

Job Seeker Expectations and Realities in 2023

Introduction

The job market is strong based on the total number of job openings and the historically low unemployment rate. And that's leaving job seekers to believe they are firmly in the driver's seat. So, what are candidate preferences, perceptions, and motivations when it comes to seeking new roles?

Take a Look at Job Seeker Data From the Q1 2023 Employ Quarterly Insights Report

U.S. workers are overwhelmingly satisfied with their current jobs:



73%

of workers say they are satisfied, compared to only 9% who are dissatisfied.



85%

Despite this, 85% are at least somewhat open to other job opportunities and 49% are very open to new opportunities.

Workers Who Are Actively Seeking New Job Opportunities Do So for the Following Reasons



52%

Career advancement



45%

Greater work flexibility/remote work opportunities



31%

Better company leadership



28%

Better company culture



22%

Ability to go into the office



21%

Change in location/geography



68%

of candidates expect their job search would take one to three months, and 41% would feel comfortable quitting their current role without having another job lined up.



51%

When it comes to the current labor market, more than half of all job seekers (51%) believe that finding a job is easy and 58% believe the current job market favors candidates.

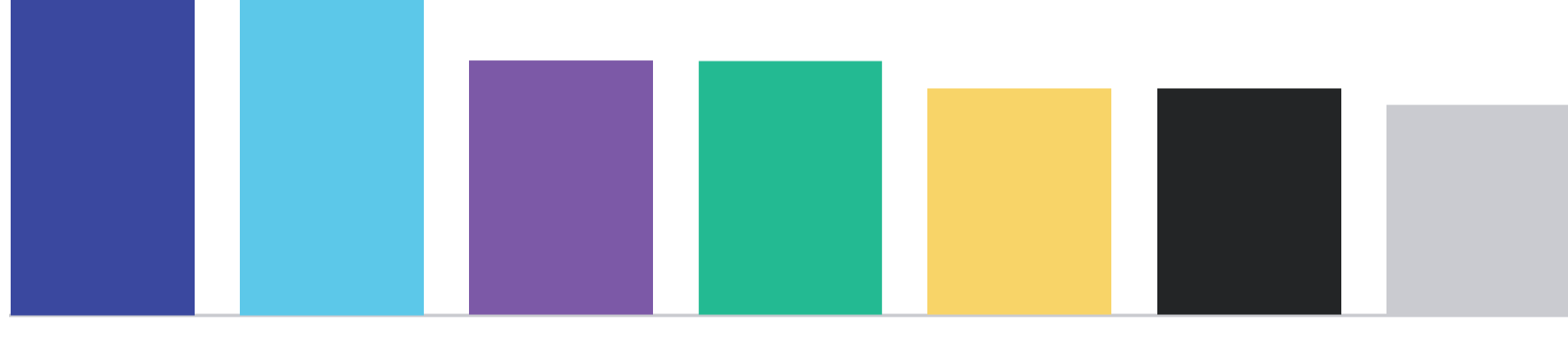


49%

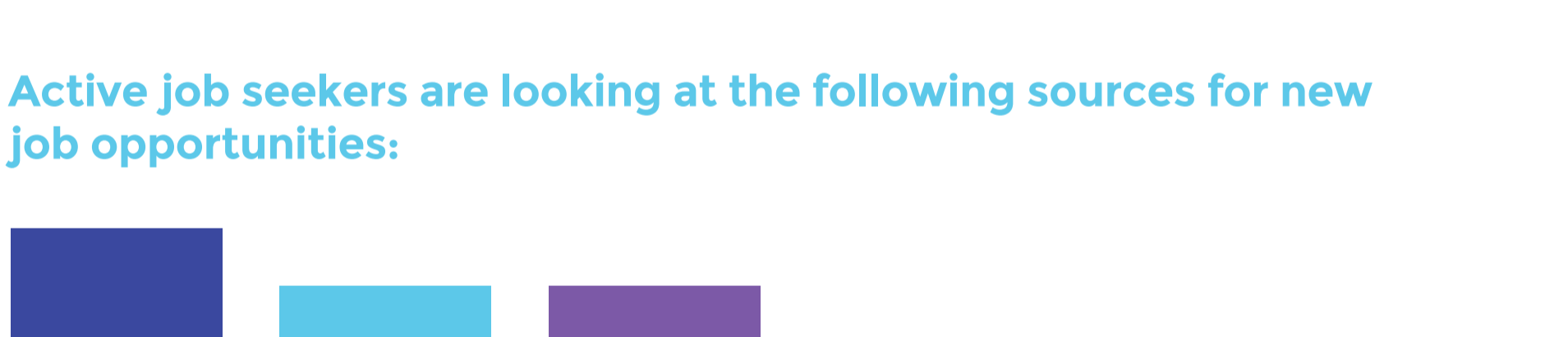
For the 49% of workers who are not actively looking for a job, half would consider applying for an open role if approached by a recruiter.

