

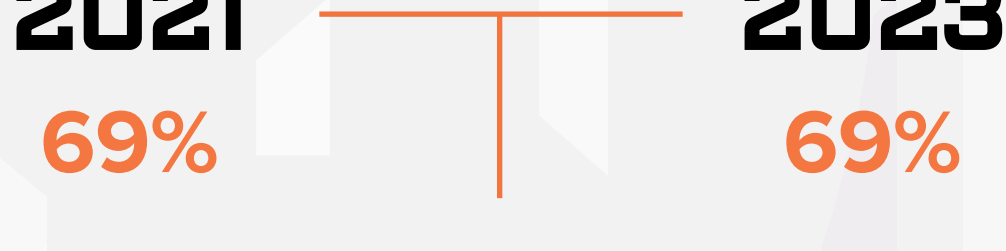
# TOP JOB SEARCH TRENDS

The Ins and Outs of What Job Seekers Are Looking For

## 2021 vs 2023

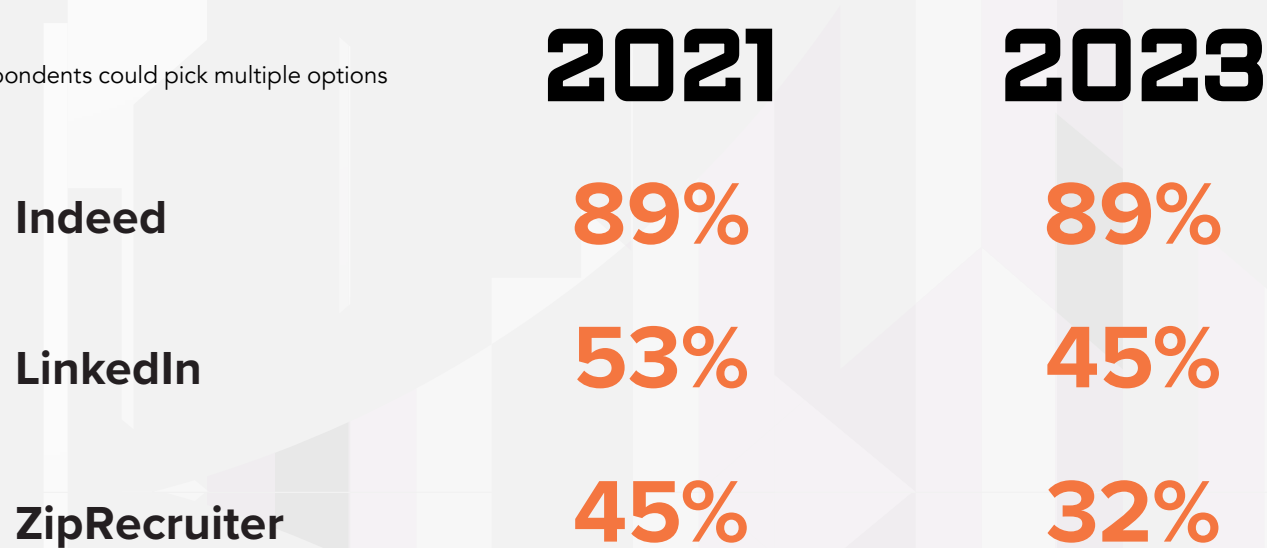
Is it still worth it to put your positions on multiple boards? And what platforms are job seekers using most? Here's what we are seeing from the last few years.

Number of respondents who use 2-5 job boards:

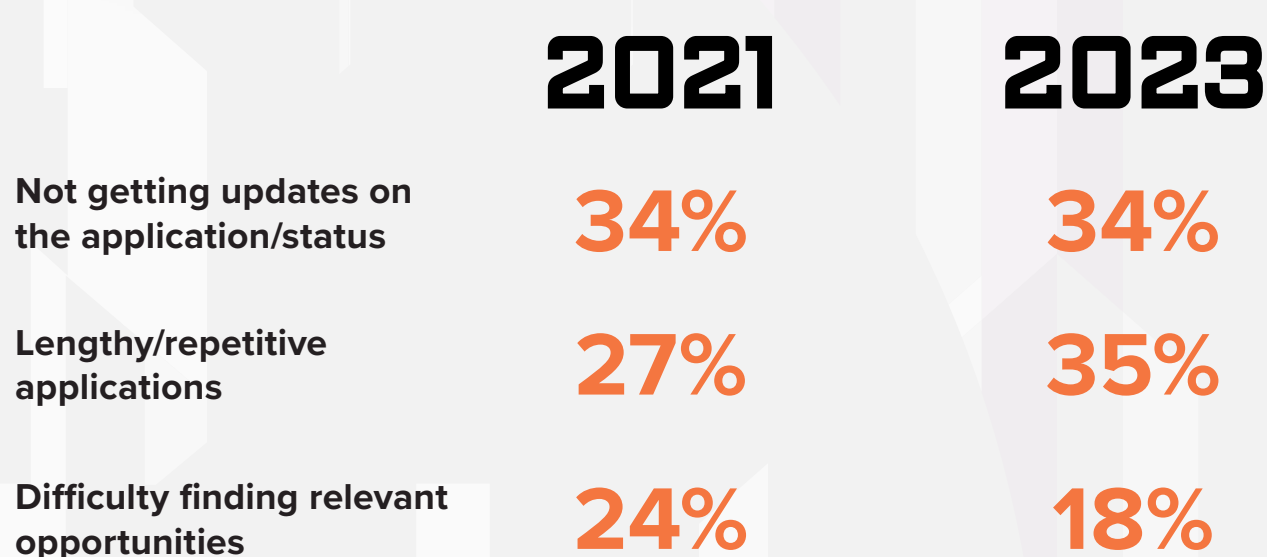


What job boards do candidates use time and time again? The leader of the pack is staying strong with these numbers. How does that compare with your current postings?

