


Job Seeker Nation Study²⁰¹⁶

Where Job Seekers Stand on the Economy, Job Security, and the Future of Work

A photograph of three people standing in front of a stone wall. On the left, a woman in a green top and purple pants is partially visible. In the center, a man in a red and white checkered shirt is holding a silver laptop. On the right, a woman in a white top and blue jeans is smiling and holding a green smartphone. A white text box is overlaid on the center of the image.

*As the economy wavers, job seekers are caught in the middle. In our 7th annual report, we find that job seekers are feeling their way through the thicket. **74%** of employees are open to a new job - despite the fact that many of them are satisfied in their current one! They're concerned in the short term (**39%** say it's harder to find a job than the year before), but optimistic (**44%**) in the long run.*

In an election year, understanding the perspective of job seekers is more important than ever, and this report delves deep into their attitudes, and the reality of work today.

Job Seekers Today Are on the Cusp of Monumental Change

*In the midst of a growing gig economy, the threat of job automation, and electoral shifts, **44%** of job seekers are optimistic for what's to come.*

Job seekers have mixed feelings about the job market — but most are always open to the prospect of a new job.

- **74%** of employees are open to a new job.
- **39%** report that it is more difficult to find a new job this year than last year, while **19%** find it easier.

Social media is a powerful tool in the job search, and Facebook has the upper hand.

- Social media is pervasive. **67%** of social media job seekers use Facebook; only **35%** use Twitter.
- Meanwhile, **59%** use social media to research the company culture of organizations they are interested in.

From healthcare to parental leave, we find mixed reports on perks and benefits.

- Healthcare is the most common perk, with **43%** of job seekers reporting that they receive healthcare coverage as part of their job.
- In our first widespread exploration of parental leave, we found that over half of respondents with children take no parental leave. Of those who did take leave, **87%** take less than 12 weeks off.

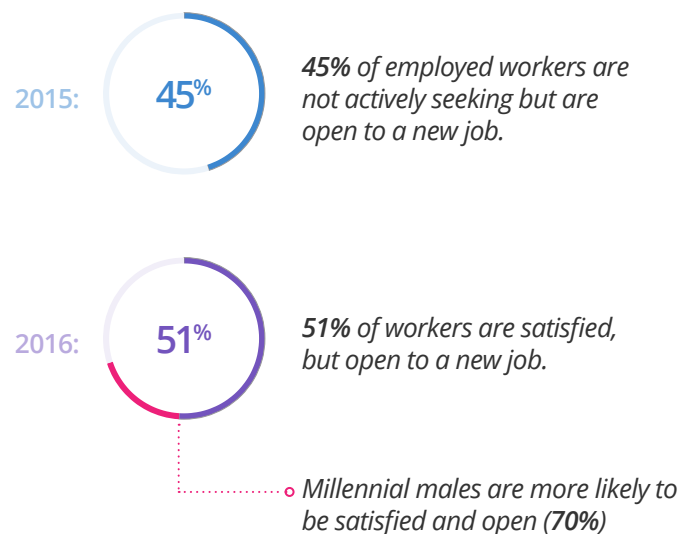
What's to come? Gig-type jobs are growing. There's concern about job automation, but most are hopeful.

- **Almost a fifth** of job seekers polled have held a gig-type job — through companies like Airbnb or Uber — and **56%** of those respondents report that this has been their main source of income.
- **55%** of job seekers are at least a bit concerned about job obsolescence.
- Despite these concerns, many job seekers (**44%**) are optimistic about their job prospects in the long run.

Some Things Never Change

Despite larger trends taking shape, job seekers report similar attitudes toward their jobs, new opportunities, and the job market as a whole year over year.

Satisfaction:



Overall, 74% of job seekers are satisfied with their jobs. (Especially younger men (85% of them) and married people (80%)).

20% have a neutral attitude toward their job, and only a small percentage (6%) describe themselves as dissatisfied.

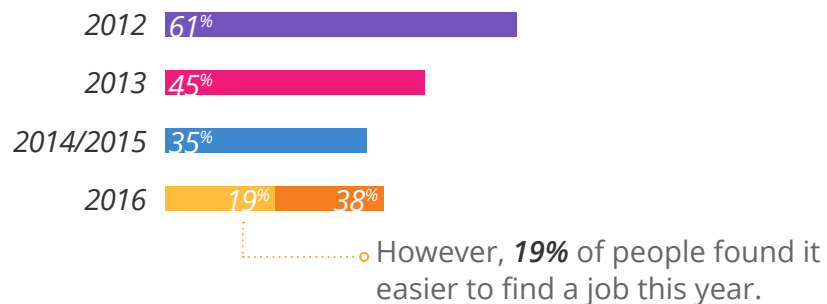




Job Hopping

Bouncing between jobs is the new normal. Between **34% and 35%** of all job seekers have reported that they change jobs after one to five years in the past three surveys.