The Biggest Factors Motivating Workers to Start Looking for a New Job

Here are the top reasons candidates begin their job search:

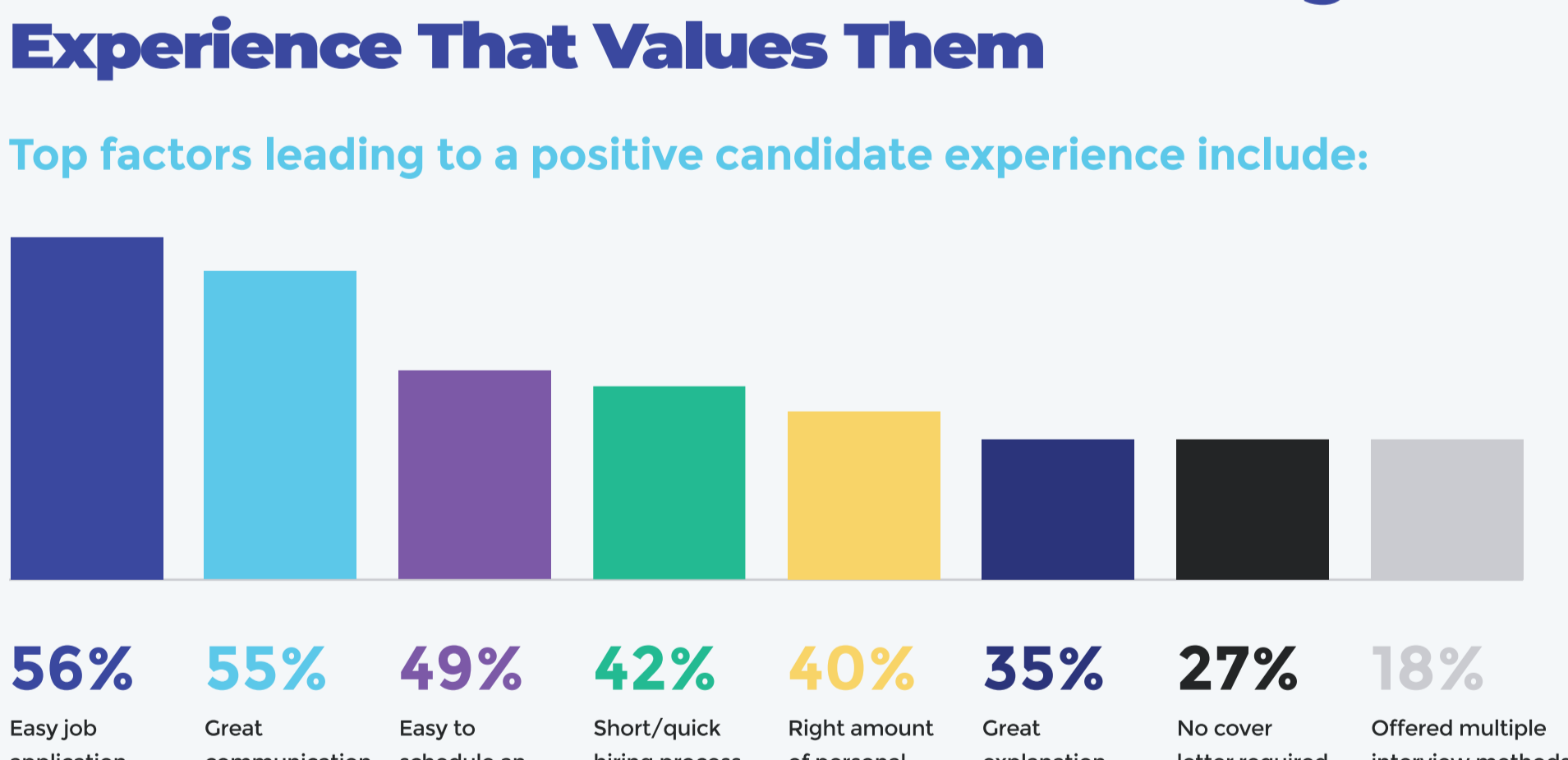


Active job seekers are looking at the following sources for new job opportunities:



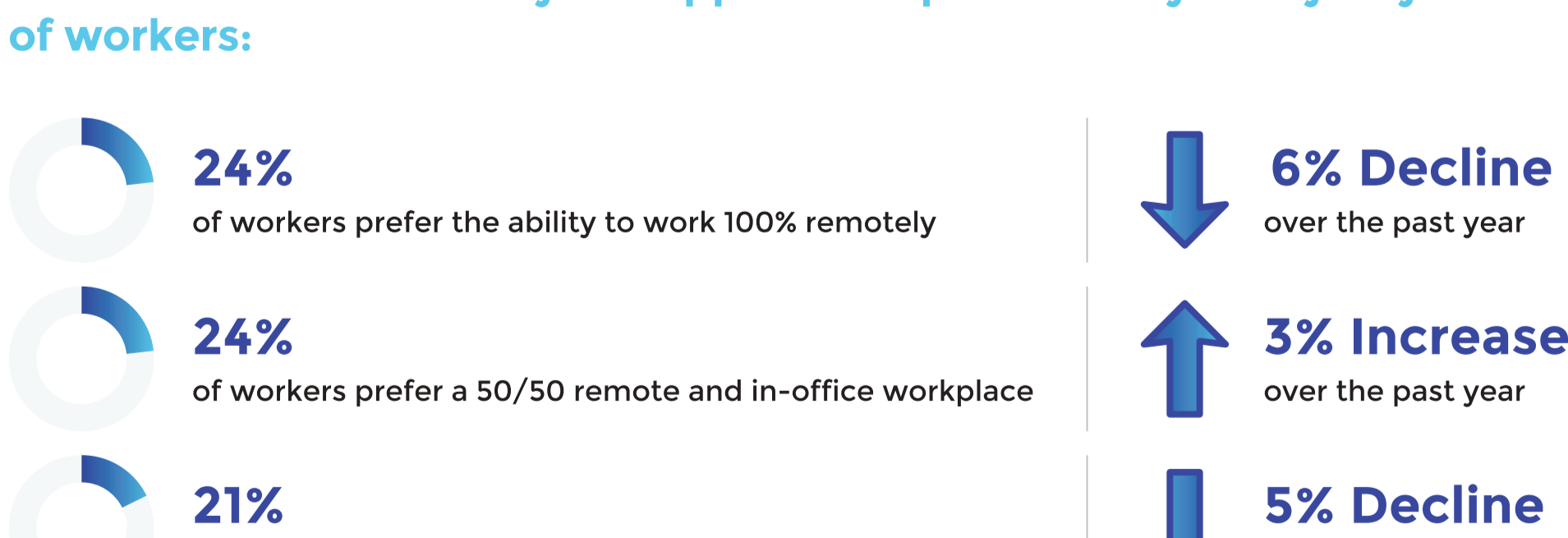
Candidates Want a Streamlined Hiring Experience That Values Them

Top factors leading to a positive candidate experience include:



Worker Preferences for Remote Work Are Steady

The latest data show a hybrid approach is preferred by a majority of workers:



Keep Focused on Candidates

By examining job seeker realities in the current labor market, you can better respond to and tackle the hiring challenges your organization faces. Remember to always keep candidates and job seekers central to your talent acquisition and recruiting strategies, so you can overcome short-term challenges and embrace long-term success in your business.

Get the full Q1 2023 Employ Quarterly Insights Report to learn more about employer and job seeker realities in the current job market:

