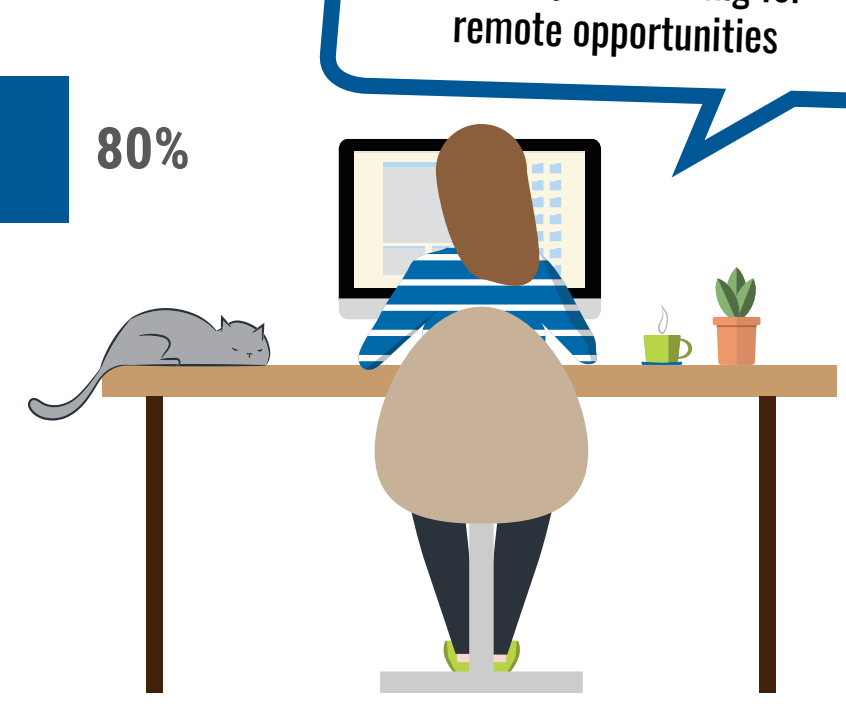
### EDUCATION LEVEL



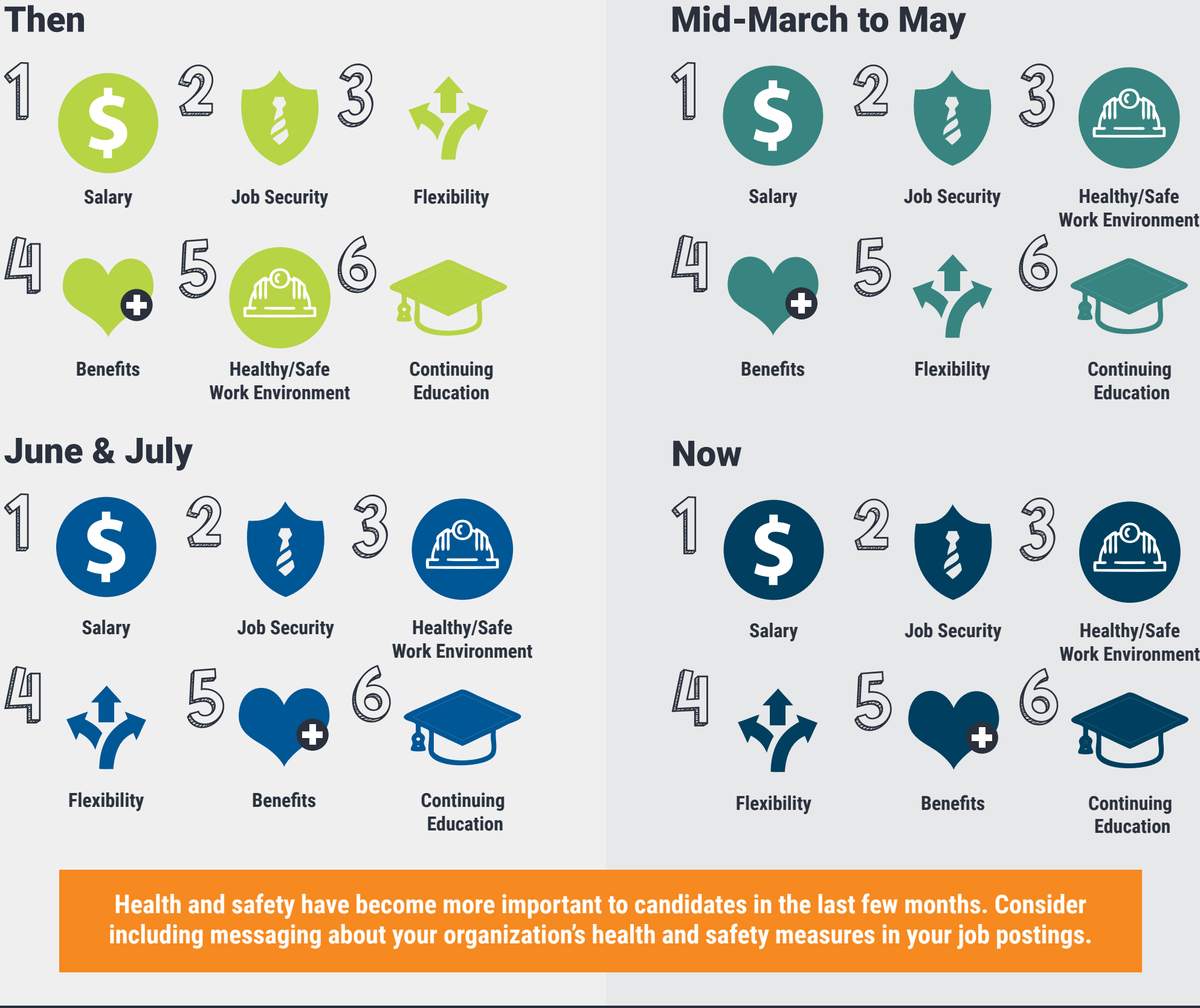
## WHAT JOB SEEKERS ARE CURRENTLY LOOKING FOR



More than half of job seekers said they are looking for remote opportunities



