2022 Job Seeker Nation Report
Dynamic Motivations of Modern Workers
Introduction

Each year, Employ, the new parent company of Jobvite, JazzHR, and NXTThing RPO, surveys U.S. workers for its annual Job Seeker Nation Report to understand the preferences and experiences of today's job seekers. Last year's report gave an inside look at the changing dynamics of the U.S. labor market as the country faced an unemployment rate of 6.2% and nearly 10 million people were unemployed.

One year later, the labor market has entered an entirely new reality as priorities and expectations in the workplace have drastically shifted. With millions of available jobs in the U.S. and talent who seek roles that better align with their requirements, workers are making it clear they want more from employers — and they feel empowered to ask for it. Today's job seekers are leveraging their upper hand to secure new jobs, higher wages, and better benefits.

Modern workers are so confident that nearly one in every three would quit a job without having another lined up, and nearly half are actively looking for a new job or plan to within the next year. While 62% of respondents are satisfied with their jobs, close to half remain open to other job opportunities. As a result, 40% of surveyed workers have experienced high employee turnover at their organization during the past year.

This job market shift has many organizations struggling to engage, attract, and retain top talent, and forgoing recruiting strategies that previously worked. Recruiters and employers must quickly adapt to the current reality of talent acquisition to remain competitive in today's labor market. This includes creating workplaces that align with job seekers’ preferences and desires, while also being equipped with the right systems, tools, skills, and channels to effectively navigate the current reality.
Key Takeaways

Worker confidence is at an all-time high, with 35% of job seekers believing it’s easier to find a job this year than the previous year and one-third feeling comfortable quitting a job without having another lined up. (Page 6 & Page 8)

Close to half of all surveyed workers are actively looking for a new job or planning to within the next year. Money is on their minds with half believing they could make more right now simply by switching jobs. (Page 5 & Page 18)

Engaging top talent requires delivering high-quality candidate experiences, yet recruiters still engage in practices that are frustrating to job seekers, including promoting too low-paying jobs, not being responsive to prospective candidates, and posting deceiving job descriptions. (Page 6)

With only 37% of workers feeling like they are paid fairly, employers who fall short on compensation expectations may see an increase in turnover as it was the most significant factor among workers who left a job in the past year. (Page 9 & Page 25)

A good employee onboarding experience is critical as one in every three new hires today will leave a job in the first 90 days. (Page 9)

Internal mobility lacks emphasis, as 54% of workers who are actively looking for a job have not looked at their current company for a new position. (Page 5)

As more companies determine their return to workplace plans, nearly half of all workers are willing to accept a lower salary to work remotely and 30% say their ideal work situation/set up is 100% remote. (Page 20)

As 40% of workers report high employee turnover at their organization and an increase in their workloads, they are feeling increased stress levels and burnout. However, the number of employers offering mental health benefits and resources is at the lowest level in the past three years. (Page 8 & Page 26)
About the Study

Using internal and trusted partner resources, thousands of adults were randomly invited to participate in this interactive survey. Each invitation was password coded and secure so that one respondent could only access the survey one time.

Based on census data, voter registration figures, CIA fact books, and exit polls, Zogby Analytics, an interactive research partner, used complex weighting techniques to best represent the demographics of the population being surveyed. Weighted variables may include age, race, gender, region, party, education, and religion.

The final sample consisted of 60% full-time workers and 59% of workers with college degrees, covering a variety of industries. Thirty-nine percent of respondents have children under age 18 living in their households, and 40% are currently frontline or essential workers.

Based on a confidence interval of 95%, the margin of error for 1,514 respondents is ±2.5 percentage points. This means that all other things being equal, if the identical survey were repeated, its confidence intervals would contain the true value of parameters 95 times out of 100.

Subsets of the data have a larger margin of error than the whole data set. As a rule, Zogby does not rely on the validity of very small subsets of the data, especially sets smaller than 50-75 respondents. At that subset, Zogby can make estimations based on the data, but in these cases, the data is more qualitative than quantitative.

Additional factors can create error, such as question wording and question order.

Data snapshot
Frontline workers include, but are not limited to, healthcare workers, protective service workers (police and EMTs), cashiers in grocery and general merchandise stores, production and food processing workers, janitors and maintenance workers, agricultural workers, and truck drivers.