As the economy ebbs and flows, so does perspective on how hard the prior year has been for job seekers.

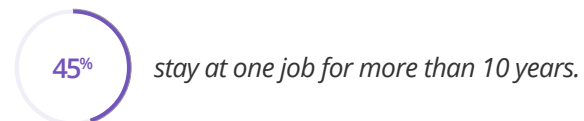
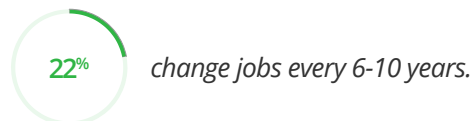
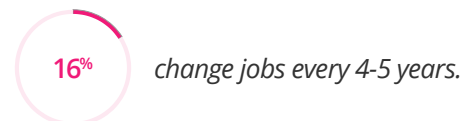
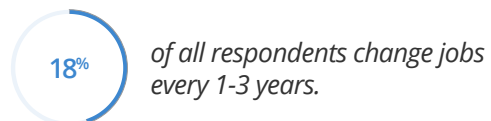


A Job for Life? Depends on Who You Ask

Millennials are more likely to keep their options open, changing jobs more frequently than most.

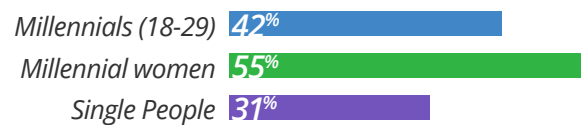


How often do people change jobs?





Certain groups are more likely to hop around every 1-3 years:



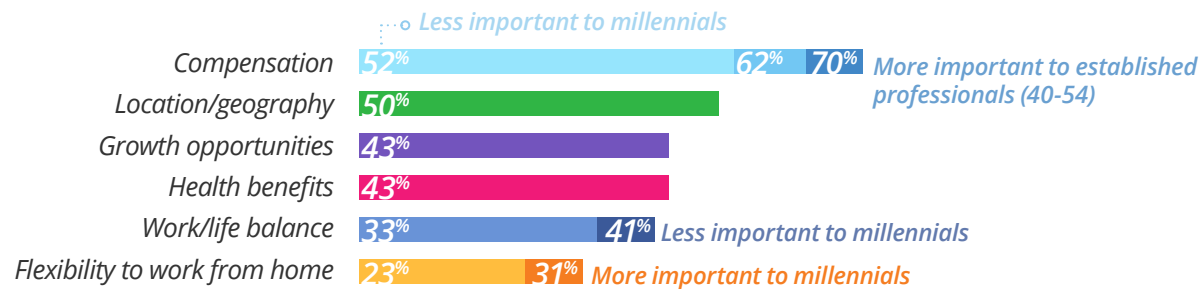
Certain groups are more likely to stay at a job for more than 10 years:



Finding a Job in Today's World

When searching for the perfect job, referrals and compensation reign supreme.

When looking for new opportunities, this is what job seekers value most:



What makes the biggest impact in your impression of a job?