\*Respondents could pick multiple options

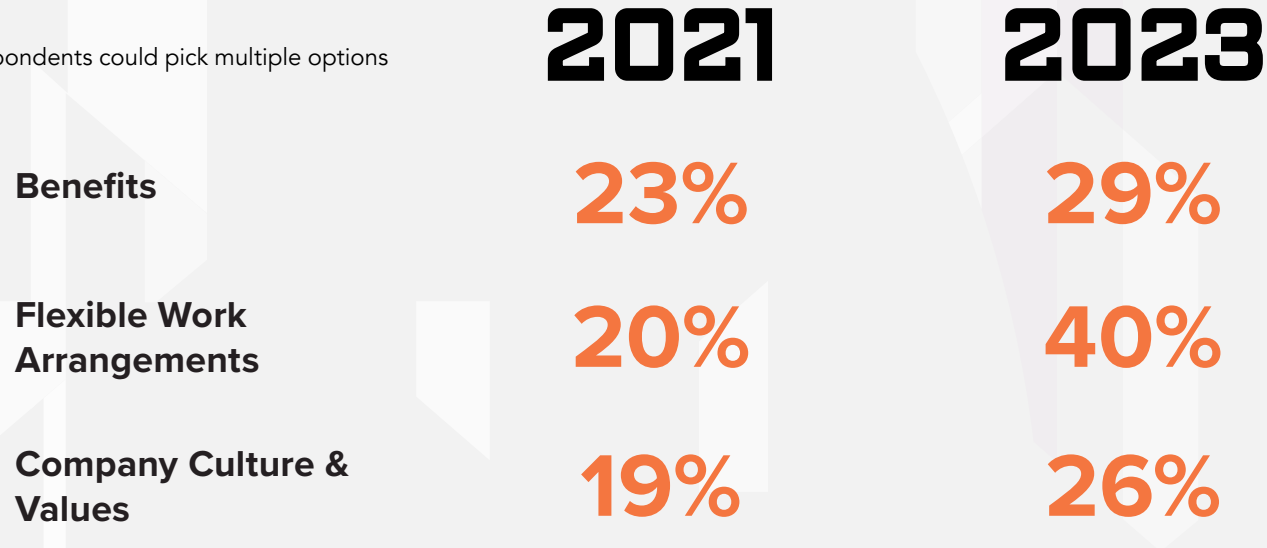


What do candidates find most frustrating about the job search process? With the growing complaint of long applications, is this an opportunity for improvement for your business?



Outside of salary, what elements carry the most weight when accepting a job?

\*Respondents could pick multiple options

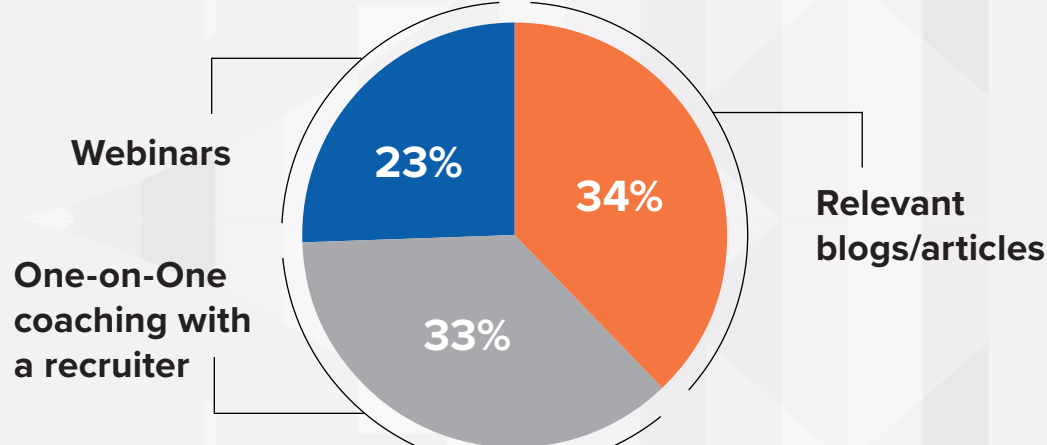


The increase in remote work may not come as a surprise, but the rising expectation for flexible work arrangements is growing – does your business have a way to accommodate for this growing trend?

## 2023 TRENDS

### What's Top of Mind for Hudson Valley Professionals Today?

What are the top three resources job seekers would like to see more of?

