

2021

TECH JOB SEEKER TRENDS

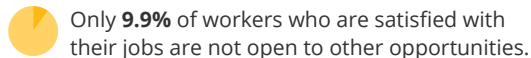
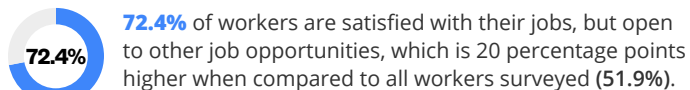
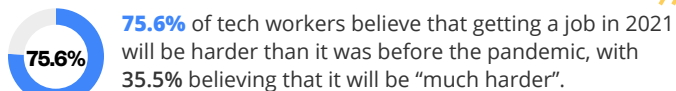


JOBVITE

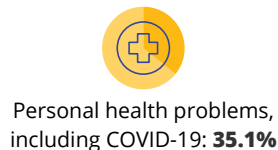
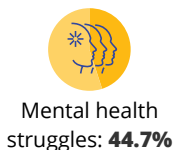
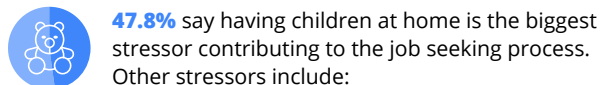
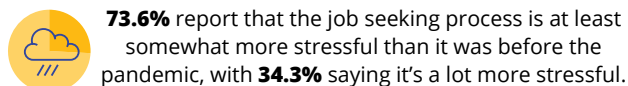
INTRODUCTION

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 212 workers from the tech industry. The findings below reveal the new concerns, challenges, and priorities facing these workers as they navigate the job seeking process amidst COVID-19.

STATE OF JOB SEEKERS TODAY

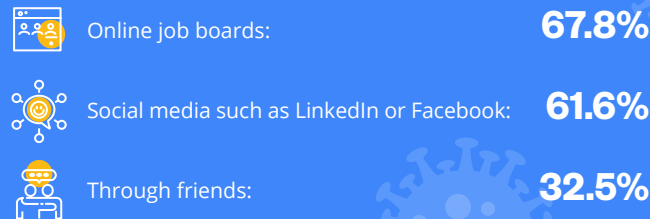


Stress in the job seeking process:



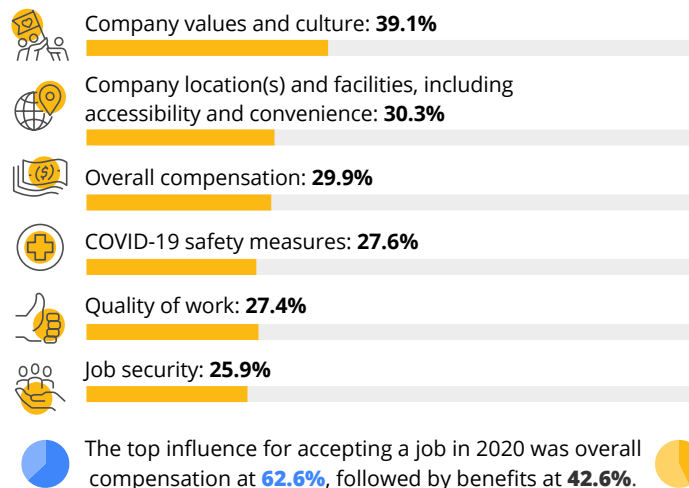
THE JOB HUNT AMIDST COVID-19

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



ACCEPTANCE & REJECTION

Top influences in accepting a job offer or not:



THE APPLICATION PROCESS

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



Job board (Indeed, Glassdoor, Monster, CareerBuilder, Google for Jobs): **31.7%**



Employer's career site: **25.5%**



Social site (LinkedIn, Facebook): **23%**

Surprisingly, only



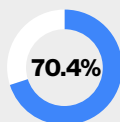
5.5%

said that they applied to their most recent job through a friend or former colleague.



62.3% of workers in the tech industry apply for jobs even if they do not have all the skills listed as required by the job description.

The use of Twitter by workers in the tech industry to look at the company culture of an employer is drastically higher than any other industry at **70.4%**, and 16 percentage points higher when compared to all workers surveyed (54.1%).



COMPANY CULTURE

The importance of company culture in the decision to apply for a job is overwhelmingly high for the tech industry, as **95.1%** say it is “somewhat” or “very” important, compared to 90.1% in 2020.



69% ranked it as “very important” in 2021 compared to only 60.7% in 2020.

