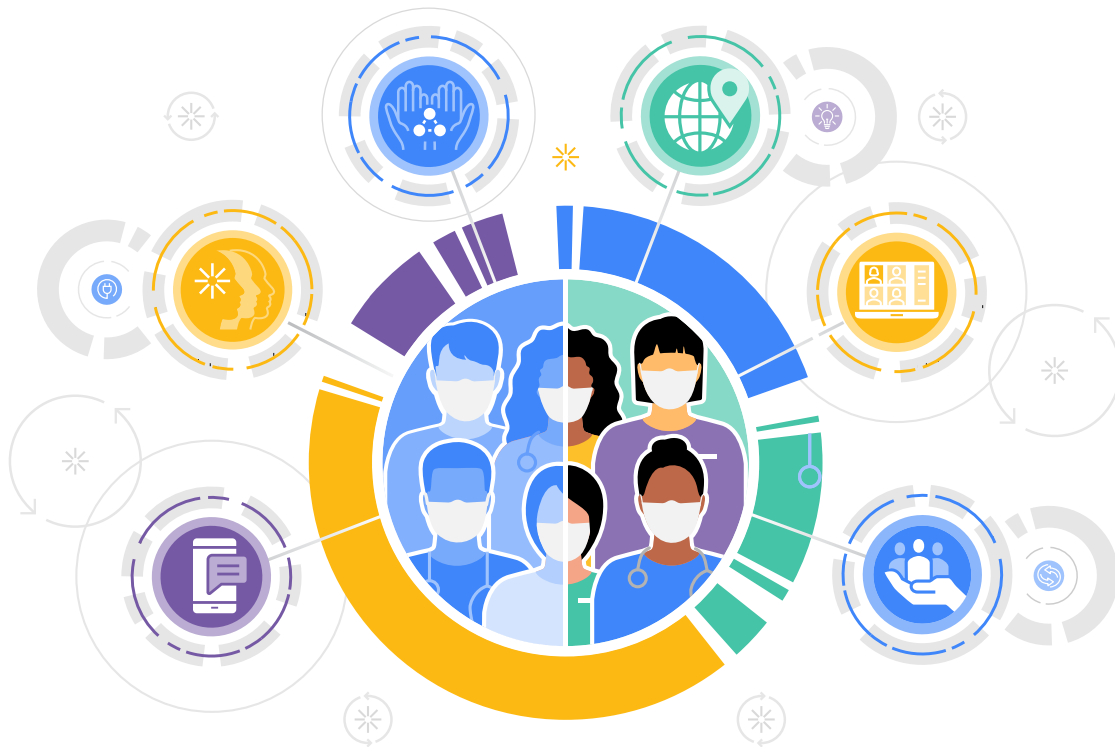


2021

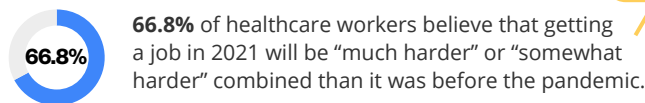
HEALTHCARE JOB SEEKER TRENDS



INTRODUCTION

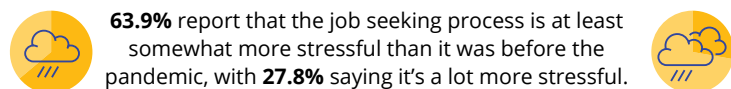
Every year, Jobvite surveys hundreds of U.S. workers for its annual Job Seeker Nation Report to better understand the realities of today's job seekers. Now in its 12th year, this year's report looks at the behaviors, views, and preferences of the modern workforce roughly one year since the onset of the pandemic. Among our respondents were 137 workers from the healthcare industry. The findings below reveal the new concerns, challenges, and priorities facing healthcare workers as they navigate the job seeking process amidst the current job climate.

STATE OF JOB SEEKERS TODAY



44.1% of workers are satisfied with their jobs but open to other job opportunities. However, this is a 10 percentage point drop since 2020.

Stress in the job seeking process:



44.7% say catching COVID-19 is the biggest stressor contributing to the job seeking process. Other stressors include:



Mental health struggles: **38.4%**



Children at home: **34.6%**



Long work hours: **34.8%**

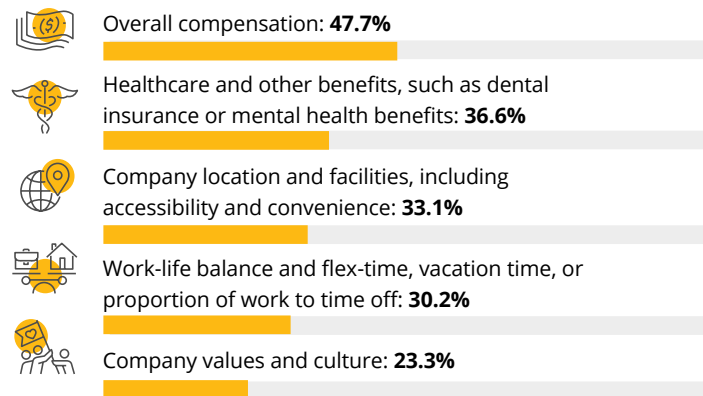
THE JOB HUNT AMIDST COVID-19

How do healthcare job seekers search for or find out about job openings?