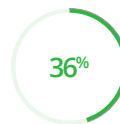
Interview



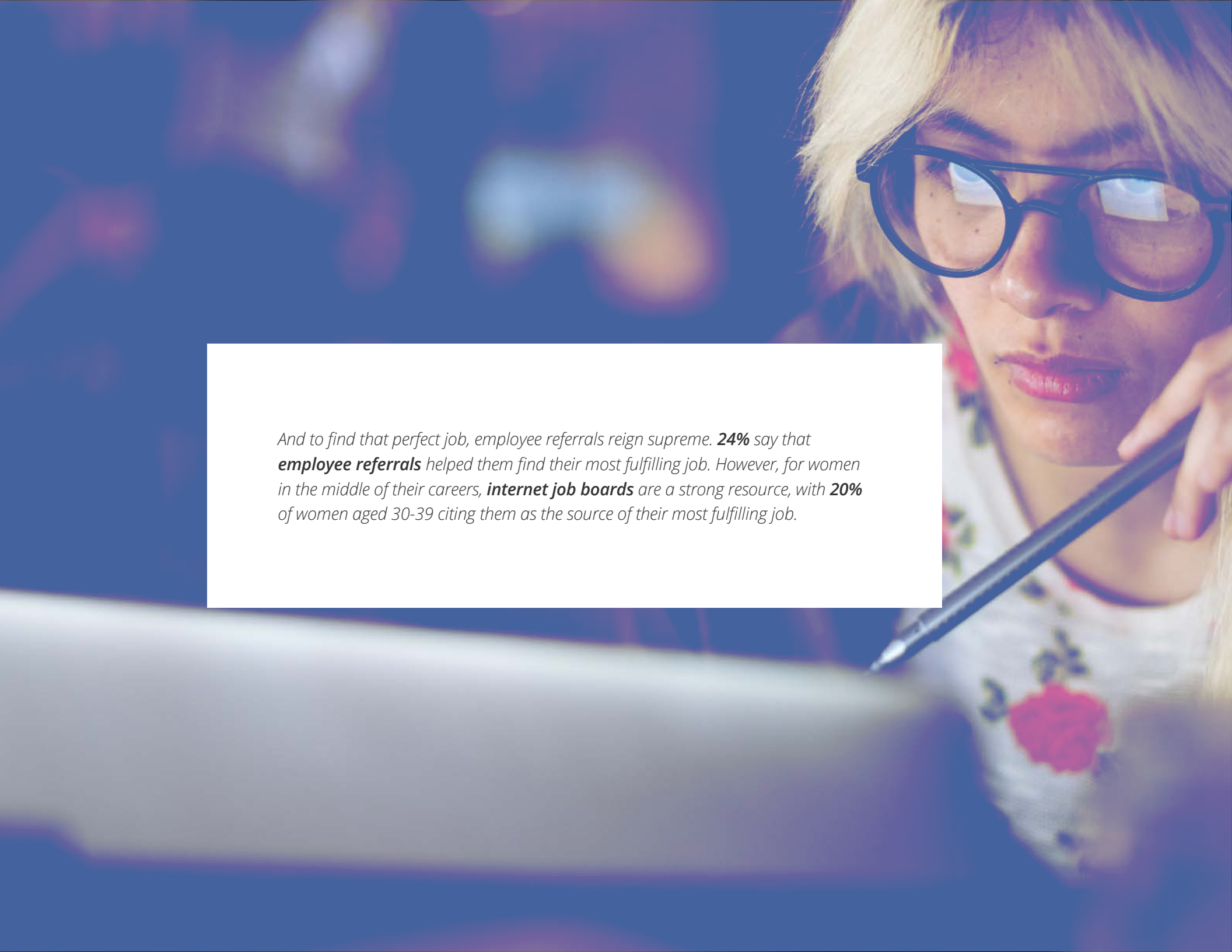
Online research



Initial contact



Conversations with others and company reputation

A close-up photograph of a woman with blonde hair and black-rimmed glasses. She is looking down at a laptop screen, which is out of focus in the foreground. She is holding a black pen in her right hand. She is wearing a white t-shirt with a red rose pattern. The background is a blurred office setting with blue and purple lighting.

*And to find that perfect job, employee referrals reign supreme. **24%** say that **employee referrals** helped them find their most fulfilling job. However, for women in the middle of their careers, **internet job boards** are a strong resource, with **20%** of women aged 30-39 citing them as the source of their most fulfilling job.*

Social Media's Place in the Job Search

48% used social in the search for their most recent job.

A window into company culture:

59% used social media to research the company culture of organizations they were interested in.

Different channels are more successful for certain activities than others:

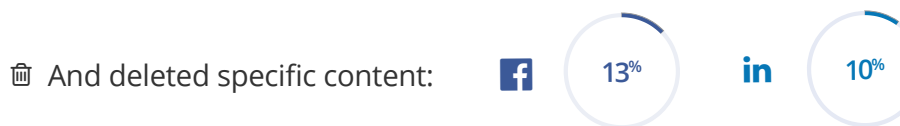
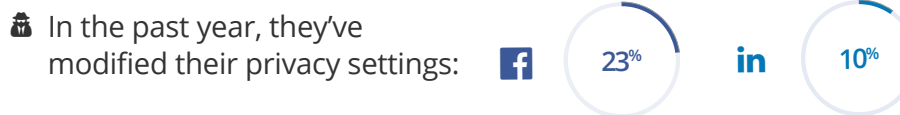




Still, there's one crucial mismatch — job seekers are on Facebook, while recruiters are on LinkedIn:

- **67%** of those who used social media to find their most recent job used Facebook. Only **35%** used Twitter.
- Meanwhile, Jobvite's Recruiter Nation survey found that **87%** of recruiters use LinkedIn, but only **55%** use Facebook.