Source: Essential and Frontline Workers in the Covid-19 Crisis
A Changing Reality

Keeping a lookout for new job opportunities

Looking for a new job

45% of surveyed workers are actively looking for a new job or plan to within the next year

Of those, 54% have not looked internally at their current company for a new position

Top factors for actively looking for a new job

- Compensation: 27%
- Growth opportunities: 20%
- Flexibility to work from home: 16%
- Work/life balance: 16%
- Health benefits: 15%

Workers more likely to be actively looking for a new job or planning to within the next year

- Veterans: 57%
- Black or African American workers: 53%
- Workers with a disability: 52%
- Workers under age 40: 51%
- Workers with children under age 18: 51%

Employers need to assess if their systems and processes limit advancement opportunities for talent across the board.

Data snapshot

Just two years ago, according to the 2020 Recruiter Nation Report, 35% of recruiters ranked internal hires as the top-rated source for hiring. The drastic changes that have occurred since this time show the considerable differences that now exist for finding and hiring top talent.
A Changing Reality
Keeping a lookout for new job opportunities

Industry breakdown
Workers more likely to be actively looking for a new job or planning to within the next year

- Technology: 53%
- Manufacturing: 49%
- Education: 48%
- Retail services: 46%

The most frustrating aspects of the job search

- 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%
- Being judged by algorithms rather than a recruiter or hiring manager: 28%
- Deceiving job description: 27%
- Not enough jobs in the preferred profession: 26%
- Writing and updating job materials: 20%

Finding a job

38% of workers believe it is now harder to find a job than it was last year, compared to 69% who thought this in 2021

35% think it could become easier to find a job in 2022, versus 14% who said they think it could become easier in 2021
Job Satisfaction
Satisfied workers want more from employers

Job satisfaction

62% of workers are satisfied with their jobs

However, 43% remain open to other job opportunities despite their satisfaction

Workers most satisfied with their current job yet open to other possibilities

- Frontline/essential workers: 51% (versus 38% non-frontline)
- College-educated employees: 50% (versus 38% non-college-educated)
- Workers with children under 18: 49% (versus 39% with no children under 18)
- Males: 48% (versus 38% females)

Industry breakdown
Workers in the technology industry led all other industries in being satisfied yet open to other job opportunities at 54%.
Organizational Turnover
32% of workers would quit a job without having another lined up

The impact of employee churn

40% of workers report high employee turnover at their organization over the past year

40% also report their own workload increasing due to high employee turnover

This has led to an increase in stress levels and feelings of burnout in 78% of workers

56% of workers who experienced high employee turnover did not receive an increase in payment or salary to compensate for the workload increase

Job seekers most likely to report working more in the past year because of high employee turnover

Frontline/essential workers: 58%
(versus 28% non-frontline)

Veterans: 53%
(versus 39% non-veterans)

Workers with children under 18: 51%
(versus 34% with no children under 18)

Workers under 40: 46%
(versus 34% over 40)

Data snapshot
The impact of employee churn aligns with the 2021 Recruiter Nation Report finding that 59% of recruiters believe their organizations have experienced increased turnover since the onset of the pandemic.

Industry breakdown
Perhaps unsurprising, 54% of workers in the healthcare industry reported working more in the past year due to high employee turnover, higher than any other industry.
Organizational Turnover

32% of workers would quit a job without having another lined up

Top reasons for leaving a job in the past 12 months

- Compensation: 38%
- A need for change: 26%
- Poor work/life balance: 23%
- Limited or no growth opportunities: 22%
- Poor company culture: 21%
- No flexibility to work from home/ remotely: 18%

90 days or less

30% of workers have left a job within the first 90 days of starting

Top reasons for leaving a job within the first 90 days

- The day-to-day role was not as expected: 41%
- Incident or bad experience: 35%
- Company culture was not as expected: 34%
- Unsatisfactory company leadership: 32%

Switching industries

23% of respondents have changed industries since the onset of the pandemic

Top reasons for switching industries

- Higher pay: 40%
- Toxic work environment/ culture: 20%
- Better work/life balance: 31%
- Ability to work remotely: 20%
- Better benefits: 21%
- Ability to physically go into a workplace: 11%
What Workers Want
Key considerations job seekers have on their radars

