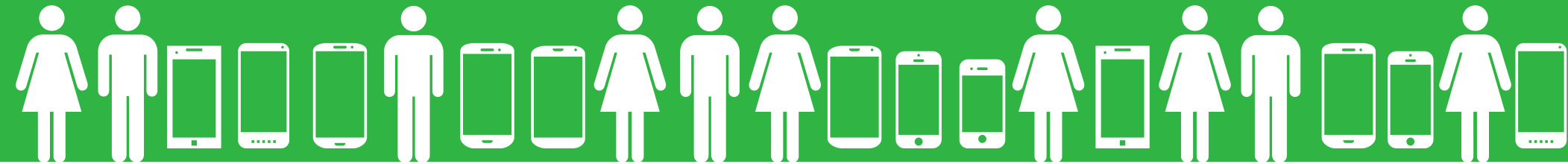


2015

Job Seeker Nation Study

Inside the Mind of the Modern Job Seeker



A recovering economy has placed job seekers in the driver's seat.

Half of employed job seekers see their current position as only temporary.

It's been a long road to recovery, but the economy is finally bouncing back after the Great Recession. Businesses are growing, companies are hiring and quality talent is in high demand. For the skilled worker, the job market has shifted in their favor, and professionals everywhere are taking advantage. The findings of the sixth annual Job Seeker Nation Study explore the progression of the job market, the modern job seeker's approach to job hunting, and what this means for the workforce in 2015.

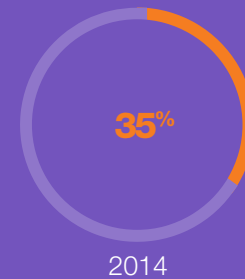
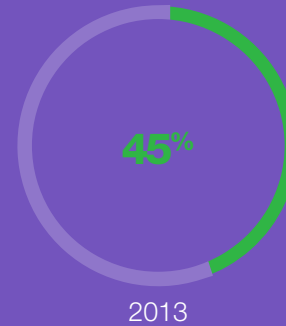
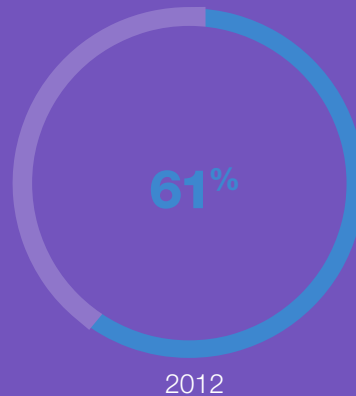
What you need to know:

- The job market is looking up: compared to 2013, fewer people in 2014 said it was difficult to find a job.
- Everyone has their eye out for a better opportunity: **45%** of workers will jump ship for a new job even though they are happy in their current position.
- Job seekers are surfing the wave of career opportunities. Technology sees the highest short-term turnover, but no industry is exempt from job-hopping.
- Over a quarter of job seekers view their current position as a stepping-stone, another indicator that people see their jobs as a growth experience rather than an endgame.
- Money talks: it's the most influential factor both in deciding to leave a job and in choosing a new one.
- Men and women agree on one thing: both genders (**38%**) value work/life balance equally when considering a new job.
- Job seeking is now a 24/7 activity: job seekers search for new positions on mobile during their commute (**38%**), on the job (**30%**) and even in the bathroom (**18%**).

The job market is back—and job seekers are reaping the benefits.

Reflecting on the past year, **60%** of job seekers are equally or more optimistic about job opportunities.

The percentage of Job seekers who've said it is "harder" to find a job has decreased by **43%** since 2012.