## THE MOST IMPORTANT THING TO JOB SEEKERS

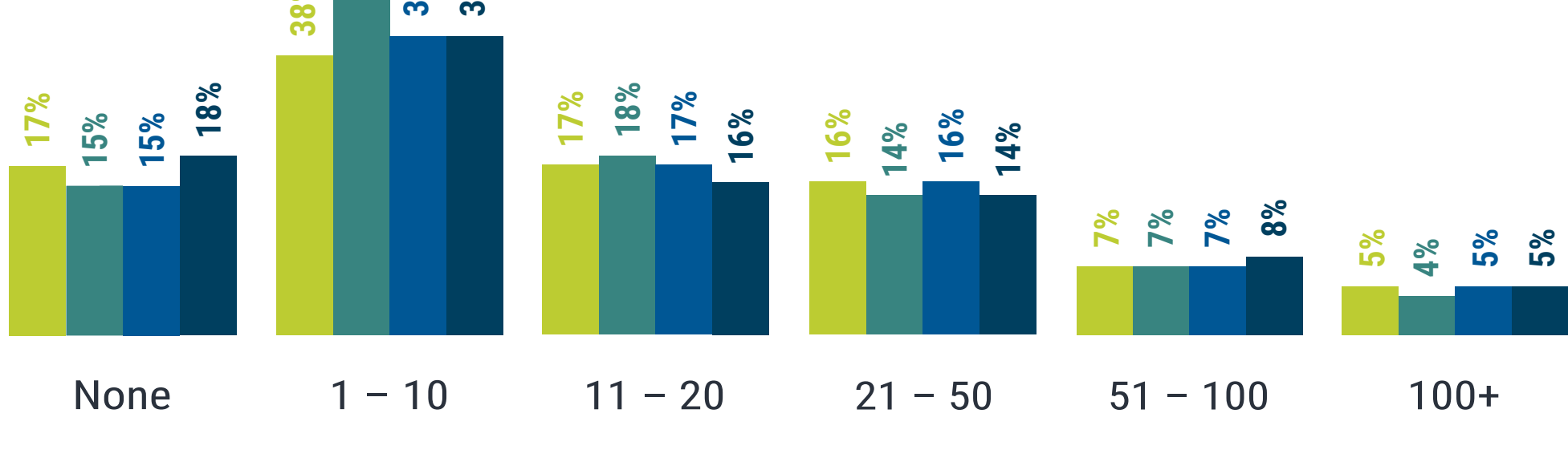


Health and safety have become more important to candidates in the last few months. Consider including messaging about your organization's health and safety measures in your job postings.

