

NOW JOB SEARCH BEHAVIOR IS SHIFTING

We surveyed job seekers to see how they're searching for jobs now as compared to how they were searching for jobs in the beginning of the year—until things came to a halt in mid-March 2020. This time period will be referred to as "Then". We then surveyed job seekers at the end of May 2020 to understand how behavior had changed from mid-March until the end of May. This time period doesn't have a fun name, simply "Mid-March to end of May". And finally, we surveyed job seekers at the end of July 2020 to see if job search behavior shifted again. This time period (June and July) will be referred to as "Now".

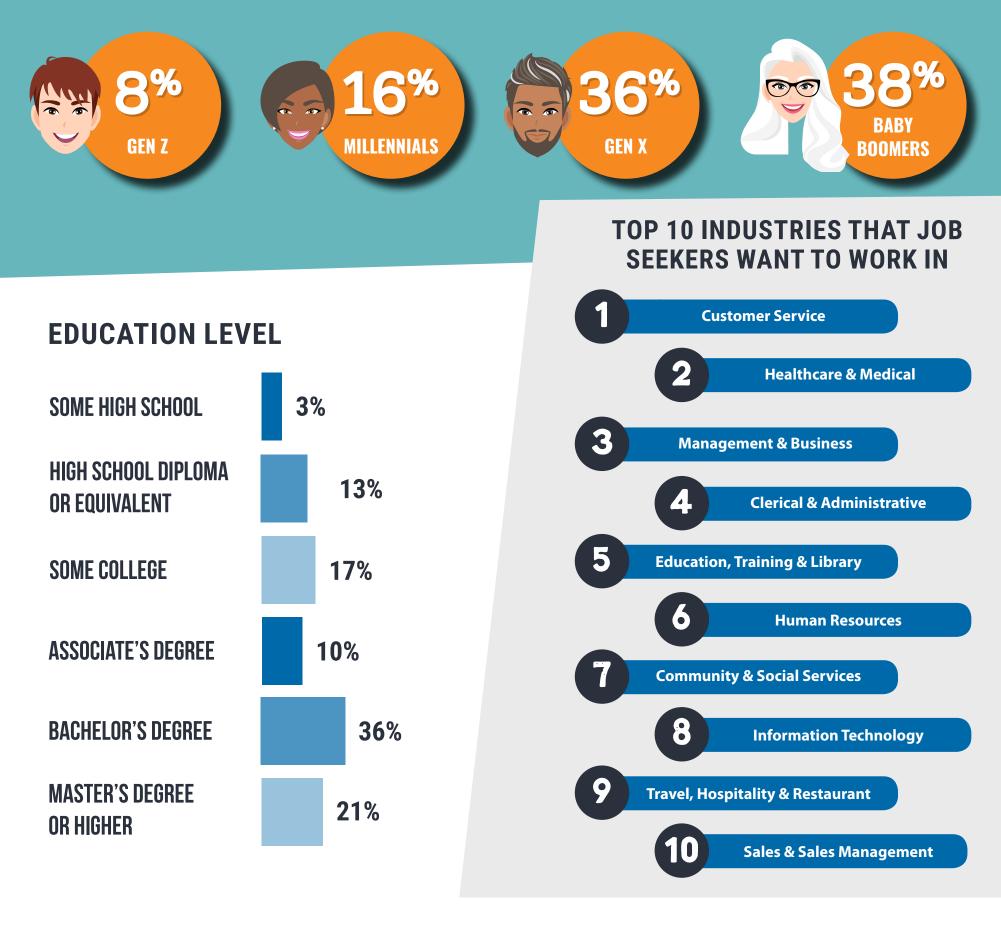
JULY 2020

Then is before the shutdown in mid-March

Behavior from Mid-March until the end of May Now represents behavior since the end of May

CANDIDATE BREAKDOWNS

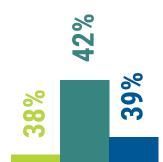
GENERATION



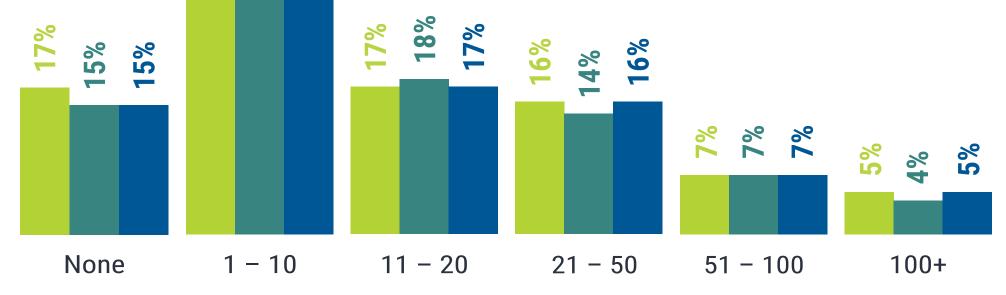
WHAT JOB SEEKERS ARE CURRENTLY LOOKING FOR Half of job seekers said they are looking for remote opportunities. 84% **FULL TIME WORK** 30% **PART TIME WORK GIG WORK** 7% THE MOST IMPORTANT THING TO JOB SEEKERS **Mid-March to end of May** Then 4 4 2 Flexibility **Job Security** Healthy/Safe Salary **Job Security** Salary Work Environment Ľ \mathcal{O} Healthy/Safe **Benefits Benefits** Continuing Flexibility Continuing Work Environment **Education Education** Now 2 Health and safety have become more important to candidates in the last few months. Consider including messaging about your **Job Security** Salary Healthy/Safe organization's health and safety Work Environment measures in your job postings. Flexibility **Benefits** Continuing **Education**