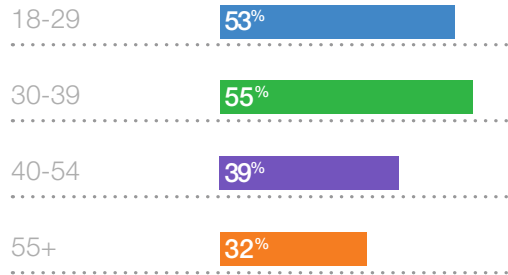


Q. Thinking of the past year, has it been easier or harder to find a job?

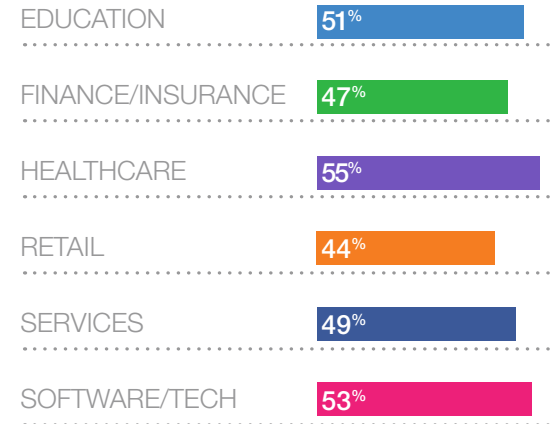
Satisfaction is no guarantee of employee loyalty.

45% of job seekers are satisfied in their current job, but open to a new one.

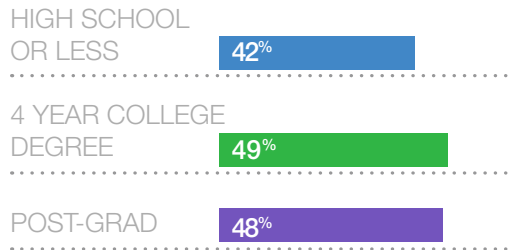
SATISFIED AND OPEN (BY AGE)



SATISFIED AND OPEN (BY INDUSTRY)



SATISFIED AND OPEN (BY EDUCATION)



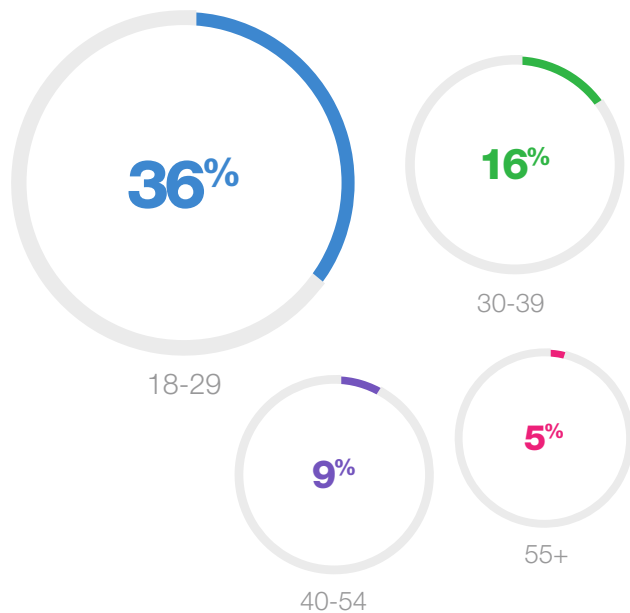
Regardless of age, industry or education, the grass is always greener for job seekers.

No company is exempt from restless employees eager for a better opportunity.

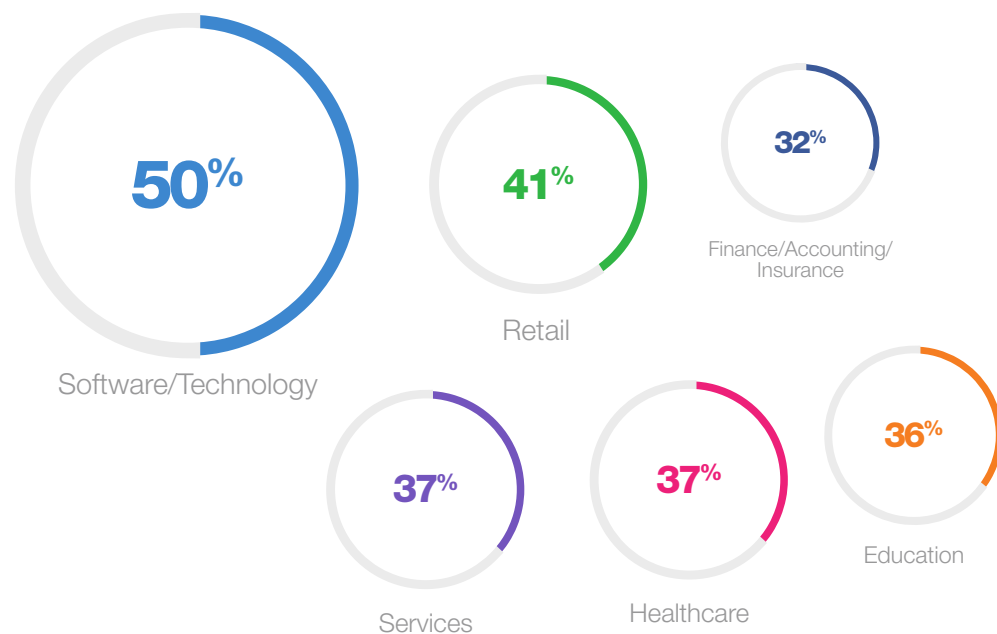
Millennials are **twice** as likely as 30-somethings to leave a job after just three years — and this gap only widens with age.