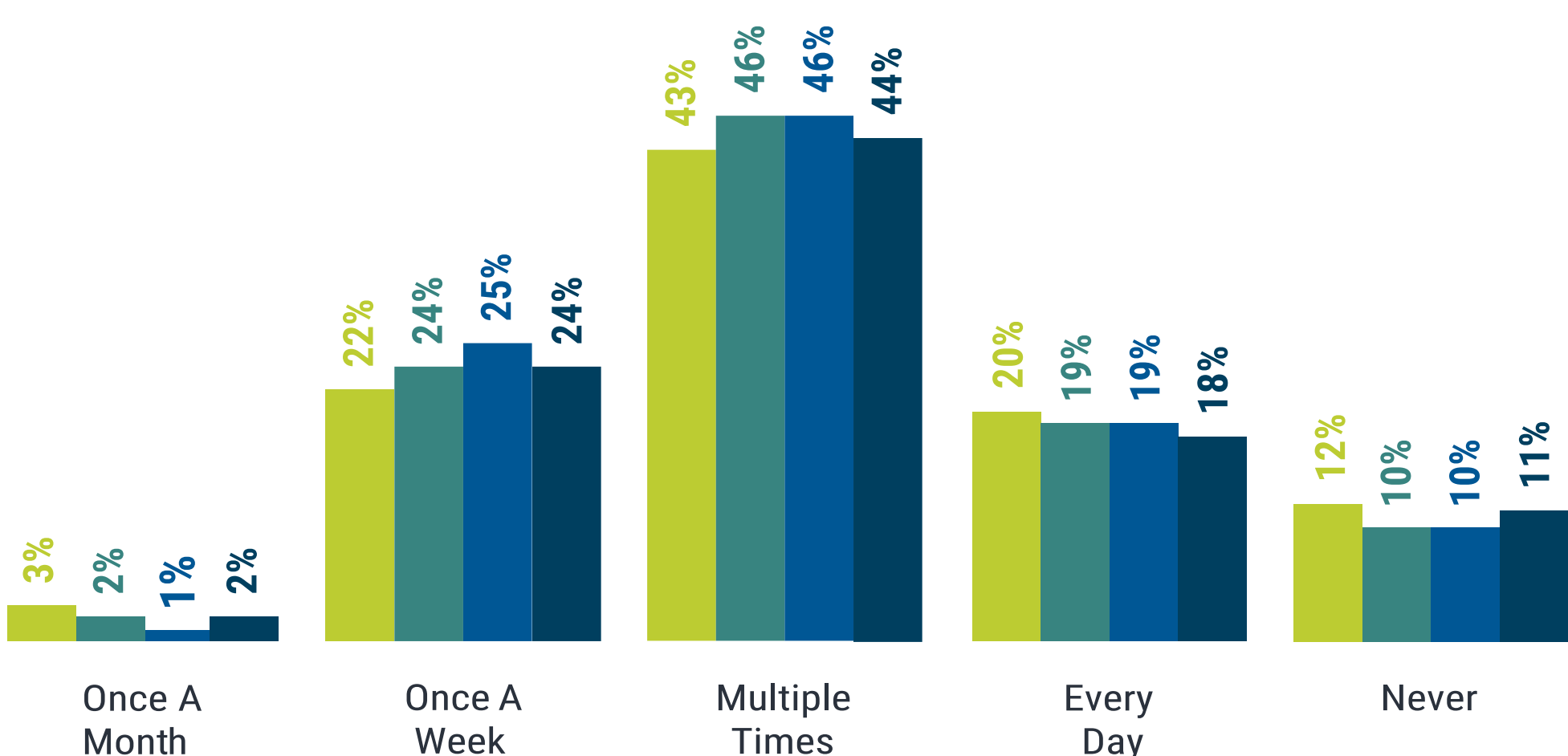
## JOB SEARCH BEHAVIOR

Job seekers have told us that the number of jobs they're applying to hasn't changed much since before and after mid-March. And the number of job interviews is starting to go back to what we were seeing in the beginning of the year.