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

Employer's social media:	62.2%
Information/videos on the employer's website:	55%
Employer job boards or review sites (Indeed, Glassdoor, Monster, CareerBuilder):	48.7%
Information/videos shared by the recruiter via email or text:	36.1%
Through a friend who worked at the company:	22.7%

Facebook (**78.9%**) is the most popular social media platform that tech job seekers look at to get a sense of the employer's company culture or brand, closely followed by:

Twitter:	70.4%	LinkedIn:	68%	Instagram:	64.5%	YouTube:	51.3%
----------	--------------	-----------	------------	------------	--------------	----------	--------------

WORKFORCE MENTAL HEALTH AND THE PANDEMIC

Of all industries surveyed, there's a greater need for mental health benefits and resources for tech workers.

- **78.6%** of tech workers say their employer offers mental health benefits and resources to employees.
- **87.1%** of those respondents have taken advantage of these benefits during their time with the company.
- This is drastically higher than any other industry surveyed, and **21 percentage points higher** when compared to all workers surveyed (**66.1%**).
- **52.6%** of workers in the tech industry have taken advantage of their employer's mental health benefits and resources more since the onset of the pandemic.
- This is **significantly higher** when compared to all workers surveyed, with **28.6%** saying they were taking advantage of their employer's mental health benefits and resources more since the onset of the pandemic.

The pandemic has led to longer workdays.

- **72.5%** of tech employees reported working more hours since the onset of the pandemic, with 40.8% saying they've been working a lot more.
- This is more than twenty-four percentage points higher when compared to all 1,511 adults surveyed for the Job Seeker Nation Report and asked if they were working more hours since the onset of the pandemic (**48.1%**).

OPENINGS & REFERRALS

Tech workers are more likely than any other industry to share job openings on social media:



91.3% are likely to share job openings at their company via social media,

an increase compared to **81.5%** in 2020.



94.4% are likely to click on a job opportunity they see someone in their network post on social media,

compared to **88.9%** in 2020.

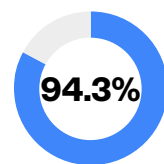


These workers are also active in referral programs:

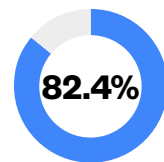
68.3% have participated in a company's referral program,

compared to only **28.8%** who have not.

INTERNAL MOBILITY



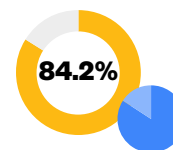
94.3% said they would be likely to apply for an internal role at their organization, with 46.1% saying they were "very likely".



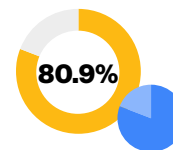
82.4% said their current employer provides a platform/software to make it easy for employees to apply for open internal roles.



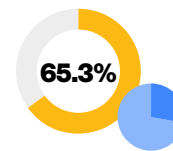
SALARY & NEGOTIATIONS



84.2% are "somewhat comfortable" and "very comfortable" combined negotiating salary, with **49.9%** being very comfortable.



80.9% are "somewhat comfortable" and "very comfortable" combined asking for a raise, with **48.5%** being very comfortable.



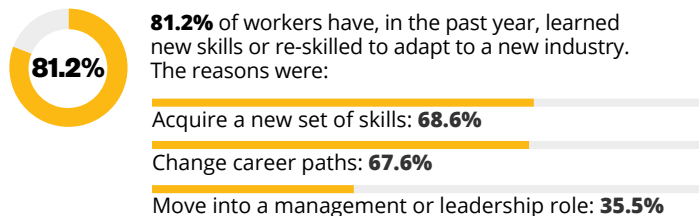
65.3% would be willing to accept a salary that is less than their current or most recent salary, while **28%** would not be willing.

PROFESSIONAL DEVELOPMENT

More tech workers are planning to further their professional development this year:



In 2021, **70.1%** of workers today plan to take additional professional courses or continue their education to enhance their resume. This is a slight uptick from 2020 (65.1%).



SIDE HUSTLES

Compared to pre-pandemic, workers' interest in having a second source of income outside of their regular jobs has increased slightly.



69.7% have or plan to have a second source of income outside of their current job, compared to **46.5%** who said they had a second source of income outside of their regular job in 2020.



48.1% of those who have a second source of income pursue it because they need the money,



compared to **39.5%** who said they did it because they needed the money in 2020.

STRESS & JOB SECURITY



67% of tech workers report that their stress level has increased since the onset of the pandemic.