Q. How frequently do you change jobs?

Every 1-3 years



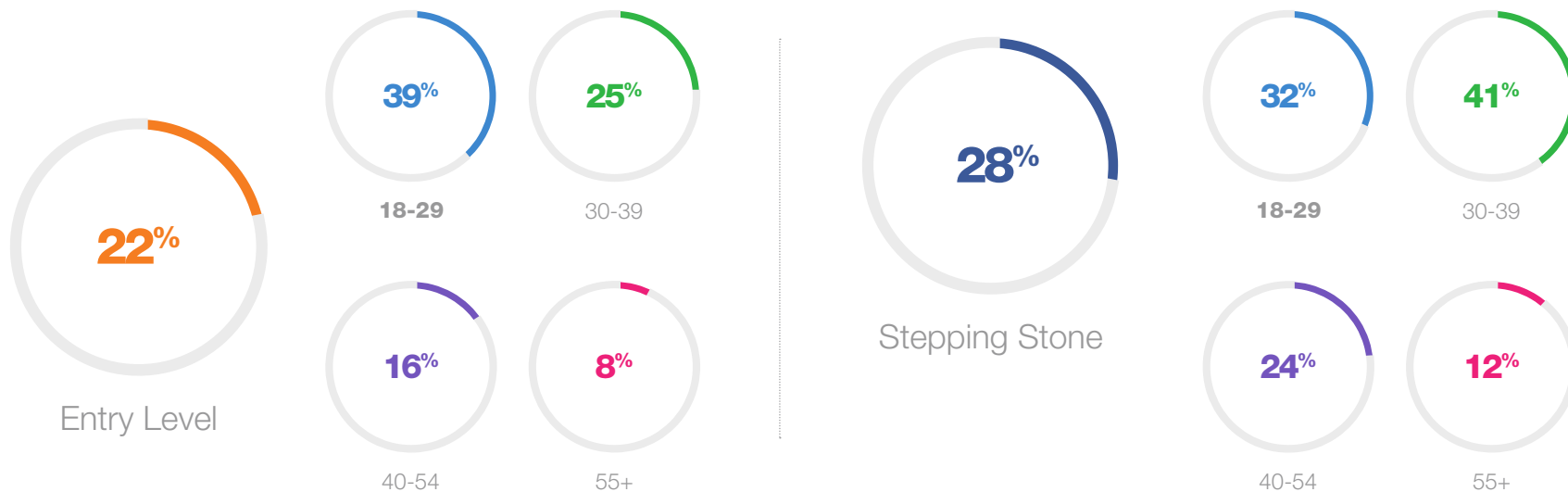
Every 1-5 years



50% of employed job seekers see their current position as a placeholder.

Younger job seekers in particular consider their positions temporary growth opportunities.