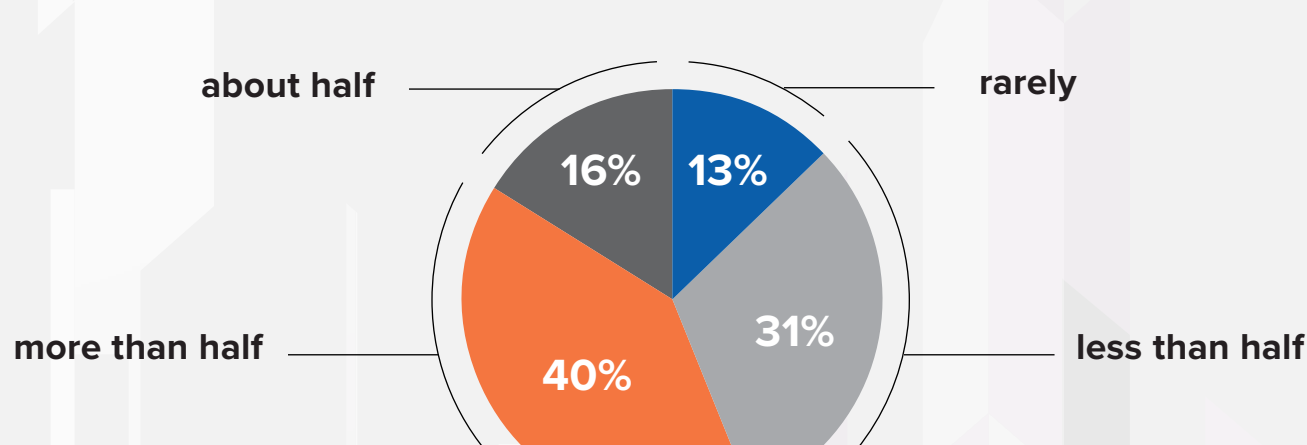


We thought it best if you heard directly from some Hudson Valley Professionals. Here's specific feedback that might provide food for thought:

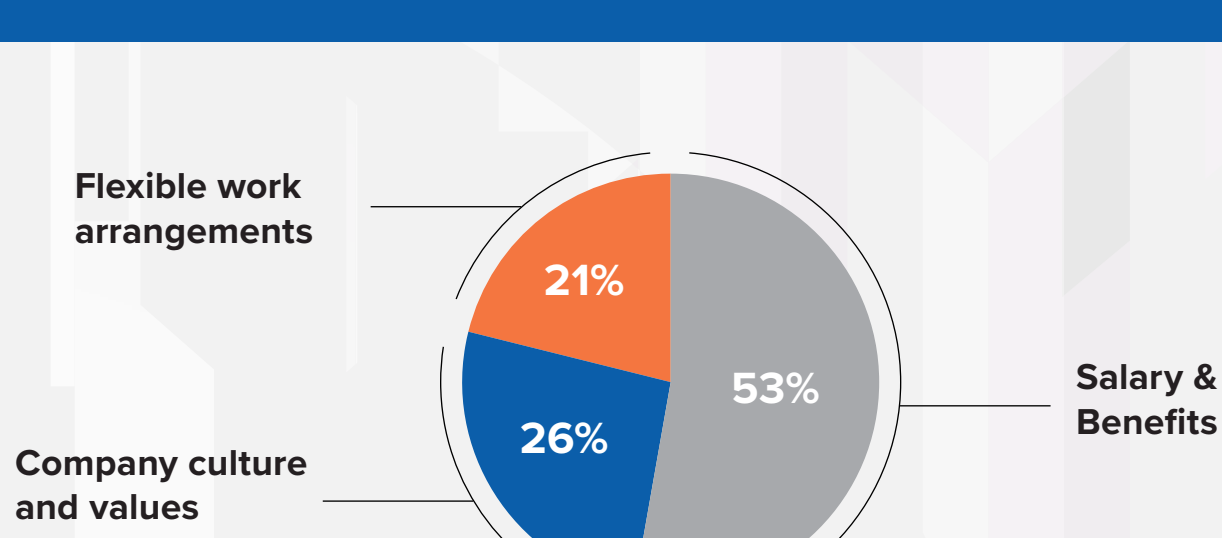
- “Accurate salary ranges and clearer benefit information.”
- “Reviews from current and former employees and the turnover rates for the past 12 months.”
- “Applications more connected with actual employers so that when someone applies, they will get a real response instead of waiting for an answer that never come.”
- “I need a recruiter to find a specific environment for me to work in.”
- “An agency who actively looks for you.”

Ethan Allen works with candidates to find these answers on a consistent basis. If you have further thoughts or questions on how to tackle these areas for your business, our team has the experience to help.

What % of the time do candidates feel they are being presented with relevant positions (during the job search)?



What factors keep candidates at a job?



It's worth noting that the factors that retain employees (as seen in this last question) are not always directly parallel with the initial reasons a candidate accepts a role.

Overall, this high-level overview gives a snapshot of what the understandings of Hudson Valley are using for their job search and helps you further understand what they value most for their next career move.