Top influences in accepting a job offer or not

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall compensation</td>
<td>53%</td>
<td>38%</td>
</tr>
<tr>
<td>Work/life balance and flex-time, vacation time, or proportion of work-to-time-off</td>
<td>30%</td>
<td>24%</td>
</tr>
<tr>
<td>Company location(s) and facilities, including accessibility and convenience</td>
<td>29%</td>
<td>34%</td>
</tr>
<tr>
<td>Company values and culture</td>
<td>23%</td>
<td>29%</td>
</tr>
<tr>
<td>Healthcare and other benefits</td>
<td>23%</td>
<td>22%</td>
</tr>
<tr>
<td>Quality of work</td>
<td>22%</td>
<td>21%</td>
</tr>
<tr>
<td>Job security</td>
<td>22%</td>
<td>26%</td>
</tr>
</tbody>
</table>

Industry breakdown
When deciding whether to accept a job offer, **39%** of healthcare industry workers factor healthcare and other benefits as one of their top three considerations — more than 10 percentage points higher than workers in other industries, especially the technology sector at **13%**.

Industry breakdown
How workers from different industries rank company values and culture in their decision to accept or reject a company

- **Technology**: 33%
- **Healthcare-clinical**: 30%
- **Hospitality and event planning**: 29%
- **Construction**: 27%
- **Education**: 24%
### What Workers Want

**Key considerations job seekers have on their radars**

#### Top reasons for declining a job offer in the past 12 months

- **Compensation:** 38%
- **Location/geography:** 27%
- **No flexibility to work from home/remote:** 22%

#### What workers want most from employers today

<table>
<thead>
<tr>
<th>Feature</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher compensation</td>
<td>67%</td>
</tr>
<tr>
<td>Flexibility and autonomy</td>
<td>49%</td>
</tr>
<tr>
<td>Long-term job security</td>
<td>47%</td>
</tr>
<tr>
<td>Praise, respect, and recognition</td>
<td>39%</td>
</tr>
<tr>
<td>100% remote work</td>
<td>31%</td>
</tr>
<tr>
<td>Promotions</td>
<td>26%</td>
</tr>
<tr>
<td>Learning and development opportunities</td>
<td>26%</td>
</tr>
</tbody>
</table>

### COVID-19 protocols

- Only **14%** of workers said they have declined a job in the past 12 months due to limited or no COVID-19 safety protocols.
- In 2021, **58%** said they would decline a job offer if the employer did not have clear COVID-19 protocols in place.

### Industry breakdown

- **56%** of technology industry workers value flexibility and autonomy — nine percentage points higher than other industries.
- **55%** of manufacturing workers value long-term security — nine percentage points higher than other industries.
- **52%** of clinical healthcare workers want praise, respect, and recognition from employers today.
Preferred Communication
How candidates want to get in touch and “feel a vibe”

Preferred communication channels with a recruiter
Preference for email as a method of communication with a recruiter continues to decline:

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email</td>
<td>28%</td>
<td>44%</td>
</tr>
<tr>
<td>Phone calls</td>
<td>28%</td>
<td>25%</td>
</tr>
<tr>
<td>In-person meetings</td>
<td>26%</td>
<td>17%</td>
</tr>
</tbody>
</table>

Industry breakdown
Preferred communication methods with recruiters differ by industry. For instance, 40% of workers in financial services prefer phone calls from recruiters, more than 10 percentage points higher than other industries.

Text messaging
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.

Video interviews
37% of job seekers have been screened or interviewed by a recruiter using video.

Of those, 59% preferred this process to in-person or phone calls.
Preferred Communication

How candidates want to get in touch and “feel a vibe”

Job seekers are open to receiving the following types of messages from a recruiter as part of their outreach strategy:

- Email: 76%
- Phone calls: 70%
- Text: 50%
- Social messaging, including LinkedIn messaging: 22%

Data snapshot

While 76% of respondents are open to receiving email from recruiters, only 28% listed on the previous page that it is their preferred method of communication from a recruiter. This gap likely shows email is no longer the preferred communication approach in connecting with job seekers.

