

# HOW CANDIDATES SEE THE 2021 JOB MARKET



For the last year, there has been a great deal of uncertainty in the job market due to coronavirus and its effects. As vaccines are now being administered, some things are becoming more easily predictable and business leadership can move forward with some confidence.

As you consider adding headcount, you will want to take many factors into consideration, including the general attitude of candidates regarding the job market. This will tell you where you are likely to find your ideal hire, and perhaps how to best bring them on board.

We have conducted a survey of our candidate pool and have gathered the following insights:

## HOW CANDIDATES SEE THE MARKET

The perception of the current job market is split more or less in half.



74% of candidates say their outlook for the future is positive.



Candidates' views of the general economy reflect their views of the job market:



However, they have a more optimistic view of the future:



## HOW CANDIDATES SEE THEMSELVES



78% of respondents say they're more confident in their skills development than they have been in the past



50% of respondents say their work-life balance is improving.



35% say it's the same



59% of candidates say they are confident that their compensation level is improving, which is 10 percentage points lower than last year's respondents



67% of people think it will take less than 3 months to find a new job

## WHAT ARE APPLICANTS PRIMARILY SEARCHING FOR?



35% of applicants are looking for higher salary.



30% are looking for a different company culture.



35% are looking to develop new skills.



23% are seeking better work-life balance.

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## ▶ HOW LONG HAVE THEY BEEN SEARCHING?



OF APPLICANTS HAVE BEEN SEARCHING FOR UP TO 3 MONTHS.



HAVE BEEN SEARCHING FOR UNDER A MONTH.



OF APPLICANTS HAVE BEEN SEARCHING FOR OVER A YEAR.

## ▶ HOW DO THEY FEEL ABOUT THEIR CURRENT JOB?



27%

of applicants surveyed were permanently employed.



62%

are satisfied with current working conditions.



39%

are satisfied with their current salary.



46%

are satisfied with job security.



43%

are dissatisfied with opportunities for promotion.

If you want to learn more, or are interested in collaborating with a recruitment specialist on your next search, **please reach out to Michael Page today.**