

A CareerAddict® Study

Job Search:

# The Shift in Worker Expectations Post-Pandemic

September 2022

Key findings from a survey conducted by CareerAddict.com

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# Introduction

The process of searching for a new job can be both exhilarating and daunting. In today's global economy, there are countless job opportunities spanning across several industries around the world. However, this does not come without its challenges, as jobseekers must face a highly competitive job market. To do so successfully, they must be equipped with the right knowledge and tools that will allow them to get ahead of the competition. An impressive résumé, a formidable online presence and a shining list of references are just a few elements that can catch a hiring manager's attention.

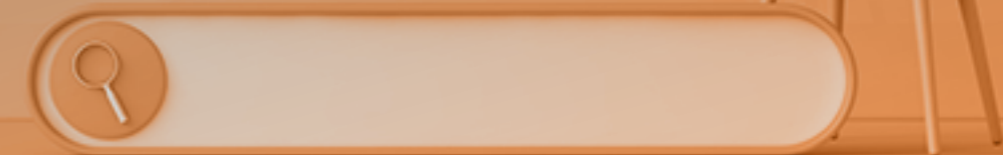
However, despite the extensive vetting that most jobseekers must undergo, the job market is undergoing significant changes. Indeed, it seems that the tables are turning; companies and employers are currently experiencing the ripples of the Great Resignation, a term coined by Anthony Klotz, an organizational psychologist and associate professor in management, as employees are leaving their jobs en masse in pursuit of better opportunities. This ongoing phenomenon has sparked a worldwide dialog about the main causes behind this exponentially high quit rate, with fair pay, advancement opportunities and employee recognition being the most dominant factors leading employees to seek jobs elsewhere. As a result, employers are being forced to reconsider what they have to offer to

their staff. If they want to attract new talent but also retain their current workforce, change is inevitable.

Of course, we cannot dismiss COVID-19 and its impact on the global workforce, either. With the pandemic in full force, many had to find new job opportunities, but also reevaluate their needs as employees.

In this study, our aim is to better understand the motivations and expectations of jobseekers but also uncover the latest job search trends and how COVID-19 has impacted jobseeker behaviors.

With the pandemic in full force, many had to find new job opportunities, but also reevaluate their needs as employees.



# Key Takeaways

## Our Findings in a Snapshot

**74%**

said **good pay** is the most important factor when looking for a new job

**60%**

said a **healthy work environment** is an important job search factor

**1 in 2**

jobseekers apply to new jobs **directly via company websites**

**41%**

said COVID-19 **did not affect their job search**

**1 in 5**

people said COVID-19 **held them back** from searching for a new job

**39%**

said COVID-19 **forced them to become more flexible** with their job search

**71%**

agreed that COVID-19 **changed the role they were looking for**

**61%**

said the **opportunity to work remotely** was not a job search factor for them

**Only 18%**

said **corporate social responsibility** is a job search factor



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## 1

# Motivators for Jobseekers

We all have a checklist when searching for a new job. From healthcare benefits to managerial duties, these are prerequisites that help us determine if a potential career opportunity aligns with our professional goals and needs. While each person has their own set of requirements from a new job, certain job search motivators are undisputable across all types of jobseekers.

# What Do Jobseekers Want?

When considering survey participants' responses when asked about their most important job search factors, perhaps it's unsurprising that good pay ranked first. Indeed, 74% of participants agreed that fair compensation is a key motivator for their job search.

A healthy work environment ranked second, with 60% saying that it plays a key role when looking for new employment opportunities. This was followed by progression opportunities (58%) and a flexible work schedule (55%).

From these results, we can better understand jobseekers' expectations. A satisfactory salary, an enjoyable workplace, the ability to progress within a role, and schedule flexibility are reasonable demands. However, the question remains: are employers meeting these expectations? According to the findings of a Pew Research Center survey, many companies are failing to do so.

Indeed, the survey found that low pay, a lack of advancement opportunities and feeling disrespected at work were among the top reasons that lead employees to quit their jobs in 2021. Lack of flexibility in regards to choosing work hours was also among the top five reasons in this survey, after childcare issues. The majority of those who quit indicated that they saw improvements in their new jobs, as they were able to find opportunities that satisfied those needs.

When comparing our own findings to the above survey, we were able to establish that the expectations of jobseekers and employees alike are consistent and still prevalent today.



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Prior to the pandemic, a **healthy work environment** wasn't much of a consideration for most workers. Fast forward to 2022, it's become an **incredibly important factor** as the impact and uncertainty of health and safety measures still linger **on the minds of most jobseekers.**



**Christopher Thoma**

Head of Media & Marketing

# Most Influential Job Search Factors

## Healthy Work Environment vs Mental Health Policies

A healthy work environment encompasses several elements, including good company culture, friendly coworkers, effective management, safe working conditions and work-life balance.

For most jobseekers, this is a crucial factor, with 60% of participants confirming this in our survey.

An interesting contrast to this finding, however, was that 62% of participants said mental health policies were not a job search factor for them. This was quite surprising, considering the extreme burnout and mental health challenges that today's workforce is facing. In fact, the American Psychological Association found that burnout and stress are at all-time highs across all professions in 2022, while the Fourth Annual Workforce Attitudes Toward Mental Health by Headspace Health found that 83% of CEOs and 70% of employees report missing at least one day of work due to stress, burnout and mental health challenges.

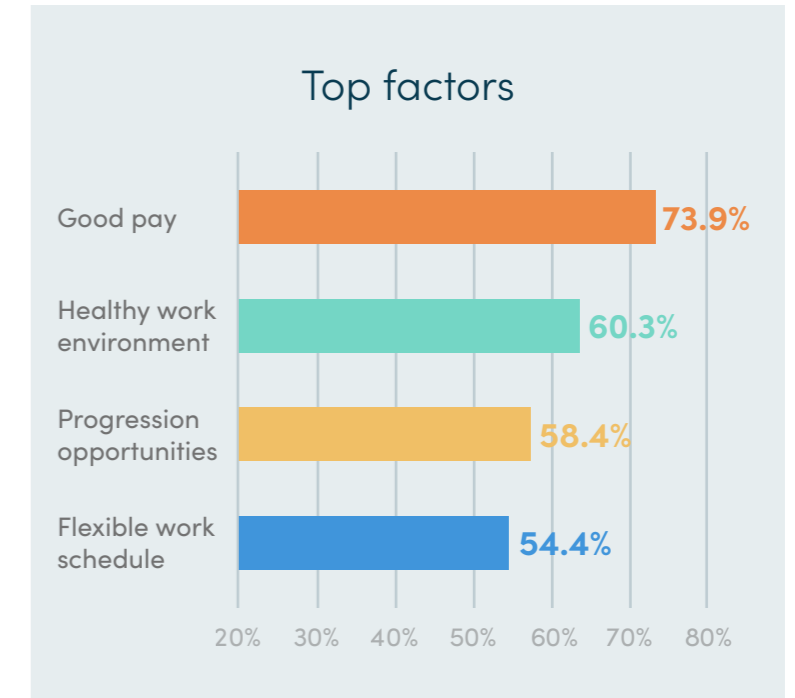
While numerous companies have taken the initiative to address these concerning figures, and despite the severe effects of this mental health crisis, it seems that jobseekers do not deem mental health policies as a priority when looking for new opportunities.