ACCEPTANCE & REJECTION

Top influences in accepting a job offer or not:




THE APPLICATION PROCESS

Healthcare workers most frequently applied to their current/ most recent job through:

-  Employer's career site: **24.2%**
-  Job board (Indeed, Glassdoor, Monster, CareerBuilder, Google for Jobs): **21.5%**
-  Through a friend or former colleague: **17.8%**

* Job boards experienced a **10 percentage point drop** in use for applications from 2020 (31.6%).

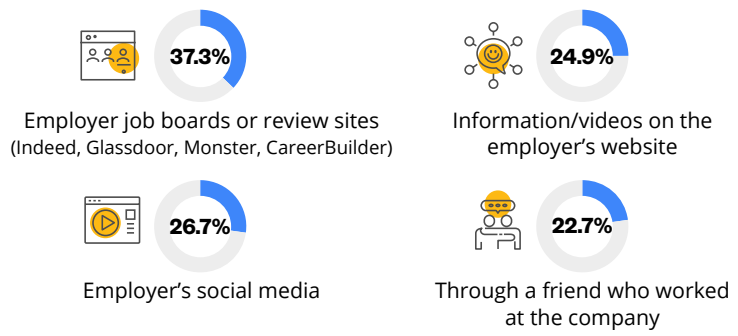
 **47.8%** of workers apply for jobs even if they do not have all the skills listed as required by the job description, however this is down from 54.4% in 2020.




COMPANY CULTURE

The importance of company culture in the decision to apply for a job has continued to rebound. **85.8%** say it is 'somewhat' or 'very' important, compared to 81.4% in 2020.



Where do healthcare job seekers go to get a sense of an employer's company culture or brand?





   Facebook (**81.5%**), LinkedIn, and Instagram (**49.6% each**) are the social media platforms job seekers look at most to get a sense of the employer's company culture or brand.

WORKFORCE MENTAL HEALTH AND THE PANDEMIC

- **50.2%** of healthcare workers say their employer offers mental health benefits and resources to employees.
- **44.9%** of those who have mental health benefits have used these benefits during their time with the company.
- Only **31%** of those who have mental health benefits took advantage of them in 2020.

There's an opportunity for employers to better promote mental health offerings as **19.6%** of employees are unsure if their employer offers such benefits. **14.6%** have taken advantage of their employer's mental health benefits and resources more since the onset of the pandemic.

The pandemic has led to longer workdays.

-  **25.6%** of healthcare employees are working "somewhat" more since the onset of the pandemic
-  while **11.2%** say they are working 'a lot' more.

OPENINGS & REFERRALS

Healthcare workers are increasingly likely to share job openings and participate in referral programs:



69.9% of workers are likely to **share** job openings at their company via social media,

compared to **56.3%** in 2020.



80.4% of workers are likely to **click** on a job opportunity they see someone in their network post on social media,

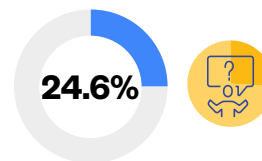
compared to **74.4%** in 2020.



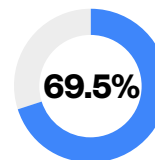
29.6% of workers have **participated** in a company's referral program,

compared to **24.6%** in 2020.

INTERNAL MOBILITY



24.6% of healthcare workers say their employer doesn't offer a platform/software to make it easy for employees to apply for open internal roles, while another **26%** are unsure if their employer offers this.

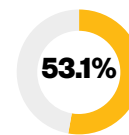


69.5% of workers are likely to apply to internal roles at their organization.

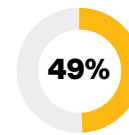


SALARY & NEGOTIATIONS

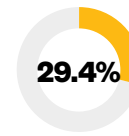
53.1% are "somewhat comfortable" and "very comfortable" combined negotiating salary, however this is down from 62.7% in 2020.



49% are "somewhat comfortable" and "very comfortable" combined asking for a raise.