Jobvite's 2015 Recruiter Nation report revealed that 92% of recruiters are using social media in their outreach. Job seekers are aware, and are becoming more careful about what their profiles reveal:

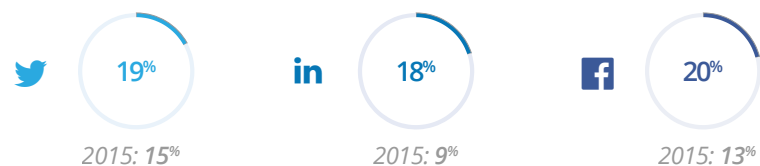


Mobile is Here to Stay

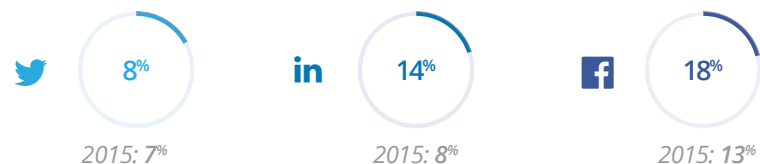
Job seekers search for new jobs in bed, while dining out, and even at the office.

Using mobile devices in the job search is steadily increasing — across social media channels, the use of mobile for job-seeking activity has only increased recently.

Updating profile with professional information:

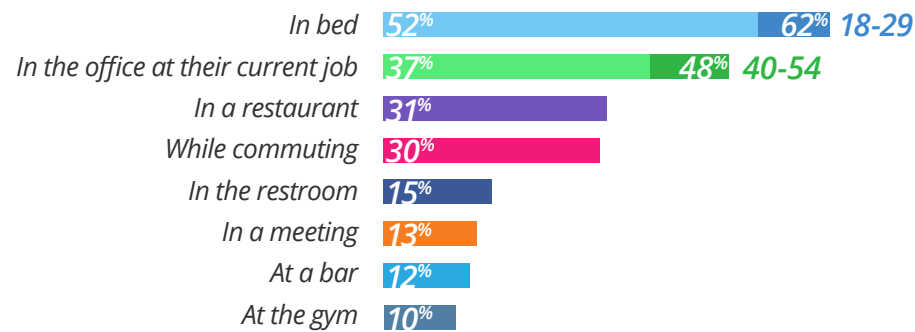


Searching for a job:





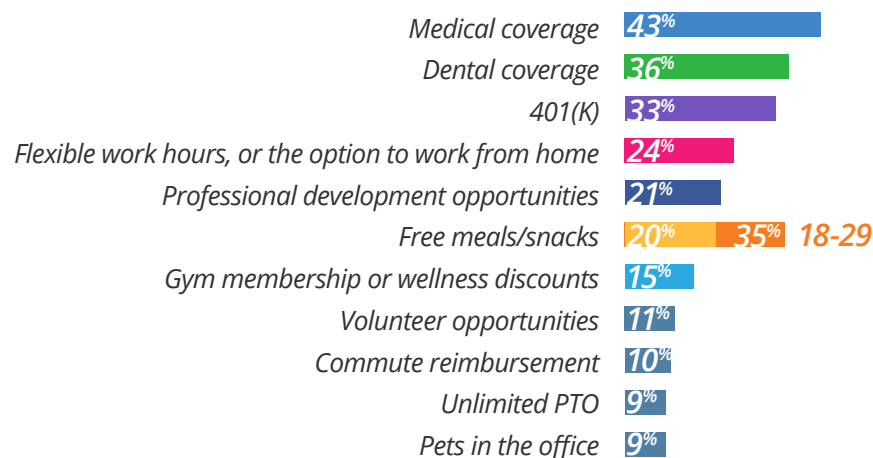
People who use their phones to look for a job are comfortable doing so anywhere, anytime!



Perks Are More than Just the Snack Cabinet

Healthcare is most common, but still less than half of job seekers report receiving it.

What benefits do employees have?



SPOTLIGHT: 18-29 year olds

- Less likely to have medical coverage (29%), dental coverage (22%) and 401(k) (21%)
- More likely to have flexible work hours (28%) and free meals/snacks (35%)





Balancing Work and Family: the State of Parental Leave

Over half of parents — of both genders — took no time off after having children.

56% of job seekers that have children have never taken parental leave:



However, younger women and men with children are much more likely to have reported taking parental leave than previous generations:

Age Group	Overall %	Male (♂)	Female (♀)
18-29:	59%	60%	56%
30-39:	55%	49%	63%
40-55:	29%	24%	34%
55+:	22%	13%	32%





The vast majority (**87%**) of those who took parental leave took less than 12 weeks off.

- And over a quarter (**26%**) took under 2 weeks.

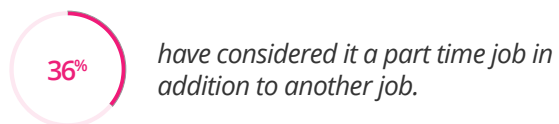
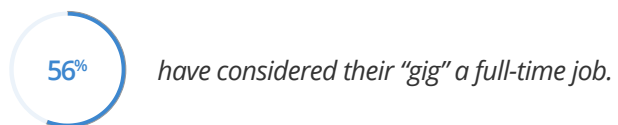
So what's stopping people from taking parental leave?