## Is Remote Work Still Desirable Post-COVID-19?

Despite the negative impact of the pandemic on the global workforce, remote work was perhaps one of the few benefits that emerged during these turbulent times. Employees suddenly had the chance to work from the comfort of their homes, skip long commutes, save on transportation costs and avoid dreaded office politics. Indeed, remote working quickly became the silver lining in the uncertainty brought on by COVID-19.

Even today, as we enter a post-pandemic era and as companies are ushering their staff to return to the office, only 1 in 3 employees said they want to go back, according to a survey by the Future Forum by Slack conducted in October 2021.

When looking at our survey results, however, 61% of respondents said that the opportunity to work remotely was not an important factor for them when looking for a job. The only age group which indicated this to be an important factor were employees aged between 55 and 64, with 59% saying remote work opportunities play a role in their job search. What is perhaps even more surprising is that younger age groups (18 or younger, 19-24 and 25-34) also did not consider remote work to be a motivator (67%, 57% and 71%, respectively).



## Driving Factors Across Different Demographics

### Age

When looking at job search motivators across different age groups, good pay remained the top motivator across all, with the exception of people aged 65+, 83% of which indicated a flexible work schedule as the most important factor. Good pay, mental health policies, an interesting job description, the opportunity to work remotely, and a healthy work environment came in a five-way tie, with 67% of respondents in this age group indicating these to be important factors for their job search. Interestingly, we saw a sharp contrast from the 55–64 age group, as mental health policies were the least important factor, with 88% saying it is not a consideration when job searching. What was also surprising was that the 25–34 age group was the second group stating that mental health policies are not a significant factor in their job search (68%).

Other than good pay, a healthy work environment was the second most common factor among all age groups. A healthy work environment and flexible work schedule ranked second and third, respectively, for the 18 or younger, 19–24 and 55–64 age groups. Meanwhile, progression opportunities ranked second for people between the ages of 25 and 34, and 35 and 44, followed by a healthy work environment.

### Employment Level

Good pay remained the most important job search motivator (74%) for people across all employment levels.

Other factors that made the top three for each group spanned from a healthy work environment to progression opportunities to benefits. Senior-level professionals were the only group that did not rank a healthy work environment in its top three factors.

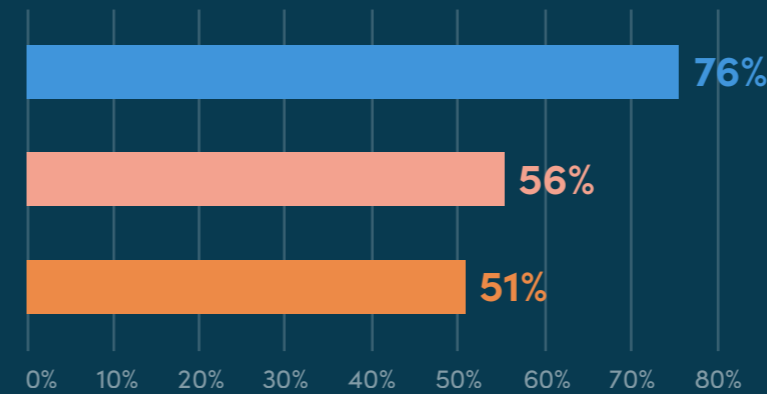
### Employment Status

Overall, good pay was the most important motivator (78%), while a healthy work environment (60%) and progression opportunities (58%) ranked second and third, respectively. When considering survey takers' employment status, we found that participants in full-time roles prioritize good pay (71%), progression opportunities (69%) and benefits (64%). Interestingly, 63% of people who work full time said that interesting job descriptions were not a job search factor for them. Meanwhile, for self-employed participants, interesting job descriptions ranked third, with 48% saying they consider them an important factor. Part-time workers said a flexible work schedule is the most important factor (76%), followed by a healthy work environment (64%) and good pay (60%). Unemployed participants, meanwhile, said progression opportunities (65%) and a healthy work environment (54%) were important factors.

## Employment Level

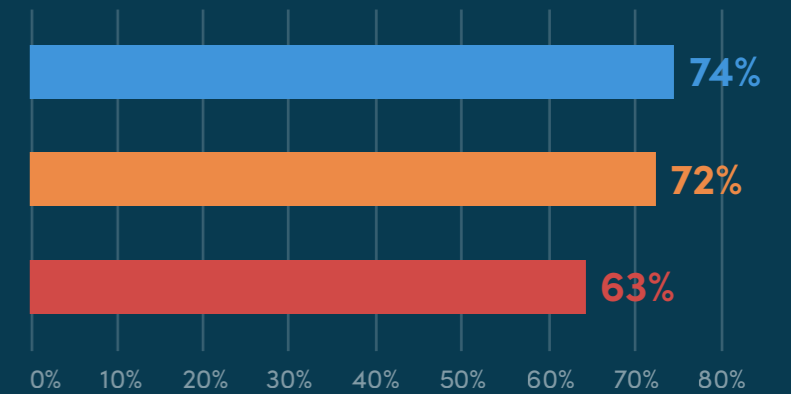
### Graduate

Top factors



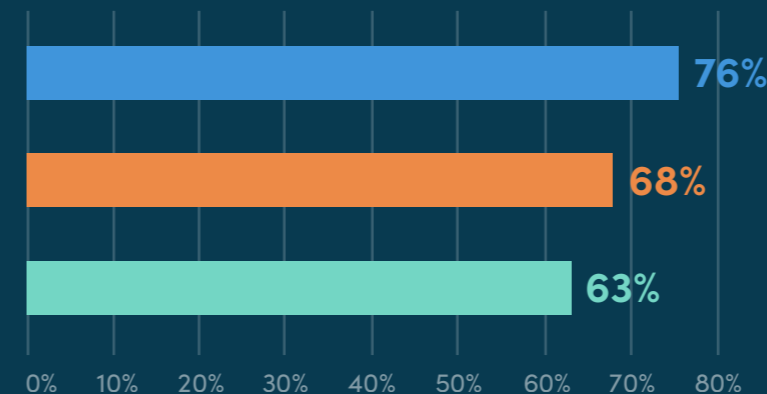
### Entry Level

Top factors



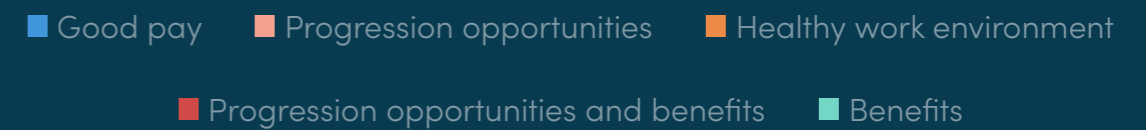
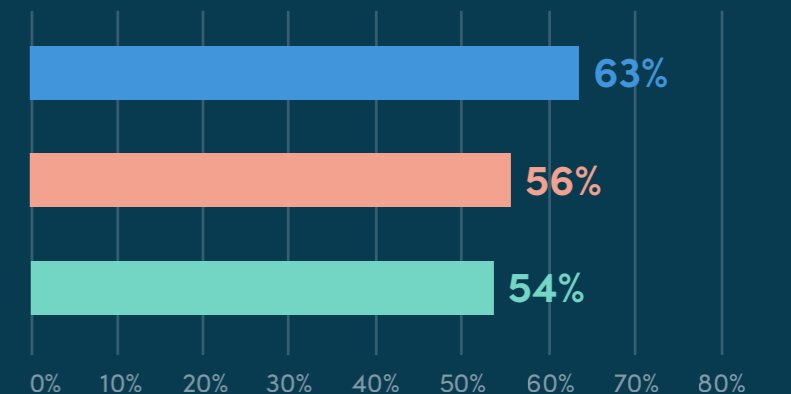
### Mid-Career