Q. How would you describe your position at your current job?



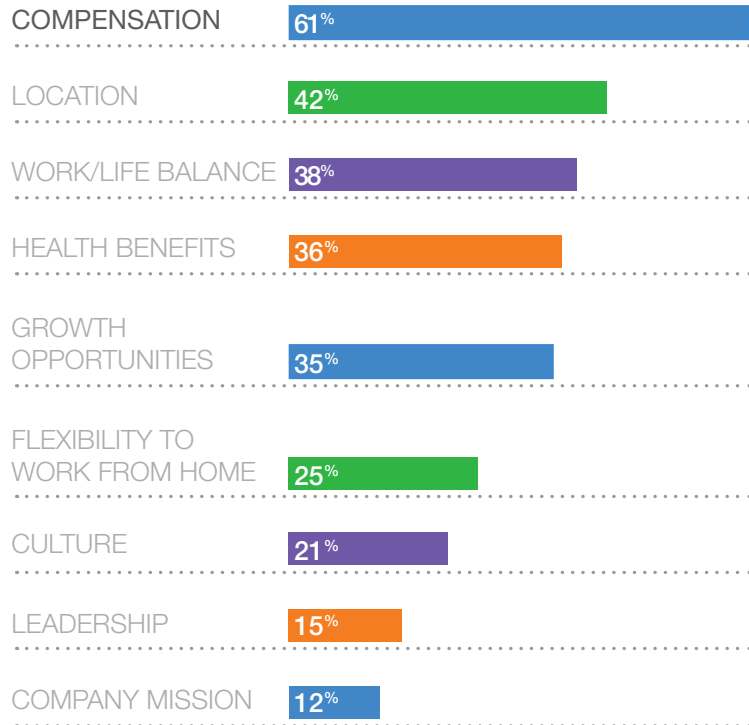
Minimal pay and lack of growth make leaving a job inevitable.

Job seekers primarily leave for higher compensation and better growth opportunities.

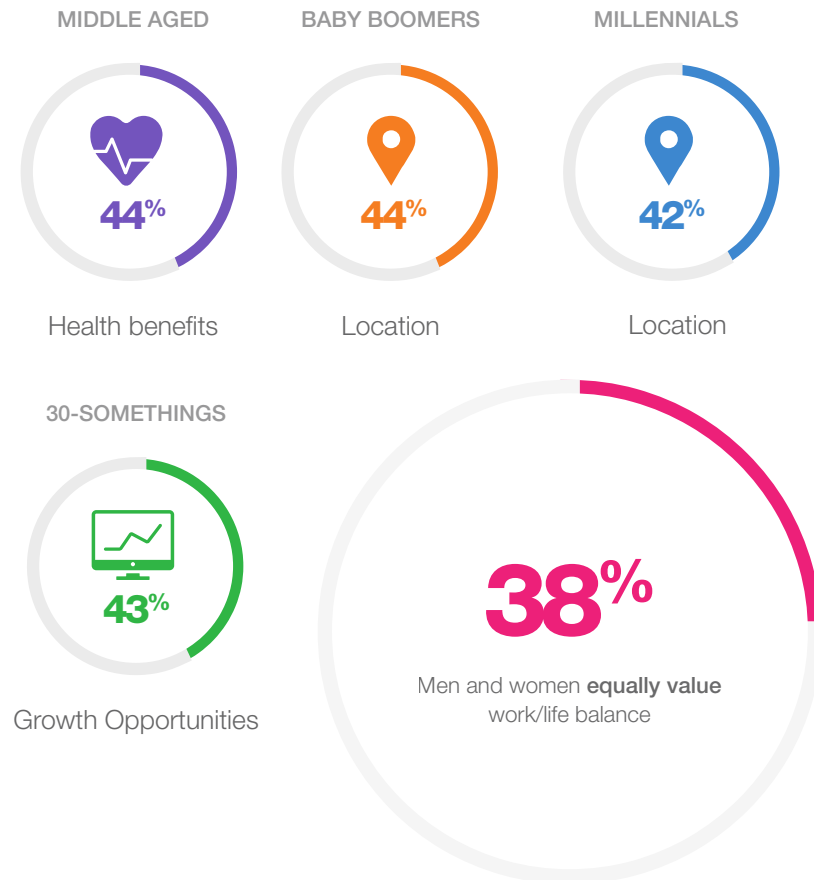


Perks are great, but money talks.

Compensation has the biggest impact on job seekers' decisions to take a new job — company mission, leadership, and culture are negligible.

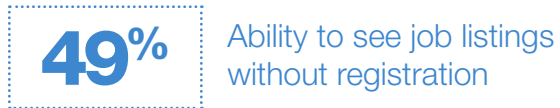


What matters most to job seekers varies by age.



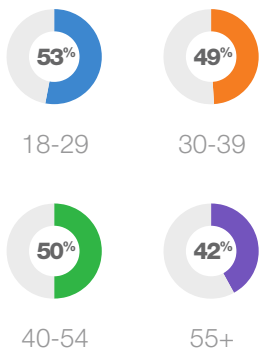
One size does not fit all — every job seeker shops differently.