Industry breakdown

At 33%, technology workers are most open to receiving social messaging from recruiters.
The Recruiter-Candidate Experience
Engaging top talent requires positive candidate experiences

Top reasons for a recent candidate experience that was positive

<table>
<thead>
<tr>
<th>Reason</th>
<th>2022</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Easy to schedule interview</td>
<td>52%</td>
<td>44%</td>
</tr>
<tr>
<td>Easy job application process</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Great communication, including prompt feedback and follow-ups:</td>
<td>47%</td>
<td>58%</td>
</tr>
<tr>
<td>Short/quick hiring process</td>
<td>35%</td>
<td>37%</td>
</tr>
<tr>
<td>Right amount of personal conversation during interview</td>
<td>34%</td>
<td>40%</td>
</tr>
<tr>
<td>No cover letter requirement</td>
<td>25%</td>
<td>No comparison available</td>
</tr>
<tr>
<td>Great explanation of company values, vision, mission, and culture</td>
<td>23%</td>
<td>28%</td>
</tr>
</tbody>
</table>

Sharing good experiences

56% of workers would share a positive experience applying for a job with an organization publicly or with their personal or professional network, while 24% would not.

Data snapshot
An easy application process ranks high among the top reasons for a positive candidate experience. However, Jobvite’s 2021 Fortune 500 Candidate Conversion Audit found that nearly 85% of Fortune 500 companies lack optimized job application processes, and only 30% of applicants who start the application process actually complete it.

Areas job seekers want employers and hiring managers to abandon or focus on less

- Candidate’s social media: 37%
- Gaps in a resume: 35%
- Ghosting/not following up: 33%
- Cover letters: 31%
The Application Process

Convert job seekers into candidates

How workers search for or find out about job openings

- Online job boards: **59%**
- Employer career sites: **33%**
- Friends: **46%**
- Professional connections: **25%**
- Social media, such as LinkedIn or Facebook: **39%**
- Career fairs: **23%**

Data snapshot

The use of online job boards among job seekers is down 13 percentage points since 2020. On the flip side, finding jobs on employers’ career sites is on the rise — up seven percentage points from the previous year. Learn strategies to optimize your [company’s career site].

Top used job boards

- Indeed: **52%**
- LinkedIn: **17%**
- Facebook: **9%**
- CareerBuilder: **6%**
The Application Process
Convert job seekers into candidates

Permanent versus contract workers

74% of workers prefer to be employed on a permanent basis as opposed to contractually (13%).

Job seekers most likely to prefer being a permanent worker versus a contract worker

- Manufacturing workers: 89%
- Veterans: 83%
- Frontline/essential workers: 82%

Ghosting is most common among the following groups

- Veterans: 36%
- Workers with disabilities: 30%
- Workers under 40: 28%

Ghosting recruiters

19% of workers have ghosted a recruiter, hiring manager, or company during the hiring process.

“Recruiters and employers should take a deeper look at their talent acquisition strategies to ensure that they are inclusively built to reduce ghosting in these talent communities. This year’s Job Seeker Nation Report is providing organizations an opportunity to get statistically significant data to drive decision making to better engage underrepresented communities.”

—Julie Sowash, Executive Director, Disability Solutions
Chatbots and Artificial Intelligence
Job seekers’ views on commonly-used recruiting tools

Technology in the recruiting process

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

Interacting with chatbots

22% of workers have interacted with a chatbot during the recruiting process. 63% of those who have interacted with chatbots believe they have improved the process or experience. Of those, 80% rated their experience as good or very good.

Industry breakdown

36% of finance workers and 33% of technology workers have interacted with a chatbot during the recruiting or interview process. Only 6% of government workers have interacted with a chatbot during the recruiting or interview process.

Data snapshot

Of those workers with disabilities who have interacted with a chatbot, 68% felt it improved the candidate experience and 26% believe they accelerate the recruiting process. TA leaders must look at their systems and processes to ensure they are streamlining recruiting efforts and creating positive experiences for all demographics of talent.
Salary and Negotiations
Workers are more confident than ever negotiating salaries

Negotiating salaries is at an all-time high
- 71% of workers are comfortable negotiating salaries in the current job market — up 19 percentage points since 2018
- 29% are very comfortable negotiating a salary — up 11 percentage points since 2018

Asking for a raise
- 63% of workers are comfortable asking for a raise
- 28% of workers have asked for a raise in the past year
  Of those workers, 72% were given a raise
- 35% of workers who were denied their raise request left the job because of it

Data snapshot
Check out insights from Allie Kelly, Chief Marketing Officer of Employ, on the impact of inflation on raises in this [Vox.com article](https://www.vox.com).