Top factors



### Senior Level

Top factors





# 2

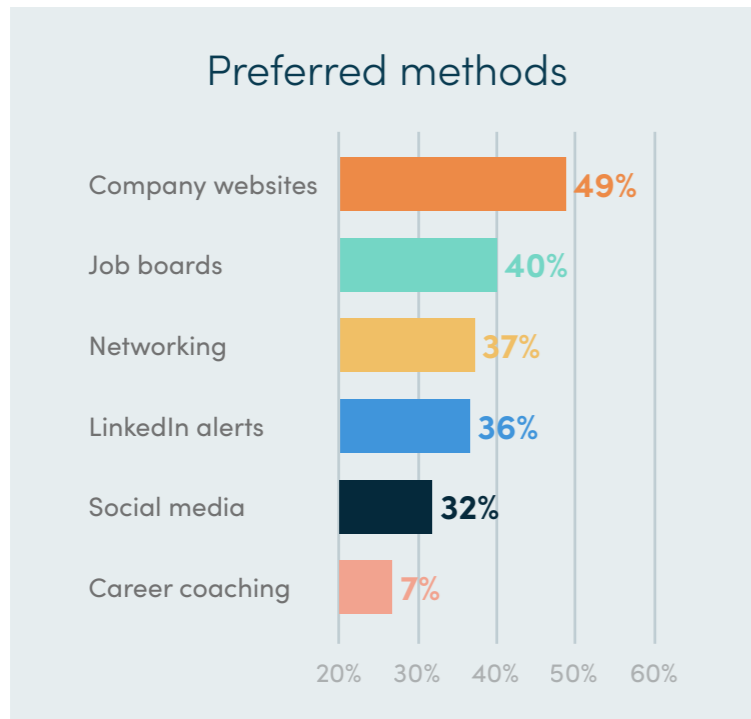
## Job Search Methods

The ways in which we search for jobs are constantly evolving. Long gone are the days of newspaper job ads. Nowadays, job hunting has primarily moved online as companies share new opportunities through a range of media channels, including job boards, social platforms and their own websites. But how do jobseekers usually look for new roles? Their preferences and behaviors can tell employers a lot about how they should be approaching new talent.

## Most Popular Methods

There are numerous ways to apply for a job, especially since most companies advertise a single position across multiple channels. Our survey participants, however, indicated that they prefer to go straight to the source when it comes to job searching – nearly half of them apply directly via company websites when it's time to look for new opportunities. Job boards were the second most popular job search method, followed by networking and LinkedIn Alerts.

While Facebook groups and social media ranked second to last, at 32%, this is still quite a considerable percentage that is bound to increase in the next few years as younger generations enter the job market.



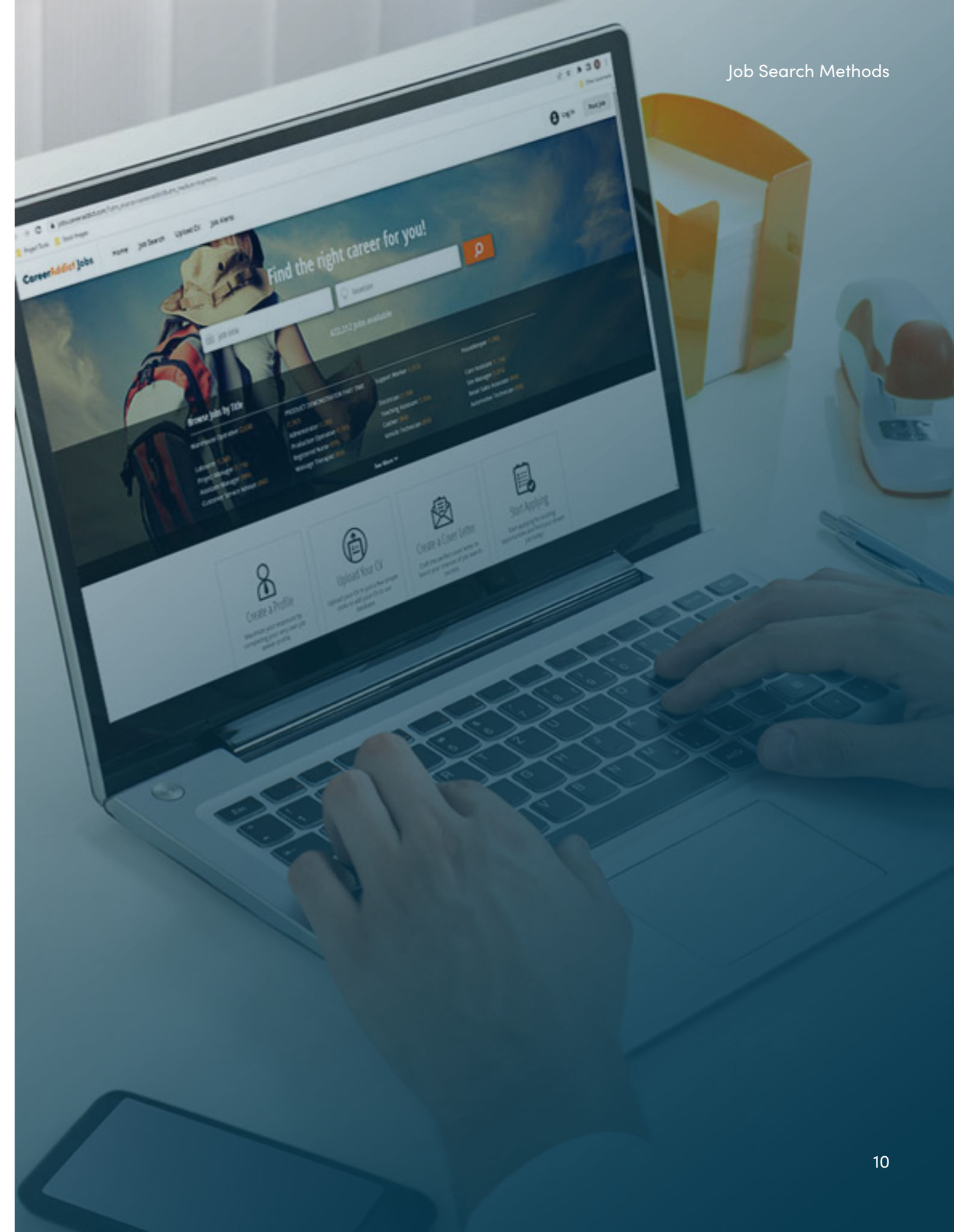
## Methods by Age Group

Applying directly via company websites was the top method across all age groups.