Q. Which of the following is important to you when applying for a job?

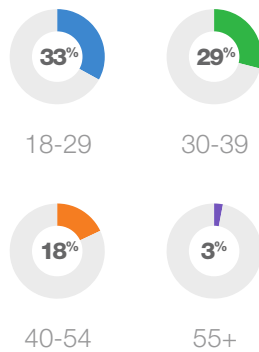


Younger job seekers expect a seamless application process.

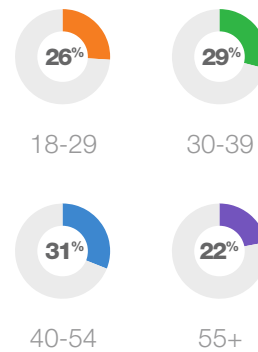
Ability to see job listings without registering.



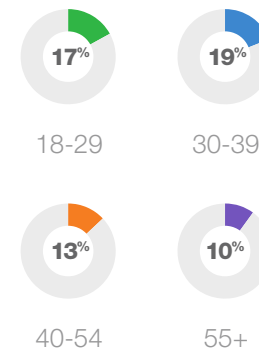
Ability to apply for jobs on mobile.



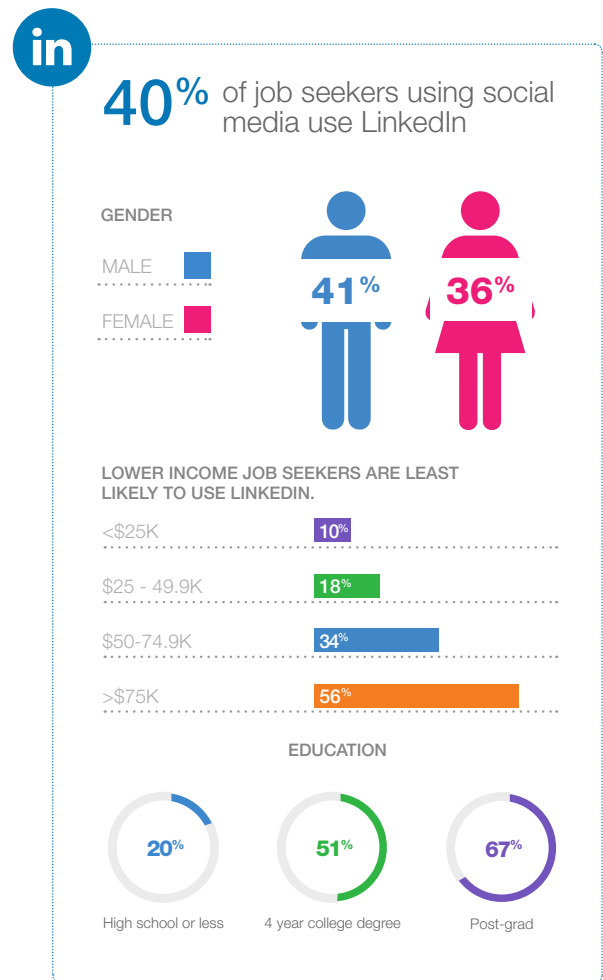
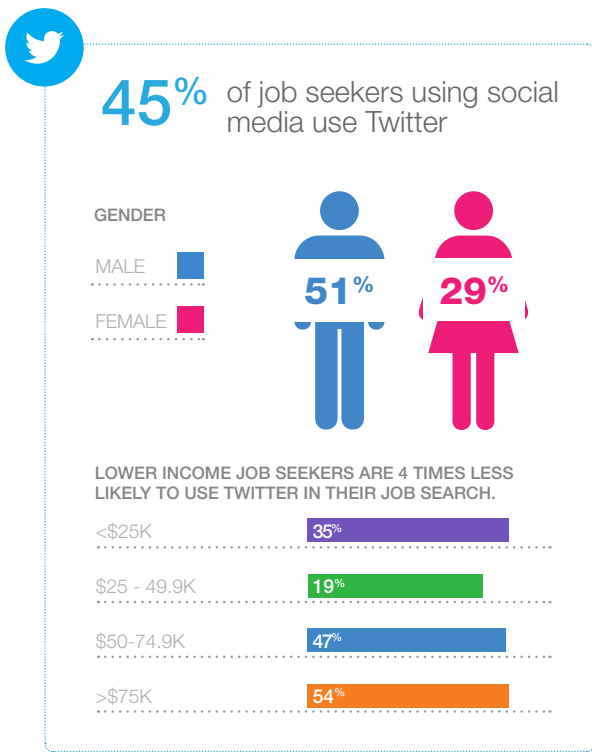
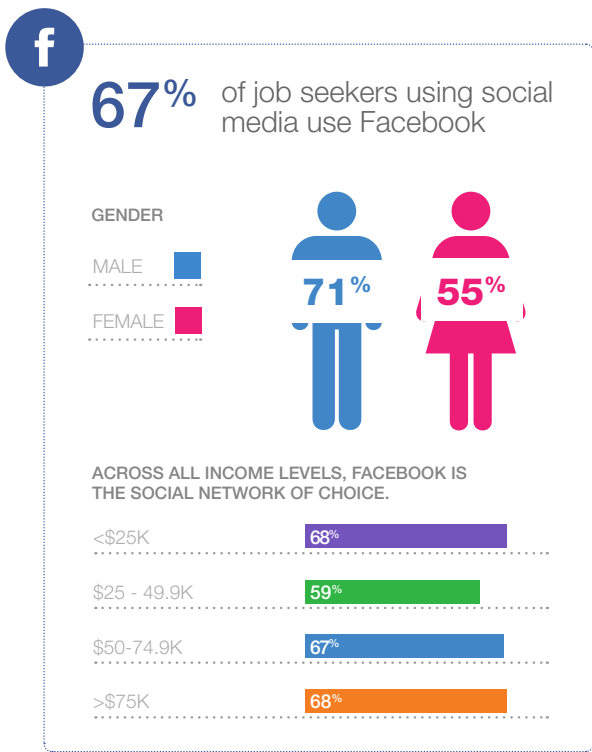
Amount of time it takes to complete a job application:



Ability to use LinkedIn profile or online resume to apply for a job:



All social networks are NOT created equal in the job search.



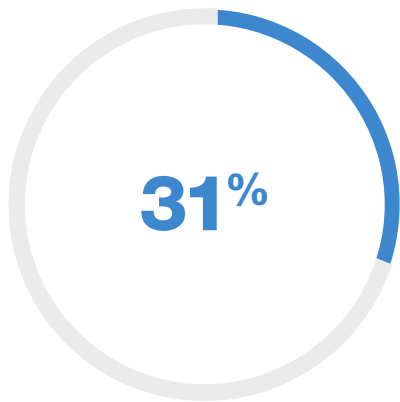
While **Facebook**, **Twitter**, and **LinkedIn** are still the favorites for social job seeking, new channels are encroaching on their territory.



For some job seekers, honesty isn't the best policy on Facebook and Twitter.

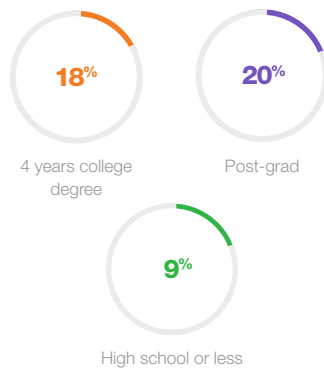


I've inflated my skills:

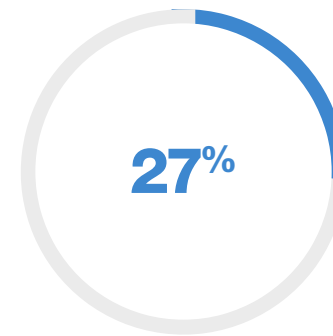


Social media job seekers

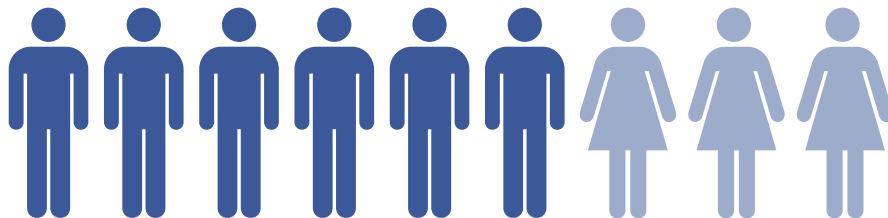
Highly educated job seekers are twice as likely than less educated job seekers to inflate skills.