JOB SEARCH BEHAVIOR

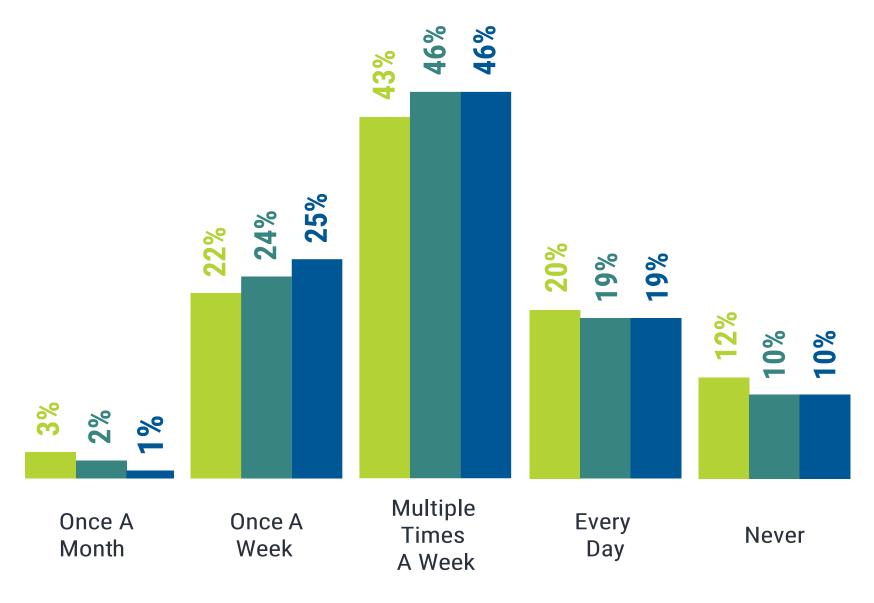
Job seekers have told us that the number of jobs they're applying to hasn't changed much since before mid-March and now, but the number of job interviews are starting to increase.



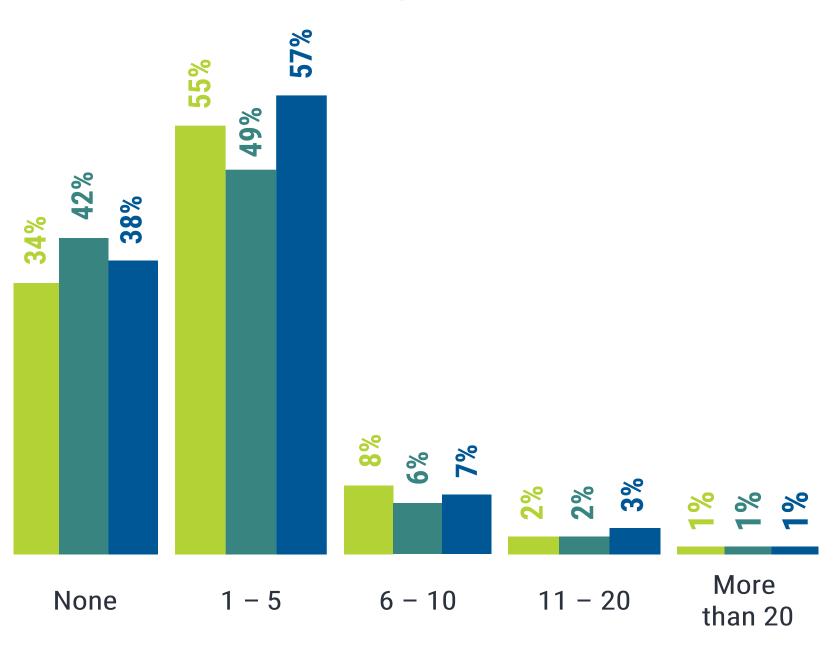
Number of jobs applied to



How frequently job seekers apply to jobs



Number of job interviews



CANDIDATE CONFIDENCE

The right job feels out of reach at the moment for close to **76%** of job seekers, as opposed to **59%** who were skeptical in the beginning of the year.



9 out of 10 job seekers said they believe it will be harder to find a job in 2020

ARE WORKERS WHO WERE LAID-OFF OR FURLOUGHED SEARCHING FOR JOBS?

Of the 28%:

28%

of job seekers said they were recently laid off or furloughed.

33%

said they were laid off or

furloughed prior to mid-March

while close to 67%

> said they were laid off or furloughed since mid-March

36%

of those who were laid off since mid-March are passively looking for work

1/4

of those laid off since mid-March believe companies aren't willing to spend money at the moment on new hires and **43%** blame a weak economy for a challenging job search experience

TOP FIVE INDUSTRIES

That Experienced Lay-offs from Mid-March to end of May



	since the end of May
	Travel, Hospitality & Restaurant
2	Healthcare & Medical
3	Information Technology
	Accounting & Finance
5	Clerical & Administrative

TOP FIVE INDUSTRIES

That Experienced Lay-offs



Source: A Nexxt survey of 2,859 job seekers from May 19,2020 to May 26,2020. A Nexxt survey of 2,665 job seekers from July 29, 2020 to August 6, 2020. Follow us on Twitter **@NexxtHR**