

# The Complexity of Job Seeker Realities



## A Dynamic Labor Market

The robust hiring environment continues to astonish experts and employers alike. More than 800,000 jobs were added in Q1 2024 alone and the unemployment rate remains low. Despite higher-than-normal inflation rates, companies across various industries continue hiring.

But where do job seekers fit into this? How satisfied are they in their current roles? And what are their motivations when it comes to work?

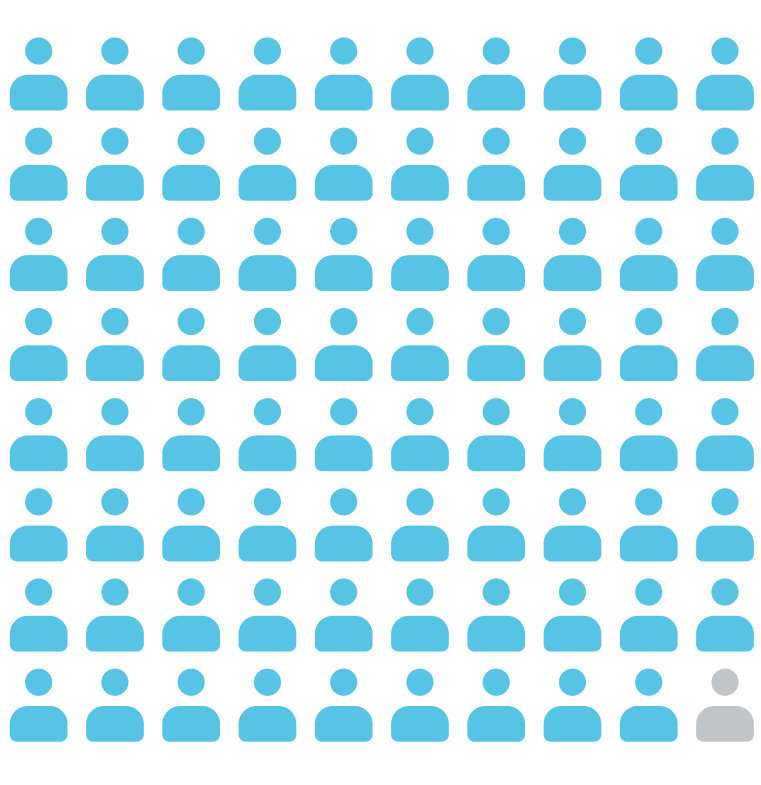
Let's take a look at the latest insights when it comes to job seekers today.

## Job Satisfaction

U.S. workers report strong job satisfaction rates. 79% are either very satisfied or somewhat satisfied, compared to just 10% of job seekers who are dissatisfied.