I've fabricated job references:



Social media job seekers



2x as many men fabricated references on Facebook than women.

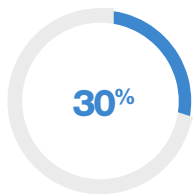
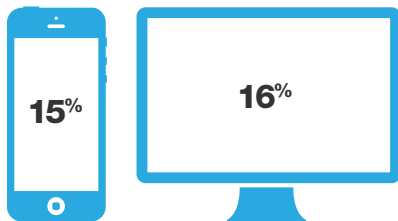
Mobile is gaining traction fast in the job hunt.

Millennials are fueling the workforce, and **47%** of them are using mobile in their job search.

Q. Which of the following activities have you completed during your job search on a social network and on which device: **mobile or desktop?**



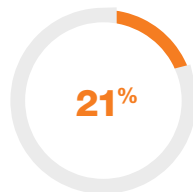
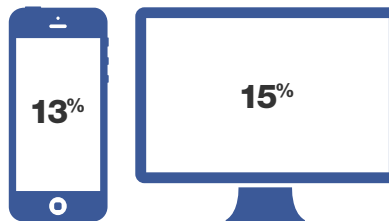
UPDATED TWITTER PROFILES WITH PROFESSIONAL INFORMATION



Tech job seekers and millennials update profiles on Twitter the most.



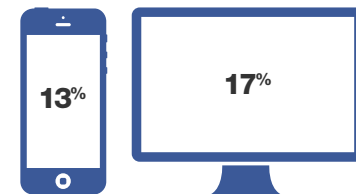
SEARCHED FOR JOBS ON FACEBOOK



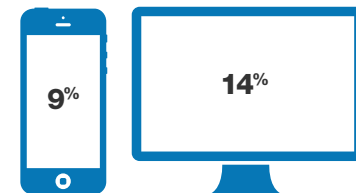
Millennials search for jobs on mobile the most.



UPDATED FACEBOOK PROFILE

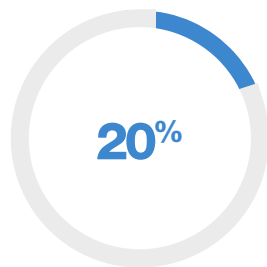


UPDATED LINKEDIN PROFILES

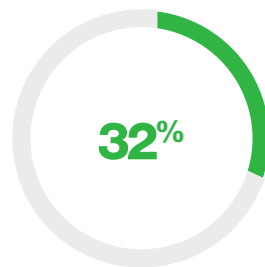


Job searching is no longer taboo.

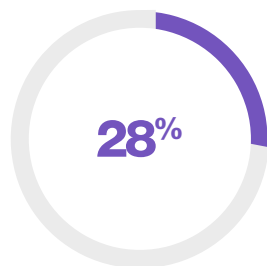
Job seekers are devoting time on mobile to find their next job.



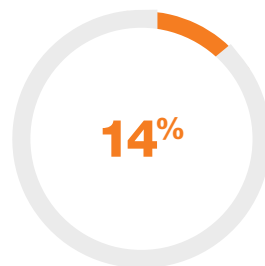
Under 6 minutes



6-10 minutes

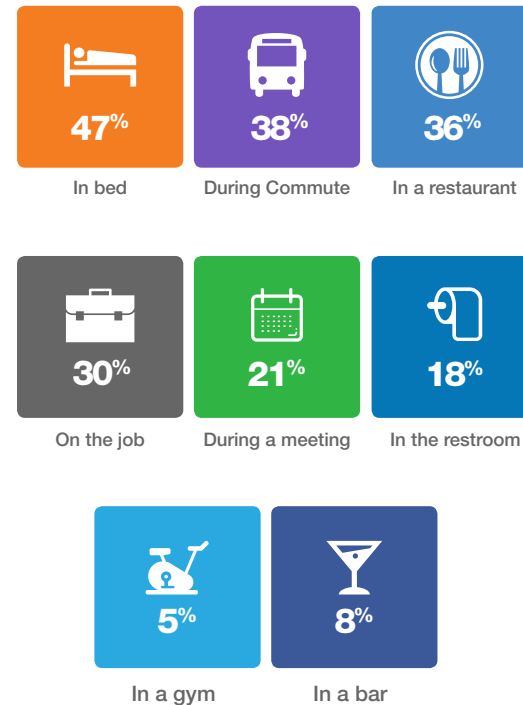


11-30 minutes



Over an hour

Now, it's easier and more acceptable than ever to job shop in the open:



When it comes to interviewing, job seekers must be prepared for anything.