Jobseekers aged between 19 and 24 were also the most likely to use social media and Facebook groups (43%), while the 45–54 age group was the least likely to use this method (18%). This is quite on-brand for the younger generation, as over 74% of Gen Z respondents said they spend their free time online in a study by IBM. It is no wonder, then, that most of them also employ social media platforms for their job search.

People between the ages of 55 and 64 were the most likely to use networking as a job search method at 59%, and jobseekers aged 18 or below the least likely group to utilize networking at 31%. It appears that as one progresses through their career and establishes themselves within an industry, they are more likely to utilize their professional contacts to secure new job roles.

Meanwhile, the older a group, the more likely they were to depend on job boards: 18 or younger (33%), 19–24 (33%), 25–34 (35%), 35–44 (48%), 45–54 (64%), and 55–64 (65%). Interestingly, younger jobseekers are relying less on conventional online job search tools. When combined, 66% of people between the ages of 18 (or younger) and 34 said they do not use job boards to search for work opportunities. This is quite an interesting observation, as younger job candidates seem to rely more on other platforms, including social media, to find career opportunities.



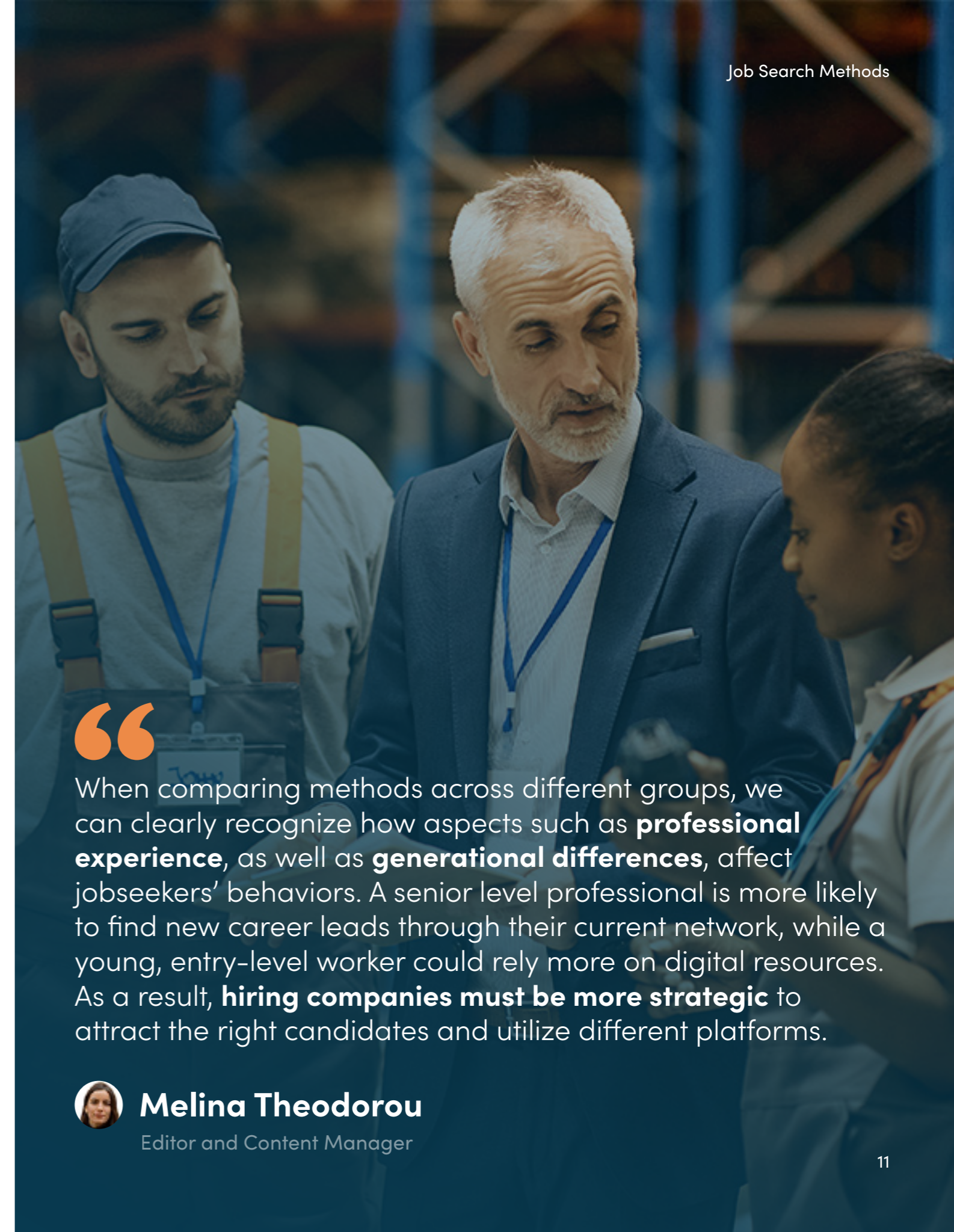
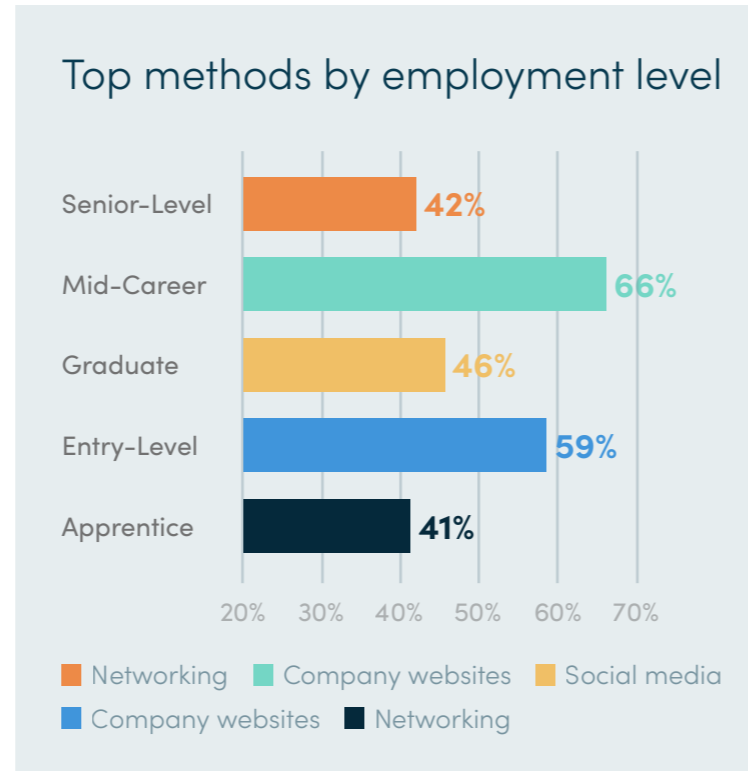
## Methods by Employment Level

When looking at the most popular job search methods used by individuals in different employment levels, each group demonstrated unique job search behaviors.