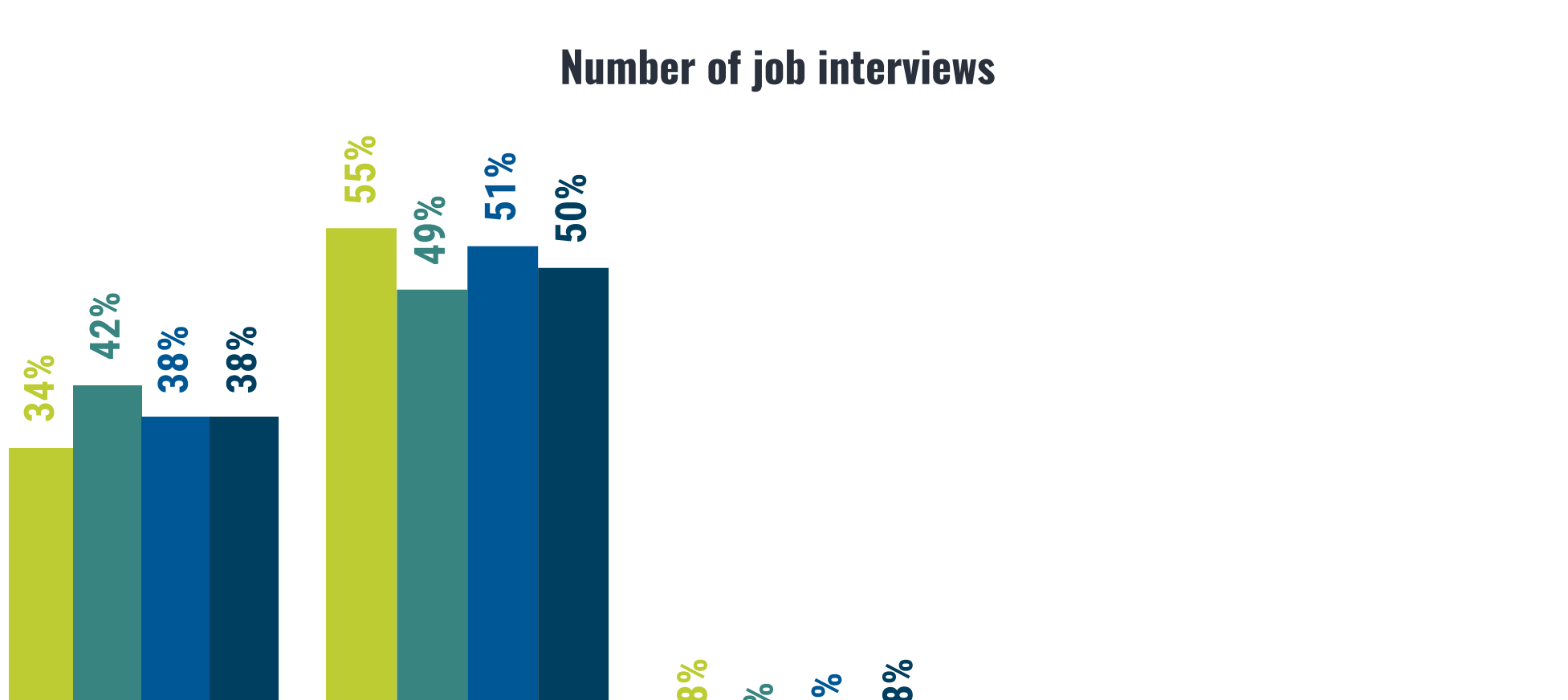
### Number of jobs applied to



### How frequently job seekers apply to jobs



### Number of job interviews



## CANDIDATE CONFIDENCE

The right job feels out of reach at the moment for 75% of job seekers, as opposed to 59% who were skeptical in the beginning of the year.