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

Job seekers most likely to switch jobs to make more money
- Workers under 40: 58%
- Workers with children under 18: 56%
- Veterans: 56%
- Frontline/essential workers: 55%

Data snapshot
This aligns with findings from the [2021 Recruiter Nation Report](https://www.employinc.com), in which 73% of recruiters reported at least a moderate increase in negotiating for higher salaries among candidates and current employees — up more than 20 percentage points since 2020.
Salary and Negotiations
Workers are more confident than ever negotiating salaries

Salary transparency
- 82% of workers wish that more employers would disclose wage and benefits information on job postings
- 74% said they would feel more confident in negotiating the salary if a job description did share the salary range for the position
- In the past year, 30% of job seekers have been asked about their salary history
- Of these, 86% answered truthfully

Side hustles
- 41% of workers plan to have a second source of income outside of their current job

Top reasons for side hustles
- Need for money: 60%
- Passion project: 23%

Job seekers most likely to pursue a side hustle
Employers should examine their pay policies to root out inequities.
- Black or African American workers: 56%
- Veterans: 51%
- Workers under 40: 49%
- Frontline/essential workers: 49%
- Workers with children under 18: 49%
- Workers with disabilities: 47%

Food insecurity
- 21% of workers report that they or someone in their immediate family have gone without food for 24 hours due to a lack of food or money (versus 30% in 2021)
Remote Work

40% of job seekers would be willing to accept a lower salary to work remotely

The state of work today (2022 versus 2021)

- 100% in-office: 39% versus 28%
- 100% remote: 25% versus 28%
- 50/50 remote and in-office: 16% versus 24%

Ideal work situation/set up

- 100% remote: 30%
- 100% in-office/on-location work: 26%
- 50/50 remote and in-office/workplace: 21% (down 9 percentage points from 2021)
- Flexible/up to discretion of employee: 14%
- Remote one or two days per week: 10%
Remote Work

40% of job seekers would be willing to accept a lower salary to work remotely.

Job seekers most likely to decline a job offer that requires them to work full-time on location/in an office/worksites:

- Veterans: 39%
- Workers with disabilities: 34%
- Black or African American workers: 33%

Accepting or rejecting job offers:

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>65% of workers say remote work is important in their decision to accept or reject a job offer (versus 74% in 2021)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31% believe remote work is very important in their decision to accept or reject a job offer (versus 37% in 2021)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26% have declined or would decline a job offer if required to work full-time on location (versus 35% in 2021)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Data snapshot:
Experts share that remote and flexible work for Black employees increases sense of belonging at work and reduces certain instances of microaggressions and discrimination. (Source: Future Forum: A new era of workplace inclusion)

Regardless of the work environment — remote or on-site, organizations must consider how they are fostering inclusive cultures, where all employees are heard, can succeed, are actively engaged, and feel secure.

Industry breakdown:

- 84% of workers in the financial services industry said remote work is at least somewhat important in their decision to accept or reject a job offer.
- 41% of workers in financial services would decline a job offer if they were required to work full-time on location.
Industry breakdown

52% of workers in the technology sector are offered learning and development opportunities versus 33% of hospitality/retail workers.

Learning and Development
Building new skills to enhance current abilities

Learning and development

54% of workers were not offered an increased number of opportunities for learning and development by their employers over the past year

35% said their employer does not offer any learning and development opportunities

Most common learning and development opportunities offered by employers

Paying for continuing education: 27%

Tuition reimbursement: 23%

Compensation for conferences: 20%

Reimbursement for tools, software, and technology: 17%

Succession planning: 16%

One-on-one mentoring/coaching: 14%

Industry breakdown

Tuition reimbursement is offered to 40% of survey respondents working in the financial services industry, which is at least nine percentage points higher than in all other industries.
Learning and Development
Building new skills to enhance current abilities

Reskilling

46% of workers have learned new skills or reskilled to adapt to a new industry over the past year (versus 52% in 2021)