	♂	♀
<i>Partner was taking care of child</i>	33%	18%
<i>Cost</i>	24%	27%
<i>Workload</i>	26%	14%
<i>Company doesn't offer leave</i>	18%	15%

The “Gig Economy” is Gaining Momentum

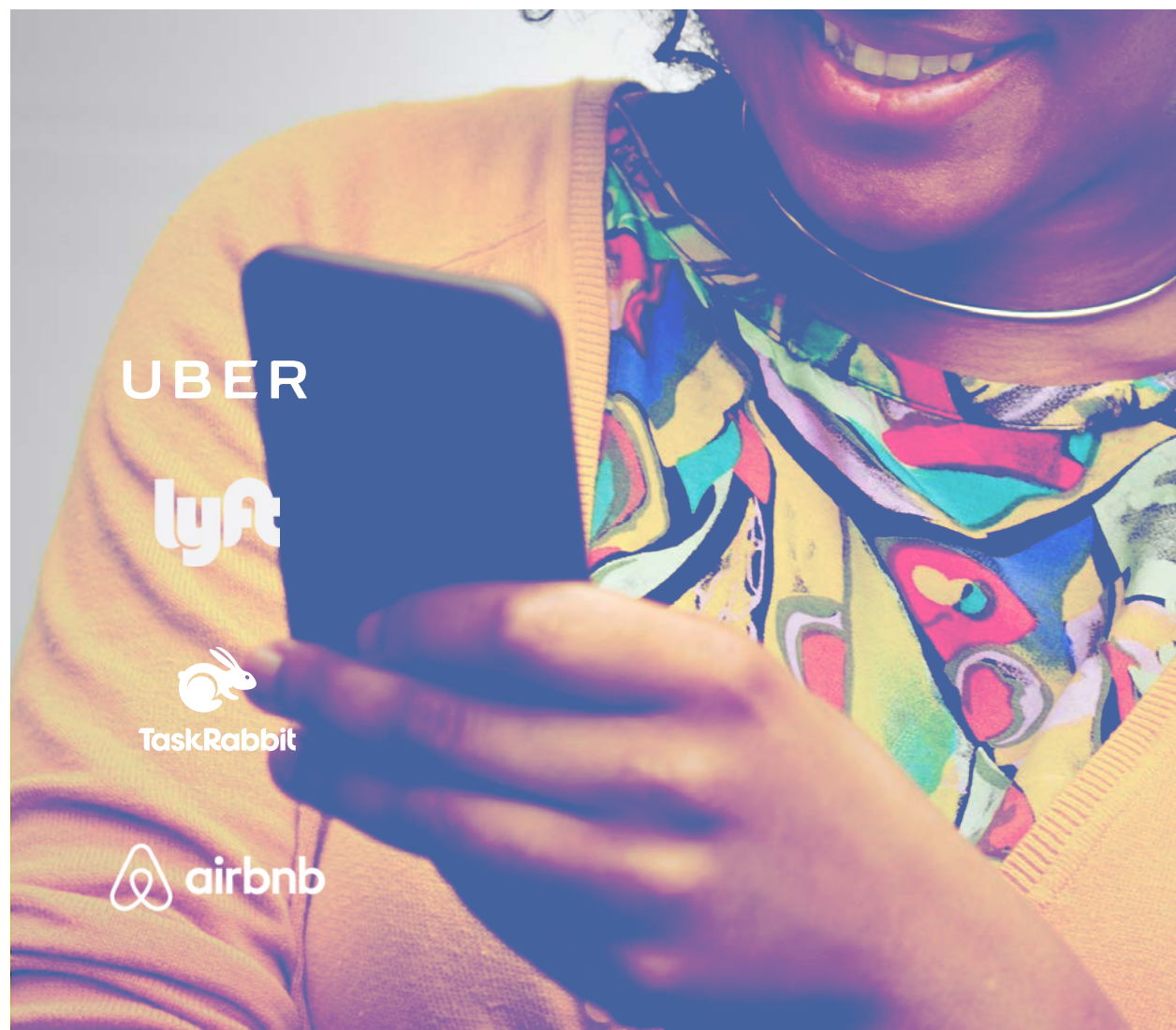
Almost a fifth of all respondents have held a gig-type job.

Of the 19% who report that they've held a gig-type job...



Age:

Thirtysomethings are the most likely to report holding this kind of job (31%). 18-29 year olds are next (25%).





Gender:

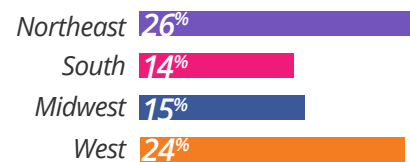
Men are more likely than women to have held “gig” jobs (22% vs. 13%).