9 out of 10

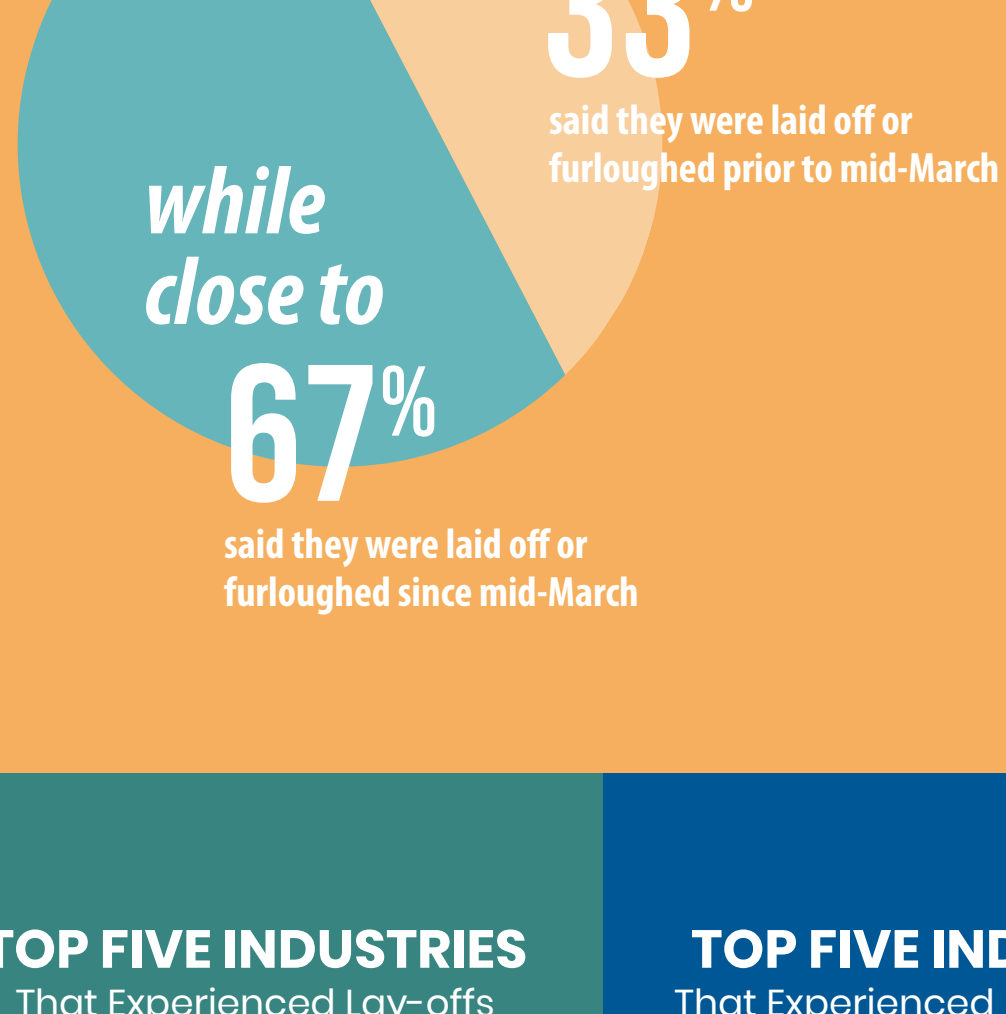
job seekers said they believe it will be harder to find a job in 2020

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

26%

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

Of the 26%:



35% of those who were laid off since mid-March are passively looking for work

1/4 One quarter of those laid off since mid-March believe companies aren't willing to spend money at the moment on new hires and 38% 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 from the end of May to end of July



### TOP FIVE INDUSTRIES That Experienced Lay-offs from the end of July to end of September