Job seekers who have learned new skills or reskilled

- Veterans: 60%
- Frontline/essential workers: 59%
- Workers under 40: 57%
- Workers with children under 18: 57%
- Workers with disabilities: 56%

Industry breakdown
Workers who have learned new skills or reskilled

- Construction: 61%
- Technology: 55%
- Education: 52%
- Healthcare-clinical: 49%
Employee Values
Company culture remains critical

Determining if a new organization is a good culture fit does not take long

- 65% of workers believe it takes less than one month
- 27% believe it takes less than one week
- 55% said they would leave a new job if the culture was not aligned with their expectations or values

Job seekers continue to acknowledge that company culture matters

- 52% of workers believe that, in an increasingly remote work environment, company culture is just as important as ever
- 36% believe it’s more important
- Only 12% believe it is less important

The importance of social justice and Diversity, Equity, & Inclusion (DEI) focus

- 45% of workers want their employer to have an active voice in moral and social justice conversations, while 32% do not
- 38% would turn down a job offer if the company lacked diversity in its workforce or had no clear goals for improving diversity

Creating a more diverse, equitable, and inclusive workforce takes commitment to organizational change.

Finally, Benefits and Perks
What workers want from employers today versus what they have

Workers expect the following benefits from employers
- Healthcare: 66%
- 401k program: 49%
- 401k matching: 40%
- Bonuses and stipends: 40%
- Paid family leave: 39%
- Casual dress code: 38%
- Remote work: 32%
- Mental health resources: 30%

Workers reported employers currently provide
- Fair employee compensation: 37%
- Good work/life balance: 35%
- Flexible work arrangements: 35%
- Onboarding and orientation: 32%
- Clear communication: 31%
- Continuous feedback on performance: 24%
- Learning and development opportunities: 24%
- Wellness offerings: 22%
- Emphasis on teamwork: 21%
Finally, Benefits and Perks
What workers want from employers today versus what they have

Mental health in the workplace

40% said their employer offers mental health benefits/resources to employees — the lowest level in the past three years.

27% of workers whose employers offer mental health benefits report using them more since the onset of the pandemic.

63% said the pandemic has caused them to focus more on their own mental health.

48% feel comfortable disclosing their mental health challenges to company leadership and/or HR.

Data snapshot
Mental health benefits/resources offered to employees over the years compared to this year

- 2021: 53%
- 2020: 46%
- 2019: 45%
- 2022: 40%

Job seekers more likely to feel comfortable disclosing mental health challenges to company leadership or HR

- Technology workers: 59% (versus lowest in manufacturing at 46%)
- Workers with children under 18: 57% (versus 42% with no children under 18)
- Frontline/essential workers: 56% (versus 43% non-frontline)
Employ Inc. is pleased to share the results of the 2022 Job Seeker Nation Report and acknowledges the following contributors who served as thought leaders during this process to drive greater insights into the habits of today’s job seekers.

**Industry Contributors**

- **Torin Ellis**
  Principal,
  The Torin Ellis Brand

- **Julie Sowash**
  Executive Director,
  Disability Solutions

- **Terry Terhark**
  President,
  NXTThing RPO

- **William Tincup**
  President & Editor-at-Large,
  Recruiting Daily
About Employ Inc.

Employ Inc. empowers organizations of all sizes to overcome their greatest recruiting and talent acquisition challenges. Offering a combination of purpose-built, intelligent technologies, services, and industry expertise, Employ provides SMB to global enterprises with a single solution for recruiting and growing a diverse workforce. Through its Jobvite, JazzHR, and NXTThing RPO brands, Employ serves more than 12,000 customers across industries. For more information, visit www.employinc.
About Zogby Analytics

Zogby Analytics is respected nationally and internationally for its opinion research capabilities. Since 1984, Zogby has empowered clients with powerful information and knowledge critical for making informed strategic decisions.

The firm conducts multi-phased opinion research engagements for banking and financial services institutions, insurance companies, hospitals and medical centers, retailers and developers, religious institutions, cultural organizations, colleges and universities, IT companies, and Federal agencies. Zogby’s dedication and commitment to excellence and accuracy is reflected in-of-the-art opinion research capabilities and objective analysis and consultation.
2022 Job Seeker Nation Report
Dynamic Motivations of Modern Workers