31.8% report that their stress levels have “drastically” increased since the pandemic hit.



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



38.9% of workers report a decline in feeling secure in their current position.



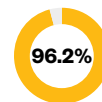
54.7% report that they, or someone in their immediate family, is afraid of losing a job within the next year.

Food insecurity



Alarming, **47.5%** of tech 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

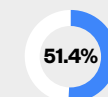


An overwhelming majority (**96.2%**) of tech workers consider their most recent candidate experience to be mostly positive, which was similar compared to 2020 (96.1%).

Reasons for a mostly positive candidate experience include:

	2021	2020
Great communication from employer/recruiter:	65.4%	67.1%
Easy to schedule interview:	49%	56.2%
Easy job application process:	44.2%	57.5%
Right amount of personal conversation during interview - they got to know me:	37.4%	45.5%

The top reason by far for a negative candidate experience was limited access to recruiter/company at **51.4%**. Other top reasons were:



- Unpleasant Interview: **40.4%**
- Complicated job application process: **40.3%**
- Unprepared interviewer: **30.9%**

PREFERRED COMMUNICATION

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



In-person: **71.4%**



Phone call: **54.9%**



Video: **51.6%**

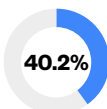


Throughout the job seeking process, most workers consider the overall communication from employers and recruiters to be **good (39.8%)** or **very good (54.8%)**.

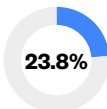


Preferred method of communication with a recruiter:

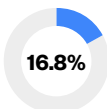
Email is by far the preferred method of communication with a recruiter, but experienced a slight decrease when compared to 2020:



Email: **40.2%**
(vs. 45.3% in 2020)

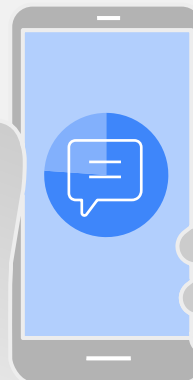


Phone call: **23.8%**
(vs. 23.8% in 2020)

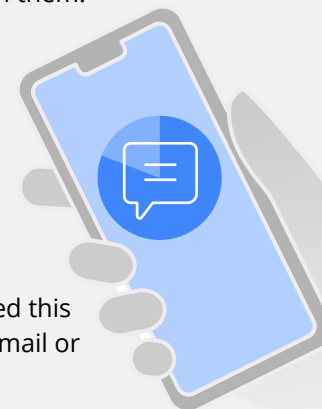


Social messaging: **16.8%**
(vs. 11.2% in 2020)

Texting:



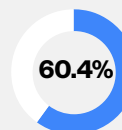
75.7% say a recruiter has used text messaging to schedule a job interview with them.



80.6% preferred this process over email or a phone call.

Video interviews:

60.4% 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



79.4%

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



80.8%

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



69.1%

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 **16.3%** aren't sure if they would.



12.6%

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



64.5%

say their employer is putting more emphasis on diversity, which they like, compared to only **16.8%** who said they don't like the increased emphasis on diversity.

COVID-19 SAFETY MEASURES IN THE WORKPLACE



In the past year, **82.1%** of tech workers have inquired about their current or prospective employer's COVID-19 safety measures.

71.9% would decline a job offer if the employer didn't have clear COVID-19 safety protocols in place.

82.3% said the reason would be because they or a family member are considered high risk for COVID-19 complications.

72.7% would decline or have declined a job offer because the employer didn't require employees to wear masks in the office/at the workplace.

77.4% say employers should require employees to get COVID-19 vaccines.

Of those who said companies should not require employees to get COVID-19 vaccines, **50.6%** would get a COVID-19 vaccine if it was incentivized by their employer.



REMOTE WORK

Current state of remote/in-office work:

34.9% are currently 100% remote



40.6% are working 50/50 remote and in office



11.8% are 100% in office/on location



Ideal work situation/set up:

95.6% of tech workers said remote work plays an important role in their decision to accept or reject a job



38.9% prefer 50/50 remote and in office



34.8% prefer 100% remote



12.8% prefer remote one to two days per week



13.5% prefer 100% in office/on location



KEY TAKEAWAYS

The pandemic has greatly altered the dynamics of the labor market in the tech industry, leading to longer workdays, higher stress levels, and a decrease in financial security. 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 tech 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 Exelon, Ingram Micro, Premise Health, and Zappos.com. To learn more, visit jobvite.com or follow the company on social media @Jobvite.