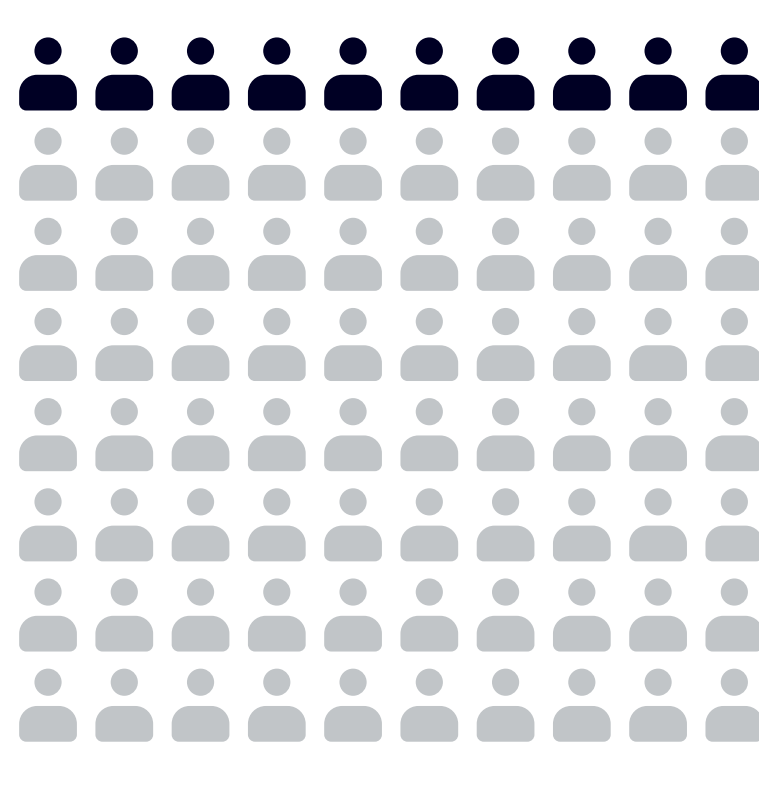
# 79%

of U.S. workers are satisfied



# 10%

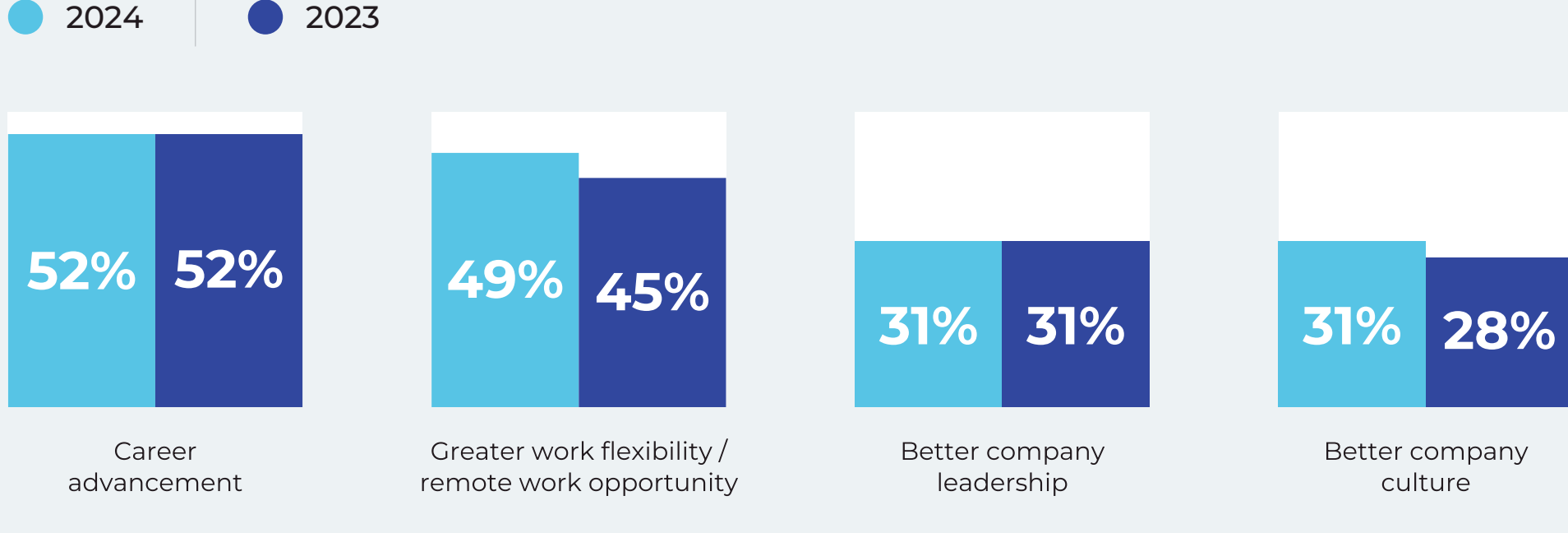
of U.S. workers are dissatisfied



Despite these high levels of job satisfaction, **86% of workers are at least somewhat open to other job opportunities**, including 46% who indicate they are very open.