Income:

Households with higher total income are more likely to hold a gig type job.



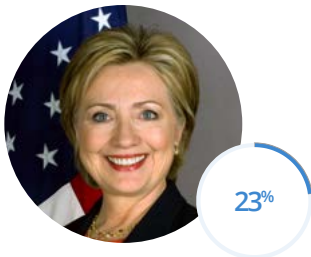
Region:



Job Seekers and the Presidential Election

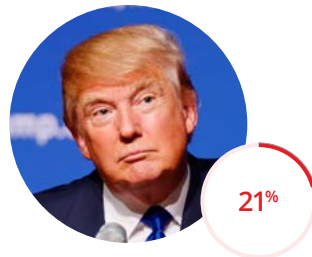
With an election on the horizon, here's how job seekers are leaning.

As of early February, only three candidates garnered double digit support:



Hillary Clinton

- Strongest supporters: Men 55+ (**28%**)
- Strongest industry support came from communications (**34%**) and service (**31%**) sectors.
- More likely to be somewhat or very concerned about automation (**47%**)



Donald Trump

- Strongest supporters: Men 55+ (**30%**)
- Trump supporters have the strongest gender differential: Men (**26%**) are far more in favor than women (**14%**).
- Strongest industry support came from the real estate (**26%**) and construction (**24%**) sectors.
- More likely to be somewhat or very concerned about automation (**41%**)



Bernie Sanders

- Strongest supporters: Millennial women (**30%**)
- They're more prone to be job-hoppers (**28% versus 18%** on average) and more likely to be dissatisfied (**12% versus 6%** average)
- Less likely to be somewhat or very concerned about automation (**31%**)



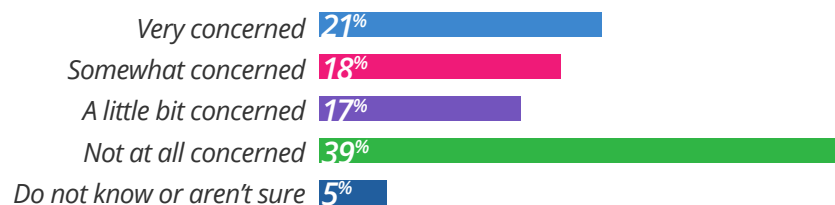
Among women, Hillary Clinton was the top choice (23%), while Donald Trump received the highest vote share among men (26%).

Independent voters tend to prefer Sanders (20%) to Clinton (17%) or Trump (14%).

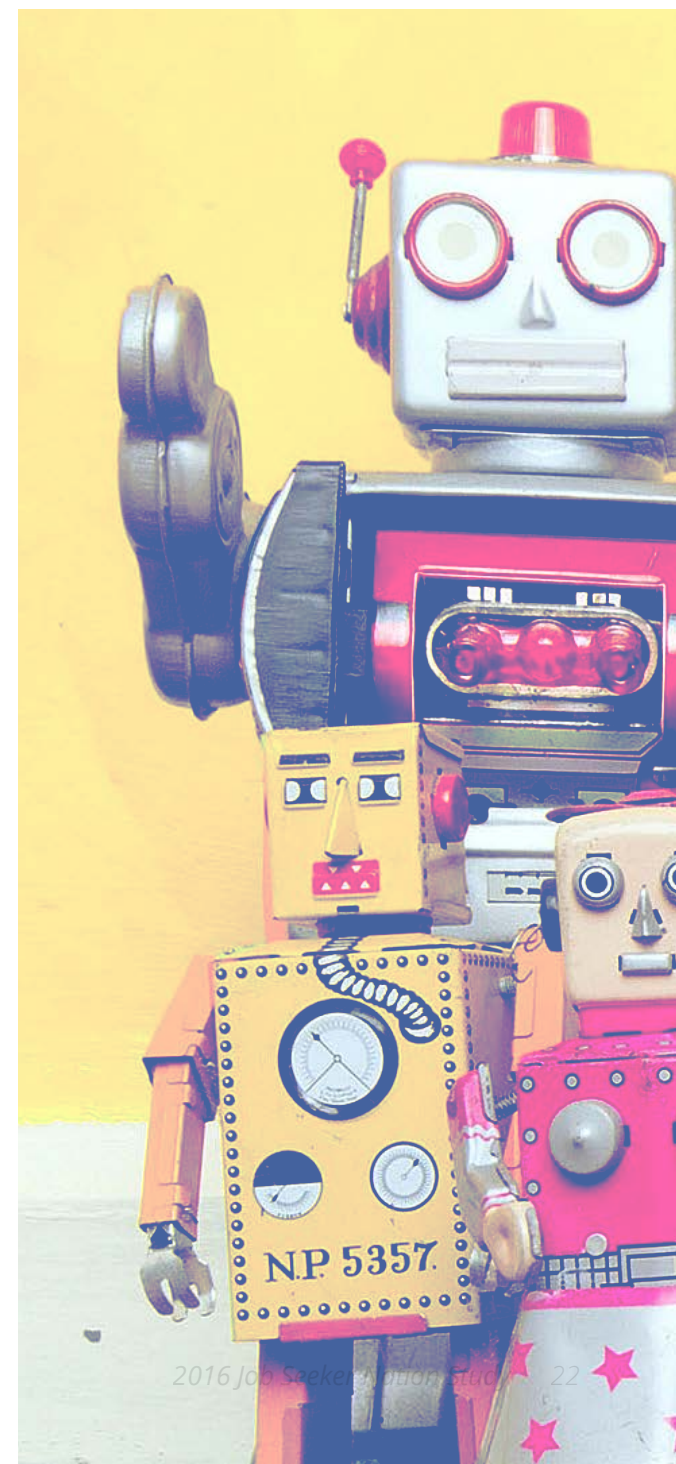
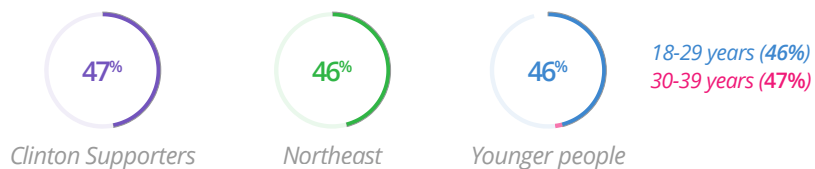
Will Robots Take Our Jobs?

