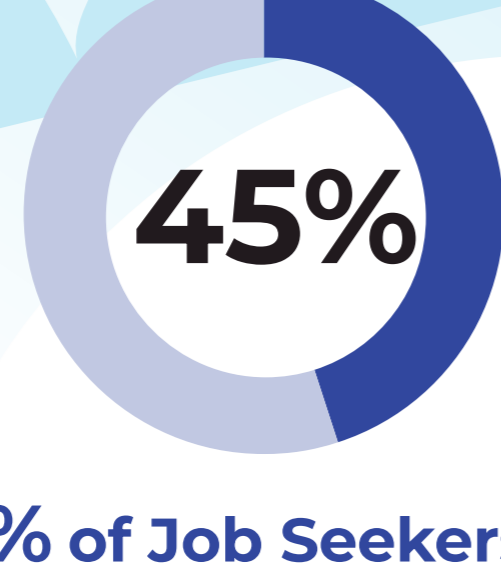
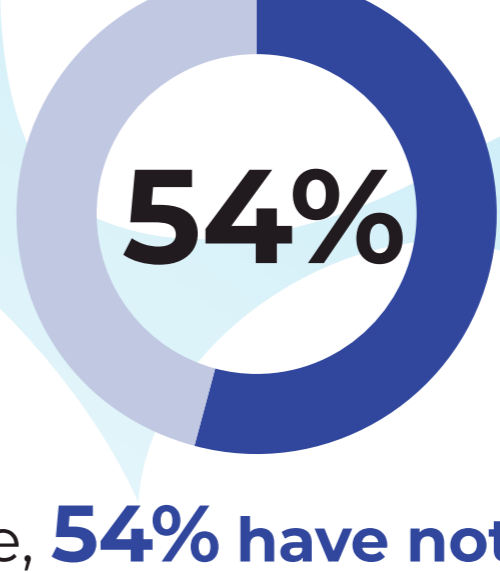


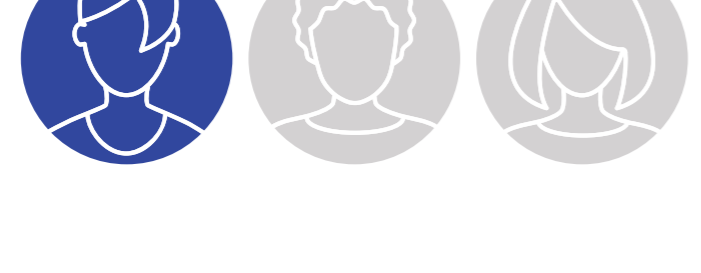
Job Seekers Aren't Waiting Around Anymore. Here's What They Actually Want.



45% of Job Seekers are actively looking for a new job or plan to within the next year.



Of those, **54% have not looked internally** with their current employer for a new position.



And nearly **one in every three workers would quit a job** without having another lined up.

Here are the top reasons job seekers are actively looking for a new job



Higher Compensation: **27%**



Growth Opportunities: **20%**



Flexibility to Work from Home: **16%**



Work/Life Balance: **16%**



Health Benefits: **15%**

49% of workers believe they could **make more money right now** simply by switching jobs.

The most frustrating part of their job search is

Jobs that are too low-paying: **46%**

Not getting any interviews after applying for jobs: **42%**

Non-responsive employers and hiring managers: **35%**

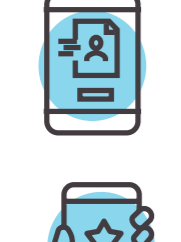
Difficulty finding the right jobs to apply for: **31%**

The stress of the job-seeking process affecting mental health: **28%**

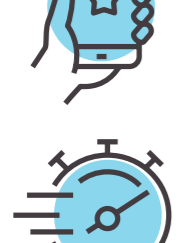
But there are some obvious reasons for positive candidate experiences



Easy to schedule interview: **52%**



Easy job application process: **51%**



Great communication, including prompt feedback and follow-up: **47%**



Short/quick hiring process: **35%**

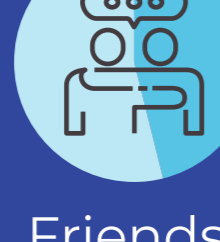


Right amount of personal conversation during interview: **34%**

Workers search for or find out about job openings through



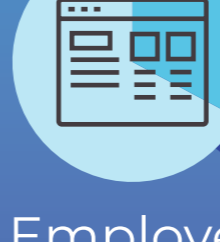
Online job boards: **59%**



Friends: **46%**



Social media, such as LinkedIn or Facebook: **39%**



Employer career sites: **33%**



Professional Connections: **25%**



Career fairs: **23%**

And it's clear candidate communication preferences have changed since 2020

2022 | **2020**



28% of candidates prefer email communication, **down 16%** compared to 2020 (**44%**).

28% | **44%**



The number of job seekers that **want phone calls (28%) increased 3%** from 2020 (**25%**).

28% | **25%**



Candidates are feeling **more comfortable with in-person meetings – 26% preferred this**, which is up 9% since 2020 (**17%**).

26% | **17%**



42% of workers have received a text message from a recruiter to schedule a job interview.



Of those, **56% preferred this** process to scheduling interviews via email or a phone call.



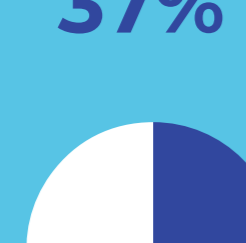
Job seekers want employers and hiring managers to focus less on



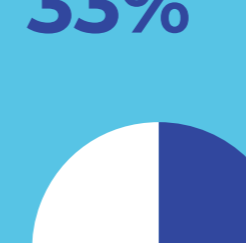
Social media profiles: **37%**



Ghosting/not following up: **33%**



Gaps in a resume: **35%**



Cover letters: **31%**

And when it comes to cutting-edge tools...



25% of workers encountered new technologies during the recruiting process that helped them answer questions more quickly.



22% of workers interacted with a chatbot during the recruiting or interview process.



63% of those who interacted with chatbots **believe their experience was improved.**



So, what's the BIG takeaway?

The market favors candidates. And hiring is tough. So don't overlook the importance of having the right strategies, technologies, and processes in place to make sure you can attract talent that's looking for a new role right now.

Find out what the right talent acquisition provider can do for you.

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NXTThing