When looking at other job search methods, we found that senior-level professionals were the most likely to hire a career coach to assist them with their job search (15%), while entry-level professionals were the least likely to do so (2%). While this was, overall, the least common job search method, it is interesting to see jobseekers using diverse tactics to explore the job market.

Graduates seem to be the most reliant on Facebook groups and social media to search for new opportunities (46%), while senior-level professionals are the least likely (19%). Graduates are also the least likely to use networking as a job search method (27%).

As for job boards, just 25% of senior-level professionals use these platforms, compared to 57% of mid-career professionals. The latter group is the most likely to use this job search method overall, while the former is the least likely among all other groups.



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When comparing methods across different groups, we can clearly recognize how aspects such as **professional experience**, as well as **generational differences**, affect jobseekers’ behaviors. A senior level professional is more likely to find new career leads through their current network, while a young, entry-level worker could rely more on digital resources. As a result, **hiring companies must be more strategic** to attract the right candidates and utilize different platforms.



**Melina Theodorou**

Editor and Content Manager

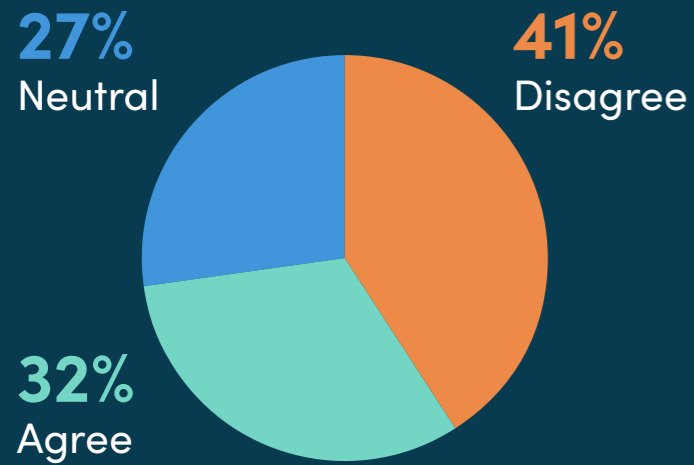
# 3

## COVID-19 vs Job Search

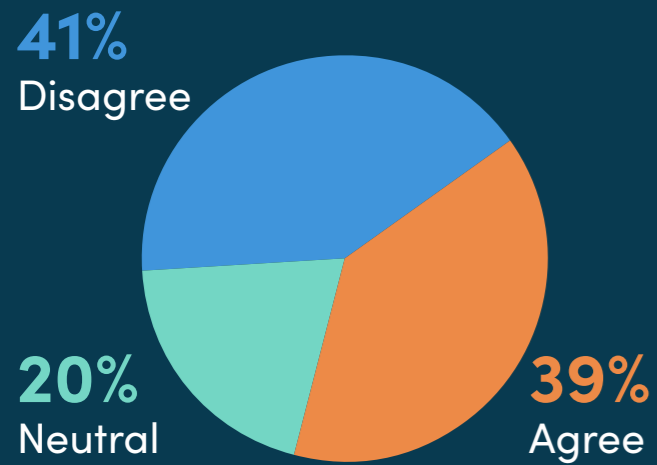
The global pandemic had an immense impact on every industry. It also acted as a catalyst for what followed: the Big Quit. So, how has COVID-19 changed jobseekers' expectations, criteria and behaviors? Our findings helped us formulate a better understanding of this topic.



**‘The uncertainty caused by COVID held me back from searching for a new job.’**



**‘COVID forced me to drop my job search standards and become more flexible.’**



# How Did COVID-19 Impact Jobseekers?

Most participants indicated that COVID-19 did not stop them from seeking new career opportunities. However, 32% agreed that the pandemic held them back from searching for a new job. This remains a considerable percentage, despite it not being the overwhelming majority.

## Who Was Affected the Most?

Certain groups were affected more than others as they were more likely to halt their job search during the pandemic.

### Age

40% of jobseekers aged 18 or younger agreed that COVID-19 held back their job search. Participants in the 55–64 age group were the second most affected, with 39% agreeing that they held back from searching for new roles due to the pandemic. Other age groups averaged at 30%, with individuals between the ages of 45 and 54 being the least affected at 29%.

### Employment Level

Mid-career professionals were the most likely to be affected, with 39% agreeing that the pandemic held back their job search. It’s worth mentioning that 26% of mid-career jobseekers said they were not held back by the pandemic, while 35% were neutral.

Entry-level workers were the second most affected group (35%); however, an overwhelming majority (48%) said they were not held back by the pandemic and 17% were neutral.

Graduates were the third most affected group (33%).

Meanwhile, senior-level professionals and apprentices were the least likely to have been affected by the pandemic when searching for a job, as 52% disagreed with the statement.

### Employment Status

Out of all the groups, part-time employees (40%) and students (35%) were the most likely to say that COVID-19 held them back from searching for a new job. Meanwhile, self-employed workers (62%) and full-time employees (46%) were the least likely groups to agree with the statement.

## Job Search Standards and COVID-19

When asked about how COVID-19 impacted their job search standards, 39% of survey participants said that they had to drop their standards and become more flexible when looking for new opportunities. Most participants (41%), however, indicated that their job search standards were not affected by COVID-19.

## ‘Has the Pandemic Changed the Role that You're Looking for?’

An overwhelming number of participants (71%) said that COVID-19 changed the role they were initially looking for. Their main reasons for the change included more flexibility, the ability to work from home, and the need to work in an environment with clear health, safety and hygiene policies.

It would appear that with the pandemic in full swing, most jobseekers had to reevaluate their criteria for new roles but also hold employers to much higher standards. As also indicated in the previous section of this report, a healthy work environment, flexible hours and remote work options, as well as good pay and progression opportunities, are primary factors to most. Consequently, if companies want to attract new talent and retain existing staff members, they must prioritize their workforce’s needs.

# Conclusion

When looking at our survey findings, we can better understand how the COVID-19 pandemic has impacted today's workforce but also recognize jobseekers' main expectations from companies.

While the pandemic may have been the catalyst that inspired so many to walk out of their jobs in search of better career opportunities, the origins of this economic phenomenon can be traced back to the rising costs of living, combined with the current wage stagnation which has pushed thousands to seek new roles with higher compensation. So, while different demographic groups are driven by different factors, good pay seems to remain the most constant element among their list of demands.

Beyond remuneration packages, jobseekers have also demonstrated how important a healthy work environment and a flexible work schedule can be, especially as workers continue to report high burnout rates across multiple industries. For most, progression opportunities have also proven to be an integral factor for job satisfaction, as employees want their efforts to contribute towards their career advancement.

