

# Experiences During the Job Search Process



## What's Motivating Workers to Look for New Jobs?

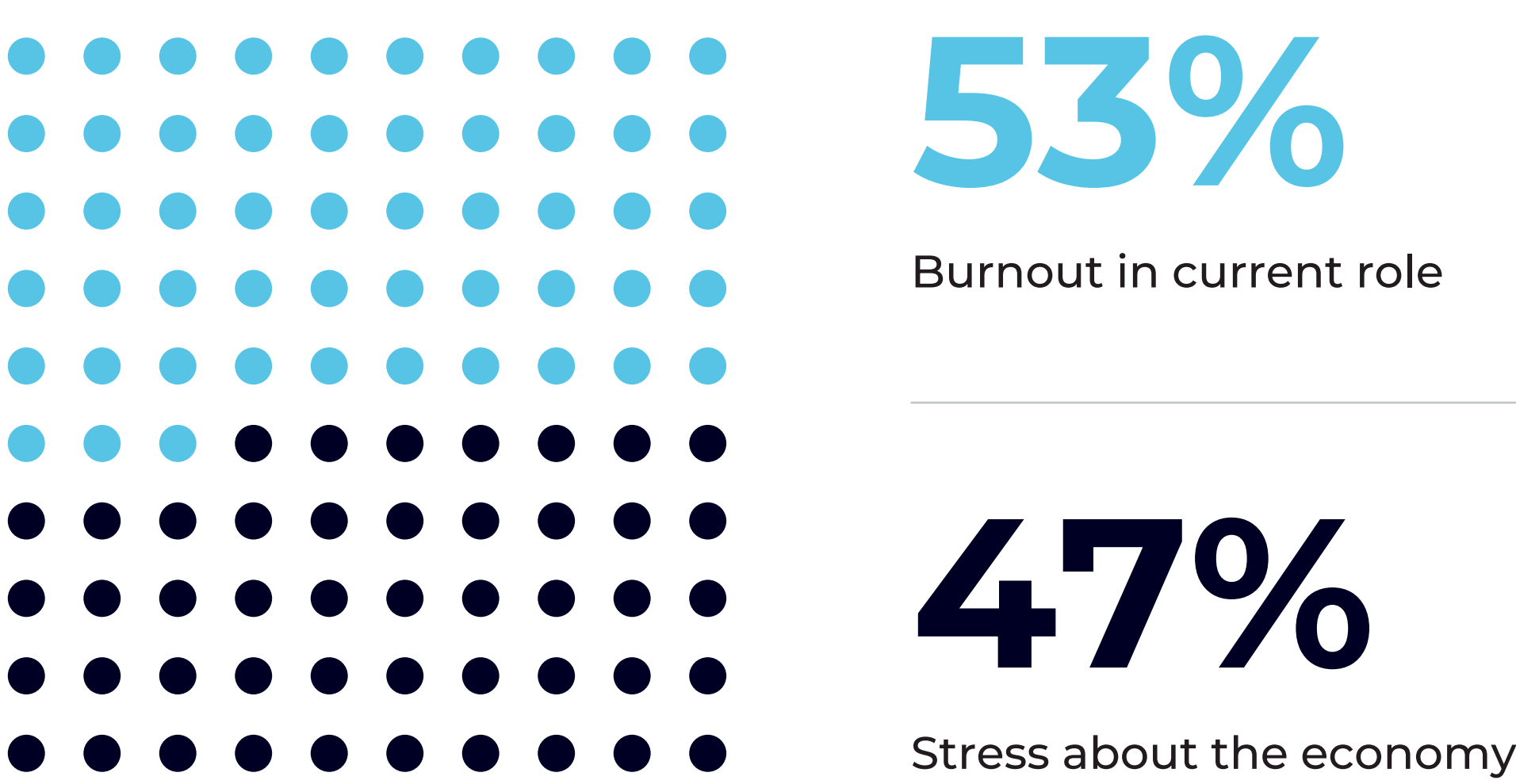
Understanding what candidates go through in the job search process is important if employers want to enhance and build a candidate-centric hiring process. For modern workers, their strongest motivation in looking for a new job is primarily driven by their own stress levels.

The 2024 Employ Job Seeker Nation Report provides employers insight into the experiences of job seekers during the job search process.

## Beginning the Job Hunt

For modern workers, burnout in their current role (53%) and stress about the economy (47%) are the biggest factors motivating them to start looking for a new job.