While face-to-face interviews remain the most popular choice, employers are using a variety of other methods to vet the best candidates:

In-person interviews

61%

Phone

26%

Writing Tests

18%

Lunch/drinks

16%

Panel

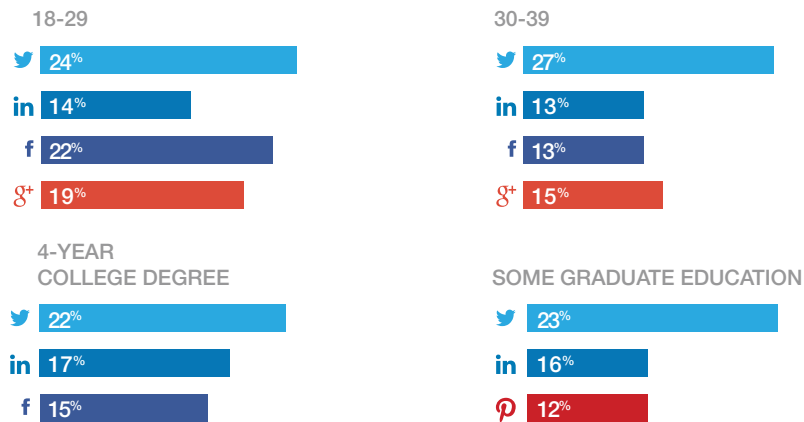
16%



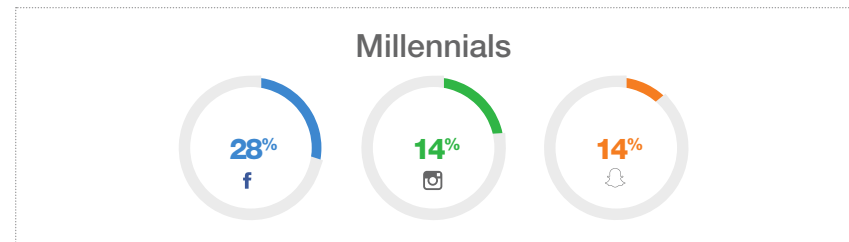
Job seekers in the **software/technology** industry are most likely to have experienced a Skype or video interview: **31%**

Research is now a job-seeking prerequisite.

Younger, highly educated people are most likely to use social media to look up information about the skills/experience of current employees at a company of interest.



Job seekers use a plethora of networks to assess a company's culture, but overall, Facebook is the top choice at **18%**.



The more you make, the more culture matters.

	< \$25K	> \$75K
Twitter	11%	21%
LinkedIn	3%	15%
Facebook	11%	24%
Google+	8%	10%
Pinterest	4%	13%
Instagram	6%	10%
Snapchat	6%	12%
Quora	3%	7%

Baby boomers are not using LinkedIn or Facebook to their advantage for finding connections and networking.



About The Study

On behalf of Jobvite, the polling company, Inc., conducted a nationwide online omnibus survey of 2,084 adults (aged 18+), of whom 1,282 were participants in the U.S. labor force. Participants were screened based on their employment situation and attitude toward future career opportunities, and non-employed, non-job seekers were excluded from the study. The survey included questions on current employment status and the use of social networks and mobile devices to find job opportunities. The survey was fielded November 13-17, 2014. Respondents for this survey were selected from an opt-in panel, and had expressed prior consent to participate in online surveys. Data was weighted so the demographics of this audience closely match the nationwide population of adults (age 18+) with respect to gender, age, and region.

About Jobvite

Jobvite is the only recruiting platform that delivers real-time recruiting intelligence with innovative technology for the evolving social web. Leading, fast-growing companies today use Jobvite's social recruiting, sourcing and talent acquisition solutions to target the right talent and build the best teams. Jobvite is the complete, Software-as-a-Service (SaaS) platform, which can optimize the speed, cost-effectiveness and ease of recruiting for any company. To find out more, take a tour of our product.

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