We can also recognize that while COVID-19 did impact job search efforts for some, most were not put off by the uncertainty of these global events. That said, the pandemic did cause most jobseekers to reevaluate their job expectations, as flexibility, remote work options and safety standards became more prominent criteria for them.



# Recommendations

## For companies and employers

In order to retain current employees and successfully recruit new talent, employers must pay closer attention to their workforce's needs and expectations.

Providing a safe work environment, paying livable wages and offering flexibility to your workforce should be your top priority. Of course, other factors, such as progression opportunities and benefits, must also be taken into consideration if you want to create a workplace where people can thrive.

When it comes to recruitment, we recommend expanding your outreach efforts across different platforms in order to attract diverse talent. If you want to bring young workers on board, then consider utilizing social media platforms to advertise job opportunities. Meanwhile, if you are hoping to catch the attention of seasoned professionals, then a more personalized approach, such as online networking, will be more effective.

Professionals of different age groups and employment levels each have different expectations and habits, and in order to target a particular group, you must be able to reach them through their preferred job search methods and meet their criteria.

## For jobseekers and employees

It's probable that COVID-19 caused you to reevaluate your needs as an employee. Beyond the pandemic, however, the current socio-economic climate has also altered your expectations.

If you are currently in the process of looking for a new role, then having a list of criteria will allow you to field through current opportunities and select the ones that align with your demands. Meanwhile, utilizing a diverse range of platforms, including LinkedIn, social media and job boards, will give you access to more opportunities and keep you in the loop.

When offered a role, it's crucial to make your expectations known to your prospective employer; whether it's a certain salary range, flexible hours, development and advancement opportunities, healthcare benefits or all of the above, do not hesitate to negotiate these terms and secure a job that is aligned with your needs and goals.



# Methodology

A short “CareerAddict's Job Search Survey” was conducted between the months of March and May 2022 on CareerAddict.com. Answers which were considered either incomplete or invalid were excluded from the final dataset (n=310), which was then categorized into different demographics and groups, then compared with each other to identify significant insights.

The insights presented throughout the study showcase the views of CareerAddict.com participants who accessed and partook in the survey voluntarily through our website. Due to this, it could be said that the study followed a voluntary sampling method. The majority of the insights were measured on a five-point scale (two negative statements, two positive statements, and one neutral statement), and were grouped together to present a binary net result. Qualitative data collected was analyzed, coded and then grouped.

The margin of error of this study is  $\pm 6\%$  at a 95% confidence level.



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3

 AMERICAN PSYCHOLOGICAL ASSOCIATION

Burnout and stress are everywhere (2022)

6



Uniquely Generation Z (2017)

## Appendix 1

# Demographics

Age Groups	Total		Age x Level	Apprentice	Entry level	Graduate	Mid-career	Senior level
18 or younger	52	16.77%	18 or younger	24	8	7	4	9
19 - 24	87	28.06%	19 - 24	17	18	35	10	7
25 - 34	80	25.81%	25 - 34	8	18	23	26	5
35 - 44	40	12.90%	35 - 44	3	3	9	20	5
45 - 54	28	9.03%	45 - 54	1	5	3	11	8
55 - 64	17	5.48%	55 - 64	0	2	1	5	9
65 or older	6	1.94%	65 or older	1	0	0	0	5

Employment Levels	Total		Status x Level	Apprentice	Entry level	Graduate	Mid-career	Senior level
Apprentice	54	17.42%	Employed full-time	5	14	11	36	15
Entry level	54	17.42%	Employed part-time	1	5	9	5	5
Graduate	78	25.16%	Homemaker	0	3	3	1	0
Mid-career	76	24.52%	I prefer not to answer	0	1	3	3	1
Senior level	48	15.48%	Not looking for work	1	0	0	1	1
			Retired	0	1	1	0	3
			Self-employed	2	2	9	4	4
			Student	34	14	25	13	11
			Unemployed	11	14	17	13	8

## Appendix 1

## Demographics

Employment Status	Total		Status x Age	<= 18	19 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 or older
Employed full-time	81	26.13%	Employed full-time	2	10	30	21	14	6	0
Employed part-time	25	8.06%	Employed part-time	0	8	7	4	2	2	0
Homemaker	7	2.26%	Homemaker	0	1	3	1	2	0	0
I prefer not to answer	8	2.58%	I prefer not to answer	0	0	1	3	1	2	1
Not looking for work	3	0.97%	Not looking for work	1	0	1	0	0	0	1
Retired	5	1.61%	Retired	0	0	1	0	1	1	2
Self-employed	21	6.77%	Self-employed	1	2	9	3	1	1	2
Student	97	31.29%	Student	45	46	3	1	1	0	0
Unemployed	63	20.32%	Unemployed	3	20	25	7	1	5	0

Appendix 2

# Which factors are important when looking for a new role?

Age	Progression opportunities	Good pay	Healthy work environment	Interesting job description	Glassdoor reviews and other feedback	CSR initiatives	Opportunity to work remotely	Benefits	Flexible work schedule	Mental health policies
18 or younger	53.85%	80.77%	69.23%	55.77%	69.23%	11.54%	32.69%	48.08%	61.54%	42.31%
19 - 24	56.32%	78.16%	58.62%	41.38%	58.62%	24.14%	42.53%	56.32%	57.47%	43.68%
25 - 34	63.75%	65.00%	53.75%	45.00%	53.75%	16.25%	28.75%	46.25%	45.00%	32.50%
35 - 44	62.50%	75.00%	57.50%	47.50%	57.50%	12.50%	42.50%	47.50%	50.00%	37.50%
45 - 54	64.29%	75.00%	67.86%	50.00%	67.86%	25.00%	42.86%	64.29%	60.71%	39.29%
55 - 64	41.18%	70.59%	64.71%	35.29%	64.71%	11.76%	58.82%	47.06%	58.82%	11.76%
65 or older	50.00%	66.67%	66.67%	66.67%	66.67%	33.33%	66.67%	50.00%	83.33%	66.67%
<b>Overall</b>	<b>58.39%</b>	<b>73.87%</b>	<b>60.32%</b>	<b>46.45%</b>	<b>60.32%</b>	<b>18.06%</b>	<b>38.71%</b>	<b>51.29%</b>	<b>54.84%</b>	<b>38.06%</b>

Employment Level	Progression opportunities	Good pay	Healthy work environment	Interesting job description	Glassdoor reviews and other feedback	CSR initiatives	Opportunity to work remotely	Benefits	Flexible work schedule	Mental health policies
Apprentice	55.56%	77.78%	57.41%	46.30%	3.70%	11.11%	31.48%	42.59%	55.56%	31.48%
Entry level	62.96%	74.07%	72.22%	51.85%	18.52%	20.37%	46.30%	62.96%	61.11%	42.59%
Graduate	56.41%	75.64%	51.28%	39.74%	19.23%	20.51%	33.33%	35.90%	48.72%	47.44%
Mid-career	60.53%	76.32%	68.42%	50.00%	21.05%	23.68%	42.11%	63.16%	61.84%	34.21%
Senior level	56.25%	62.50%	52.08%	45.83%	14.58%	10.42%	41.67%	54.17%	45.83%	31.25%
<b>Overall</b>	<b>58.39%</b>	<b>73.87%</b>	<b>60.32%</b>	<b>46.45%</b>	<b>16.13%</b>	<b>18.06%</b>	<b>38.71%</b>	<b>51.29%</b>	<b>54.84%</b>	<b>38.06%</b>