### Biggest Factors Motivating You to Start Looking for a New Job



Workers clearly understand the complexities of the labor market, but **their strongest motivation for looking for a new job is primarily driven by their own stress levels.**

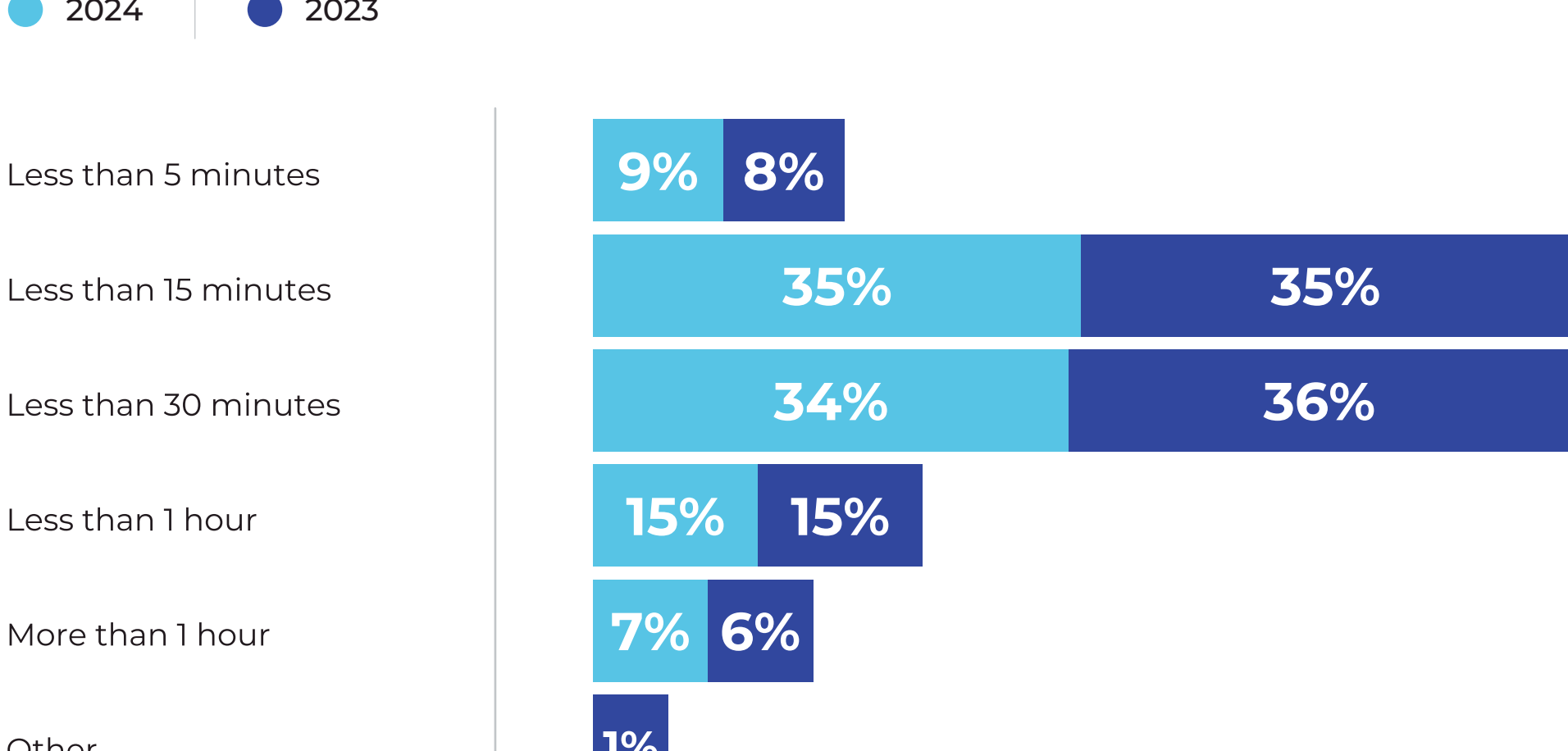
# What workers like least during the recruiting process:

- What job seekers like least about the job search process:**
  - Poor search results with too many irrelevant jobs: **49%**
  - Difficulty finding jobs that match their skills/expertise: **48%**
  - Getting SPAM emails: **43%**
  - Difficulty finding jobs in their field: **41%**
  - Length of time required to search: **34%**
- What job seekers like least about the job application process:**
  - Having to input the same information from the resume into the application: **65%**
  - Length of time required for each application: **56%**
  - Not hearing back from the employer at all: **52%**
  - Having to register to apply: **46%**
  - Receiving generic automated confirmation email: **42%**
  - Having to join the talent network to apply: **39%**
- What job seekers like least about the interview process:**
  - Having to go through multiple rounds of interviews: **64%**
  - Not hearing back from the employer after interviews are complete: **50%**
  - Not receiving feedback from an employer: **47%**

## Application Process Length

Speed is a cornerstone of hiring. What's more, workers expect this in today's modern hiring environment. In fact, more than three quarters (78%) of workers expect the job application process to take less than 30 minutes. Nearly one in 10 job seekers believe the application process should take less than five minutes.