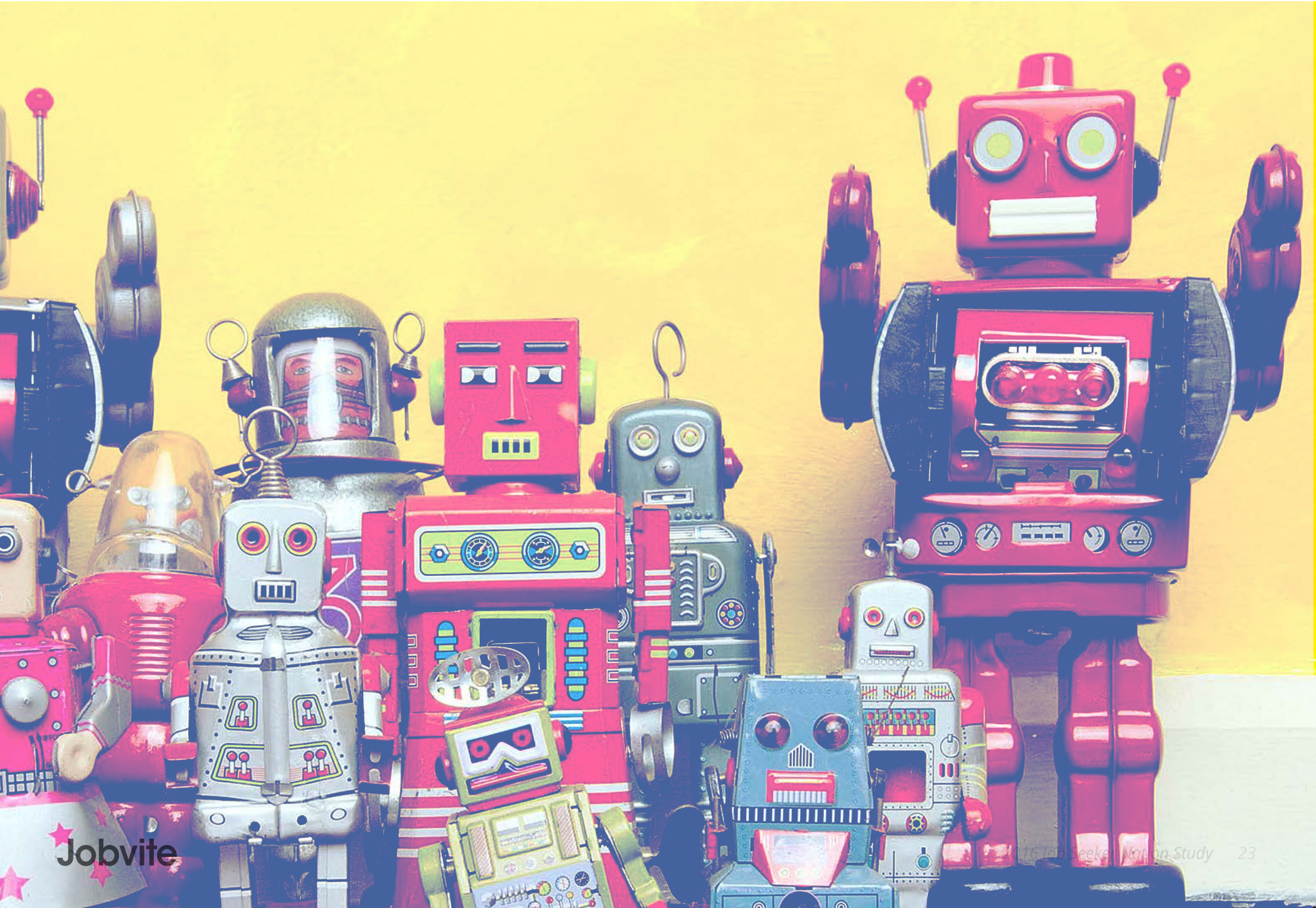
39% of job seekers are somewhat or very concerned about job obsolescence.