Appendix 2

# Which factors are important when looking for a new role?

Employment Status	Progression opportunities	Good pay	Healthy work environment	Interesting job description	Glassdoor reviews and other feedback	CSR initiatives	Opportunity to work remotely	Benefits	Flexible work schedule	Mental health policies
Employed full-time	69.14%	71.60%	62.96%	37.04%	19.75%	22.22%	39.51%	64.20%	51.85%	29.63%
Employed part-time	48.00%	60.00%	64.00%	52.00%	16.00%	12.00%	36.00%	40.00%	76.00%	36.00%
Homemaker	28.57%	100.00%	28.57%	57.14%	14.29%	14.29%	14.29%	28.57%	57.14%	42.86%
I prefer not to answer	0.00%	0.00%	87.50%	62.50%	37.50%	37.50%	50.00%	37.50%	50.00%	50.00%
Not looking for work	70.00%	66.67%	33.33%	0.00%	0.00%	0.00%	66.67%	33.33%	66.67%	33.33%
Retired	40.00%	60.00%	60.00%	60.00%	40.00%	40.00%	40.00%	80.00%	40.00%	40.00%
Self-employed	52.38%	66.67%	57.14%	47.62%	9.52%	23.81%	28.57%	42.86%	38.10%	42.86%
Student	51.55%	79.38%	62.89%	48.45%	13.40%	17.53%	35.05%	50.52%	59.79%	47.42%
Unemployed	65.08%	77.78%	53.97%	50.79%	14.29%	11.11%	47.62%	46.03%	49.21%	31.75%
<b>Overall</b>	<b>58.39%</b>	<b>73.87%</b>	<b>60.32%</b>	<b>46.45%</b>	<b>16.13%</b>	<b>18.06%</b>	<b>38.71%</b>	<b>51.29%</b>	<b>54.84%</b>	<b>38.06%</b>

Appendix 3

# How do you usually search for a new job?

		Career coach	Social media	LinkedIn alerts	Job boards	Company websites	Networking
<b>Age</b>	18 or younger	7.69%	32.69%	11.54%	32.69%	32.69%	30.77%
	19 - 24	9.20%	42.53%	34.48%	33.33%	47.13%	40.23%
	25 - 34	5.00%	30.00%	38.75%	35.00%	53.75%	36.25%
	35 - 44	5.00%	32.50%	52.50%	47.50%	55.00%	40.00%
	45 - 54	3.57%	17.86%	50.00%	64.29%	57.14%	35.71%
	55 - 64	5.88%	23.53%	58.82%	64.71%	64.71%	58.82%
	65 or older	16.67%	0.00%	0.00%	16.67%	33.33%	0.00%
	<b>Overall</b>	<b>6.77%</b>	<b>32.26%</b>	<b>36.13%</b>	<b>39.68%</b>	<b>49.03%</b>	<b>37.42%</b>
<b>Employment Level</b>	Apprentice	3.70%	33.33%	14.81%	31.48%	37.04%	40.74%
	Entry level	1.85%	31.48%	37.04%	53.70%	59.26%	33.33%
	Graduate	7.69%	46.15%	32.05%	28.21%	41.03%	26.92%
	Mid-career	6.58%	26.32%	57.89%	56.58%	65.79%	46.05%
	Senior level	14.58%	18.75%	31.25%	25.00%	37.50%	41.67%
	<b>Overall</b>	<b>6.77%</b>	<b>32.26%</b>	<b>36.13%</b>	<b>39.68%</b>	<b>49.03%</b>	<b>37.42%</b>

### Appendix 3

## How do you usually search for a new job?

		Career coach	Social media	LinkedIn alerts	Job boards	Company websites	Networking
<b>Employment Status</b>	Employed full-time	7.41%	12.35%	44.44%	43.21%	58.02%	38.27%
	Employed part-time	4.00%	40.00%	48.00%	44.00%	52.00%	44.00%
	Homemaker	0.00%	28.57%	42.86%	14.29%	42.86%	28.57%
	I prefer not to answer	0.00%	37.50%	50.00%	37.50%	62.50%	50.00%
	Not looking for work	0.00%	33.33%	33.33%	33.33%	33.33%	33.33%
	Retired	20.00%	0.00%	0.00%	20.00%	60.00%	20.00%
	Self-employed	9.52%	28.57%	19.05%	42.86%	33.33%	19.05%
	Student	9.28%	40.21%	27.84%	32.99%	44.33%	43.30%
	Unemployed	3.17%	46.03%	39.68%	47.62%	47.62%	31.75%
	<b>Overall</b>	<b>6.77%</b>	<b>32.26%</b>	<b>36.13%</b>	<b>39.68%</b>	<b>49.03%</b>	<b>37.42%</b>

Appendix 4

# The uncertainty caused by COVID held me back from searching for a new job

	1-5 (Agree scale)	1	2	3	4	5	Disagree (1-2)	Agree (4-5)
<b>Age</b>	18 or younger	16	5	10	9	12	40.38%	40.38%
	19 - 24	24	12	25	14	12	41.38%	29.89%
	25 - 34	28	10	17	8	17	47.50%	31.25%
	35 - 44	11	6	11	4	8	42.50%	30.00%
	45 - 54	7	2	11	5	3	32.14%	28.57%
	55 - 64	6	1	4	0	7	38.89%	38.89%
	65 or older	0	0	4	0	1	0.00%	20.00%
<b>Overall</b>	<b>92</b>	<b>36</b>	<b>82</b>	<b>40</b>	<b>60</b>	<b>41.29%</b>	<b>32.26%</b>	
<b>Employment Level</b>	Apprentice	22	6	13	7	6	51.85%	24.07%
	Entry level	17	9	9	9	10	48.15%	35.19%
	Graduate	20	9	23	8	18	37.18%	33.33%
	Mid-career	16	4	26	12	18	26.32%	39.47%
	Senior level	17	8	11	4	8	52.08%	25.00%
	<b>Overall</b>	<b>92</b>	<b>36</b>	<b>82</b>	<b>40</b>	<b>60</b>	<b>41.29%</b>	<b>32.26%</b>



Appendix 4

# The uncertainty caused by COVID held me back from searching for a new job

1-5 (Agree scale)		1	2	3	4	5	Disagree (1-2)	Agree (4-5)
<b>Employment Status</b>	Employed full-time	28	9	19	9	16	45.68%	30.86%
	Employed part-time	4	5	6	4	6	36.00%	40.00%
	Homemaker	2	1	3	1	0	42.86%	14.29%
	I prefer not to answer	1	0	4	0	3	12.50%	37.50%
	Not looking for work	0	1	0	0	2	33.33%	66.67%
	Retired	1	1	2	0	1	40.00%	20.00%
	Self-employed	11	2	4	0	4	61.90%	19.05%
	Student	29	7	27	17	17	37.11%	35.05%
	Unemployed	16	10	17	9	11	41.27%	31.75%
	<b>Overall</b>	<b>92</b>	<b>36</b>	<b>82</b>	<b>40</b>	<b>60</b>	<b>41.29%</b>	<b>32.26%</b>

Appendix 5

# COVID forced me to drop my job search standards and become more flexible

	1-5 (Agree scale)	1	2	3	4	5	Disagree (1-2)	Agree (4-5)
<b>Age</b>	18 or younger	16	9	8	5	14	48.08%	36.54%
	19 - 24	25	10	16	19	17	40.23%	41.38%
	25 - 34	20	13	16	12	19	41.25%	38.75%
	35 - 44	10	2	10	10	8	30.00%	45.00%
	45 - 54	7	4	9	4	4	39.29%	28.57%
	55 - 64	6	3	2	1	5	52.94%	35.29%
	65 or older	2	0	2	0	2	33.33%	33.33%
<b>Overall</b>	<b>86</b>	<b>41</b>	<b>63</b>	<b>51</b>	<b>69</b>	<b>40.97%</b>	<b>40.97%</b>	
<b>Employment Level</b>	Apprentice	21	9	7	7	10	55.56%	31.48%
	Entry level	16	9	7	11	11	46.30%	40.74%
	Graduate	19	9	16	16	18	35.90%	43.59%
	Mid-career	17	9	20	13	17	34.21%	39.47%
	Senior level	13	5	13	4	13	37.50%	35.42%
	<b>Overall</b>	<b>86</b>	<b>41</b>	<b>63</b>	<b>51</b>	<b>69</b>	<b>40.97%</b>	<b>40.97%</b>

Appendix 5

# COVID forced me to drop my job search standards and become more flexible

1-5 (Agree scale)		1	2	3	4	5	Disagree (1-2)	Agree (4-5)
<b>Employment Status</b>	Employed full-time	23	8	19	14	17	38.27%	38.27%
	Employed part-time	4	3	5	8	5	28.00%	52.00%
	Homemaker	2	1	3	0	1	42.86%	14.29%
	I prefer not to answer	0	2	2	1	3	25.00%	50.00%
	Not looking for work	1	1	0	0	1	66.67%	33.33%
	Retired	2	1	1	0	1	60.00%	20.00%
	Self-employed	5	3	4	2	7	38.10%	42.86%
	Student	31	12	17	16	21	44.33%	38.14%
	Unemployed	18	10	12	10	13	44.44%	36.51%
	<b>Overall</b>	<b>86</b>	<b>41</b>	<b>63</b>	<b>51</b>	<b>69</b>	<b>40.97%</b>	<b>40.97%</b>

## Appendix 6

# Has the pandemic changed the role that you're looking for?

Yes	No	Main reasoning
<b>70.70%</b>	<b>29.30%</b>	Flexibility Work from home Health and safety Hygiene

*Out of 256 valid qualitative responses.*

# About CareerAddict

CareerAddict is a leading online resource dedicated to helping professionals kickstart and advance their career. With over 1 million monthly readers, we provide expert career advice and insights into the modern workplace.

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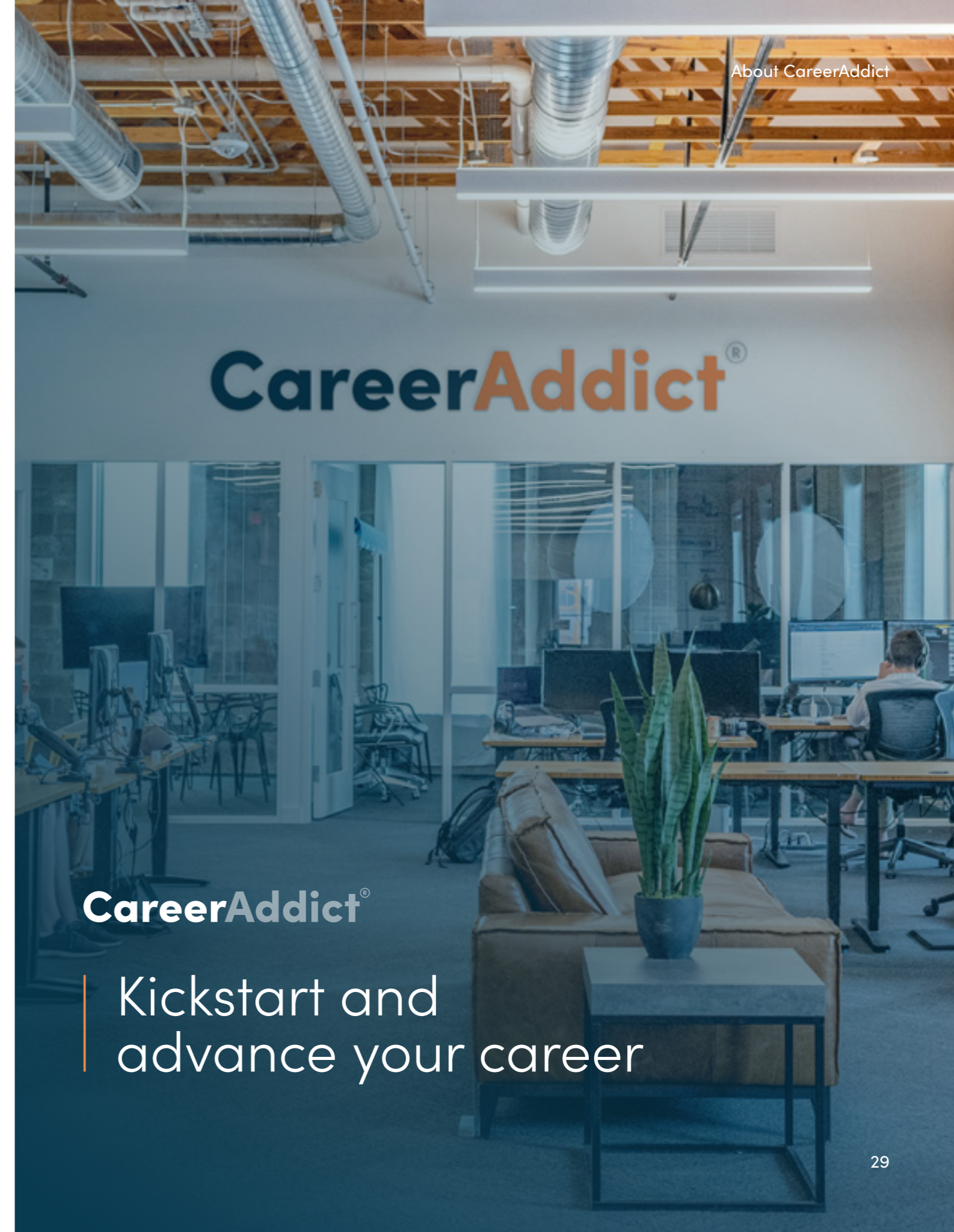
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