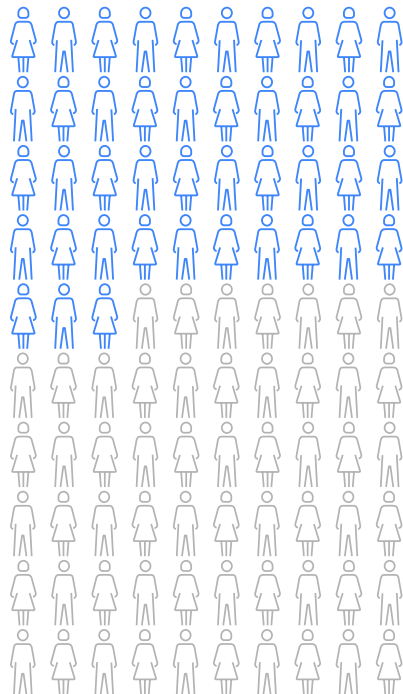


29.4% would be willing to accept a salary that is less than their current or most recent salary.



PROFESSIONAL DEVELOPMENT

Fewer healthcare workers are planning to further their professional development this year, however, nearly half have learned new skills to adapt to a new industry:



43% of workers today plan to take additional professional courses or continue their education in 2021 to enhance their resume.

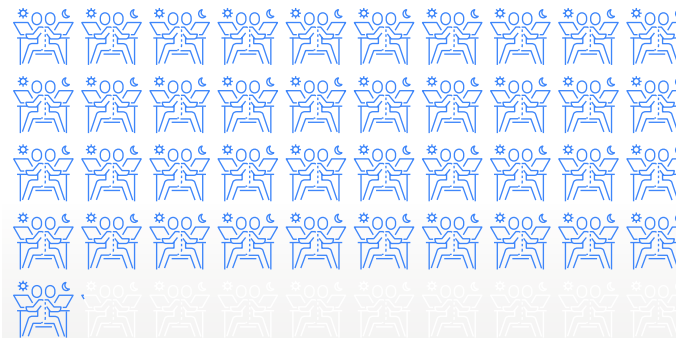


In 2020, **65%** said they had taken additional professional courses or continued their education since entering the workforce.

48% of workers have, in the past year, learned new skills or re-skilled to adapt to a new industry.

SIDE HUSTLES

Compared to pre-pandemic, workers' interest in having a second source of income outside of their regular jobs has increased, but the reasons for it have remained the same:



41.1% have or plan to have a second source of income outside of their current job, compared to **27.8%** who said they had a second source of income outside of their regular job in 2020.

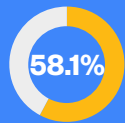


63.7% of those who have a second source of income in 2021 pursue it because they need the money,



compared to **41.8%** who said they did it because they needed the money in 2020.

STRESS & JOB SECURITY



58.1% of healthcare workers report that their stress level has increased since the onset of the pandemic.



17.1% report that their stress levels have “drastically” increased since the pandemic hit.

Perceived job security has declined since the onset of the pandemic.



31% of workers report a decline in feeling secure in their current position.



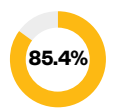
27.5% report that they, or someone in their immediate family, is afraid of losing a job within the next year.

Food insecurity



Alarming, **22.3%** of healthcare workers report that they or someone in their immediate family have gone without food for 24 hours in the past month due to a lack of food or money.

CANDIDATE EXPERIENCE



An overwhelming majority (**85.4%**) of healthcare workers consider their most recent candidate experience to be mostly positive, although this is down from 91.1% in 2020.

Reasons for a mostly positive candidate experience include:	2021	2020
Easy job application process:	51.8%	44.9%
Great communication from employer/recruiter:	49.9%	65.1%
Easy to schedule interview:	42.6%	42%
Right amount of personal conversation during interview – they got to know me:	41.2%	45.1%

Reasons for a mostly negative candidate experience include:	2021	2020
Lack of response from employer/recruiter:	33.6%	29.9%
Limited access to recruiter/company:	31.3%	11.6%
Not enough communication from employer/recruiter:	29.6%	15.3%
Too difficult to schedule interview – too much back and forth:	27.3%	29.5%

PREFERRED COMMUNICATION

Even in a pandemic, job seekers are still at ease with in-person interviews. A majority of healthcare workers are comfortable using:



In-person interviews:
71.4%



Phone calls:
60.6%



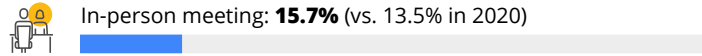
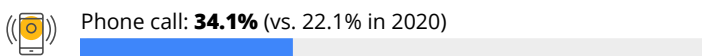
Video:
50.2%


Throughout the job searching process, most workers consider the overall communication from employers and recruiters to be **good (61.3%)** or **very good (20.5%)**.

Preferred method of communication with a recruiter:



Email has declined nearly 21 percentage points in one year, while phone calls, in-person meetings, and text have grown in preference.