How concerned are you that your job will be automated, outsourced, or otherwise made obsolete in the next five years?



These groups are more likely to be somewhat or very concerned:





A Study in Contrasts

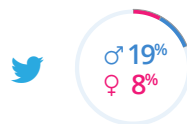
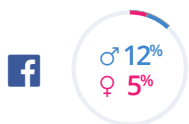
Optimistic millennials act their age, men are more boastful, and income and education have a big impact on job-seeking styles

Age: Boomer (55+) vs. Millennial (18-29)

- Millennials (**56%**) are much more optimistic than Boomers (**31%**) about finding a job that's right for them
- Millennials (**25%**) are four times as likely to have supplemented their income with a 'gig' type of job than Boomers (**6%**).

Gender:

- Men were more likely than women to report having inflated their skill set on Facebook (**12% for men, 5% for women**) and Twitter (**19% for men, 8% for women**).





Income: Higher-income (over \$75K HHI*) and lower-income (under \$50K HHI) respondents report very different experiences on the job hunt

- Less likely to find it harder to find job in 2016: **33% vs. 42%**
- More likely to find fulfilling jobs on social media: **11% vs. 3%**
- Twice as likely to leave a job for more work-from-home flexibility: **27% vs. 13%**

Education: Higher-educated (college degree or more) job seekers have more job prospects, different priorities than their lower-educated (high school graduate or less) counterparts

- More likely to find it easier to find a job in the past year: **28% vs. 11%**
- Prioritize the importance of company culture in prospective jobs: **30% vs. 21%**
- More likely to research companies online in the application process: **42% vs. 29%**

*HHI = Household Income

Are Job Seekers Optimistic or Pessimistic About their Job Prospects?

The job landscape is shifting, but people remain optimistic.

Are you optimistic or pessimistic about finding a job that fits your skills/experience and/or pays well in the future?



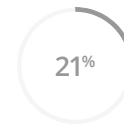
Optimistic

- Gender - **M: 49% F: 38%**
- Young people aged 18-29 are most optimistic (**56%**).
- Of all the regions, Midwesterners are least optimistic (**36%**).
- Married people (**48%**) are more optimistic than single people (**41%**).
- People who used social media to find their most recent job are more likely to be optimistic (**52%**).



Pessimistic

- Gender - **M:15% F:15%**
- The 30-39 age group is least pessimistic (**9%**).
- Those aged 40-54 and 55+ are most pessimistic (**both 21%**).



Neutral



Don't know / not sure





About The Study

On behalf of Jobvite, the polling company, Inc., conducted a nationwide online omnibus survey of 2,305 adults (aged 18+), of whom 1,386 were participants in the U.S. labor force. Participants were screened based on their employment situation and attitude toward future career opportunities. 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 February 5-8, 2016. 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 helps companies stay one step ahead of the competitive job market by helping them hire top talent easily, efficiently, and effectively. Our comprehensive and analytics-driven recruiting platform accelerates recruiting with an easy-to-use Applicant Tracking System (ATS), social recruiting capabilities, mobile-optimized branded career sites, a recruiting branding solution, on-demand video screening, advanced analytics, and seamless integration with HR systems.

Focused exclusively on recruiting software since 2006, with offices in San Mateo and London, Jobvite was the first to deliver social recruiting, native video interviewing, advanced scheduling, and CRM. Jobvite has thousands of customers including LinkedIn, Twitter, Schneider Electric, and Gamesys, and was named a leader in the "Forrester Wave for Talent Acquisition, Q3 2015." To learn more and request a free demo, visit www.jobvite.com or follow us on Twitter [@Jobvite](https://twitter.com/Jobvite).

CONNECT WITH US

www.jobvite.com

Call us at 844-JOBVITE

 www.facebook.com/jobvite

 www.twitter.com/jobvite

 www.linkedin.com/company/jobvite