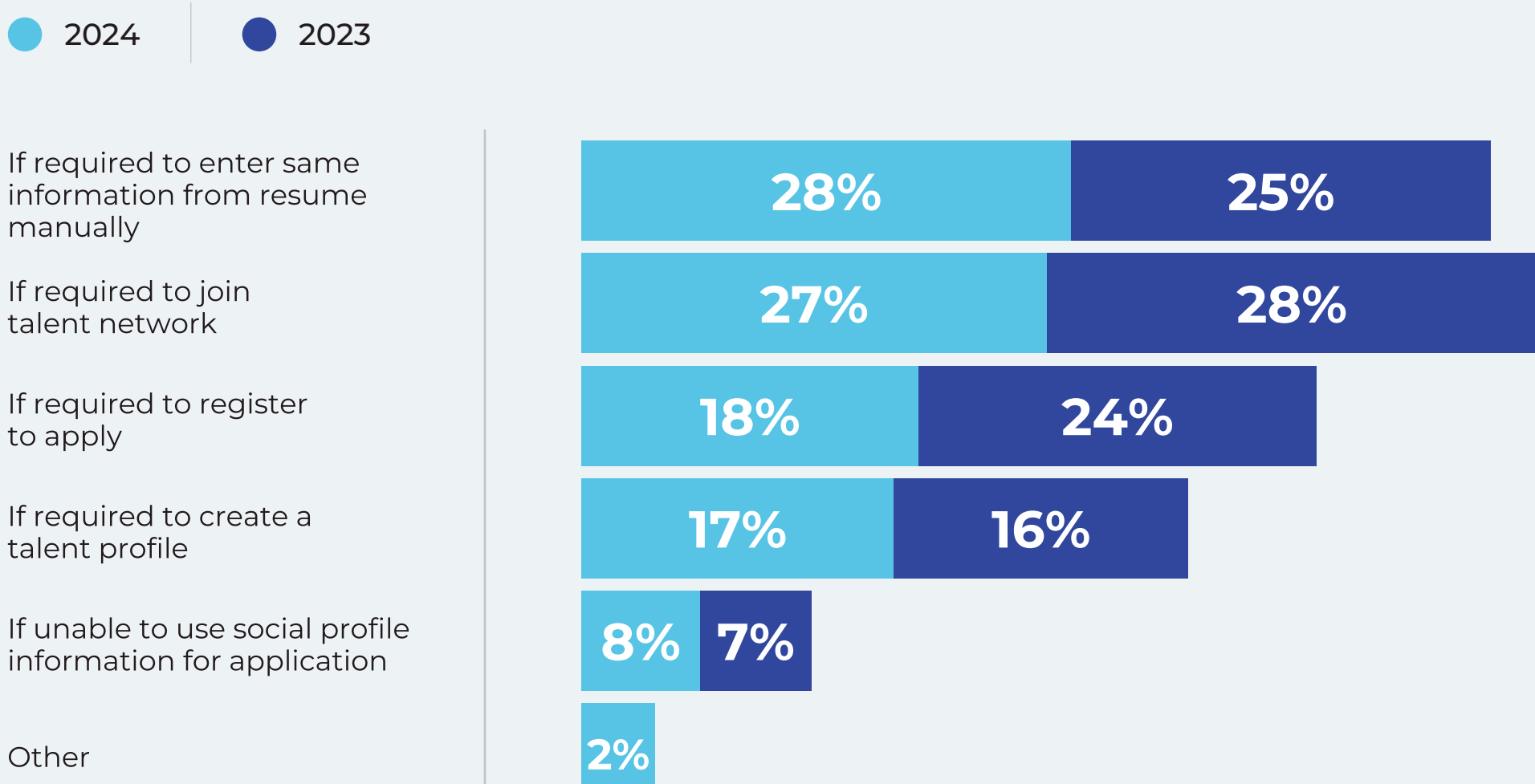
### How Long Do You Expect the Application Process to Take?



## Abandoning the Application

39% of job seekers would abandon an application if it takes too long. But at what point would this occur? It happens most often if candidates are required to enter the same information from their resume manually (28%), to join a talent network (27%), or if required to register to apply (18%).

### At What Point Would You Abandon An Application?



## Apply New Job Seeker Insights to Your Recruiting Function

Whether it's lack of transparency, a slow process, or outdated technologies, employers should identify areas to bolster the candidate experience and connect with quality talent to drive their business forward.

Go deeper into this data. Download the 2024 Employ Job Seeker Nation Report to learn how you can optimize your recruiting function informed by the reality of job seekers right now.

Download the Report