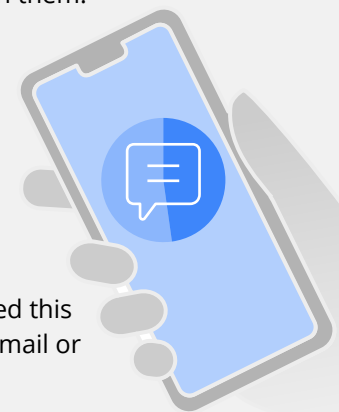


 Text: See top right for more on texting

Texting:



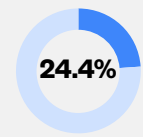
41.8% say a recruiter has used text messaging to schedule a job interview with them.



47.6% preferred this process over email or a phone call.

Video interviews:

24.4% have at some point not been able to participate in a video interview due to a lack of adequate access to technology or Wi-Fi.



DIVERSITY & INCLUSION



46.6%

have inquired about the employer's goals and efforts around improving diversity in the workplace during a job interview.



33.6%

would turn down a job offer if the company lacked diversity in its workforce or had no clear goals for improving diversity in hiring, while **29.5%** aren't sure if they would.



50.1%

say intentions to meet diversity hiring goals are something employers need to be sharing on social media, their blog, career site, etc.



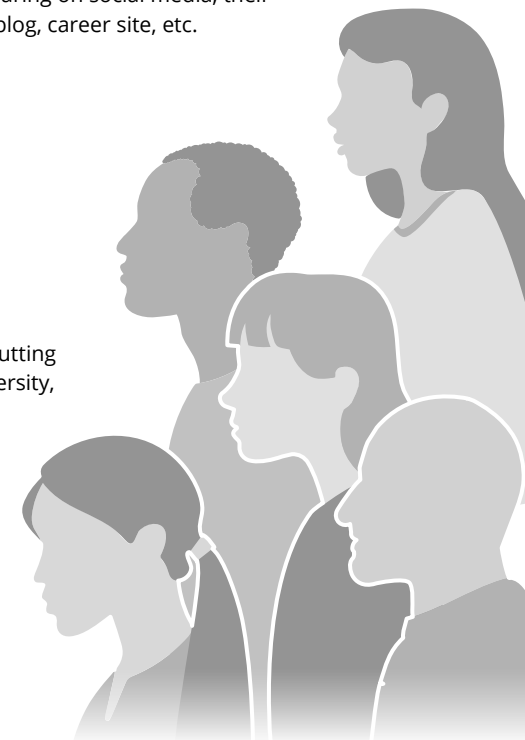
34.3%

say their employer has not changed their emphasis on diversity compared to last year and they are ok with that.



30.5%

say their employer is putting more emphasis on diversity, which they like.



COVID-19 SAFETY MEASURES IN THE WORKPLACE



In the past year, **58.2%** of healthcare workers have inquired about their current or prospective employer's COVID-19 safety measures.

57.8% would decline a job offer if the employer didn't have clear COVID-19 safety protocols in place.

56.2% would decline or have declined a job offer because the employer didn't require employees to wear masks in the office/at the workplace.

27.1% would decline or have declined a job offer because they were required to work full-time on location/in an office/worksite, and **68.2%** say it's because they or a family member are considered high risk for COVID-19 complications.

40.5% say employers should require employees to get COVID-19 vaccines.



KEY TAKEAWAYS

The pandemic has greatly altered the dynamics of the labor market in the healthcare industry, leading to longer work days, higher stress levels, and financial concerns. In contrast, purposeful awareness of social and racial justice issues has drastically altered job seekers' expectations of employers, particularly when it comes to COVID-19 safety measures, diversity initiatives, company culture, and remote work.

COVID-19's significant impact on this industry has made it evident that employers and recruiters must have a complete understanding of how to adjust efforts to meet the demands of varied realities for healthcare industry workers. Fortunately, with new advancements in recruiting technology, talent leaders can equip themselves with the right systems, tools, skills, and channels to effectively navigate the current reality.

Download the full [2021 Job Seeker Nation Report](#) in its entirety for hundreds of additional statistics and insights on how to adapt for the job market of today and the future.

ABOUT JOBVITE

Jobvite is an end-to-end Talent Acquisition Suite that takes a marketing-first approach to intelligently attract dream candidates, automatically screen for the highest quality, engage employees invested in the future, and retain the people who care the most about your organization by combining the power of AI and the human touch. Jobvite is proud to serve thousands of customers across a wide range of industries including Ingram Micro, Exelon, Premise Health, and Zappos.com. To learn more, visit [jobvite.com](https://www.jobvite.com) or follow the company on social media @Jobvite.