## Active Job Seekers

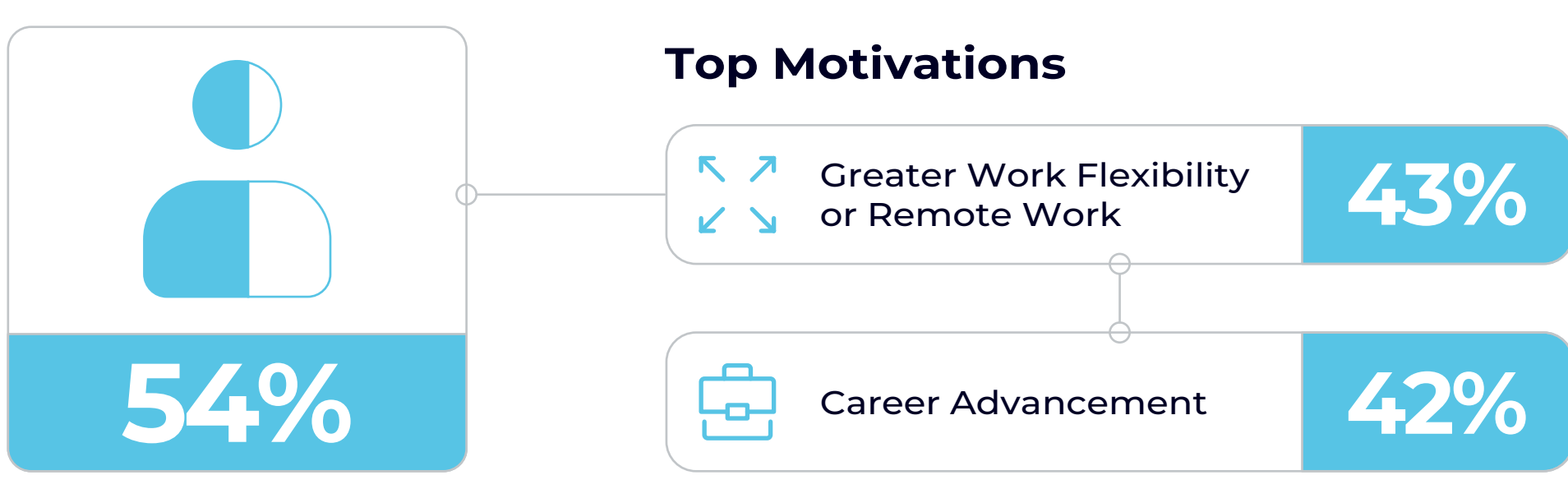
### What Motivates Job Seekers to Look for New Employment?



## Passive Job Seekers

For the 52% of workers who are not actively looking for a job, 54% would consider applying for a new role if approached by a recruiter. Their top motivations for considering a new job include greater work flexibility or remote work opportunities (43%) and career advancement (42%).

### Would Consider Applying for a New Role if Approached by a Recruiter



# 24% of workers have left a job within the first 90 days of starting a role.

The primary reasons for leaving within this three-month period include:

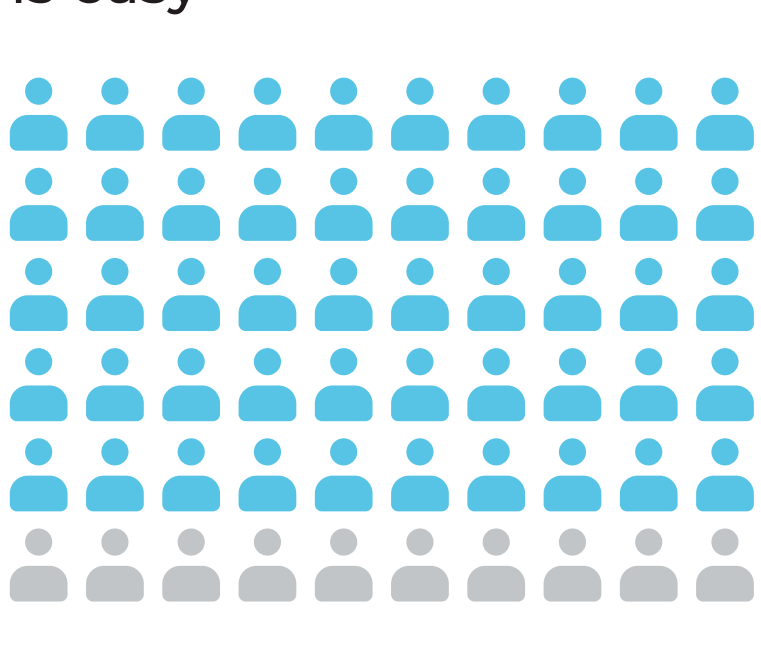
- Poor company culture: 47%**
- Disapproval/distrust of company leadership: 31%**
- Limited career advancement: 28%**

## Finding New Roles

When it comes to looking for new roles, 50% of active job seekers believe that finding a job in the current labor market is easy. 56% believe that the current job market favors candidates. Nearly two-thirds believe it will take them less than three months to find a new job.

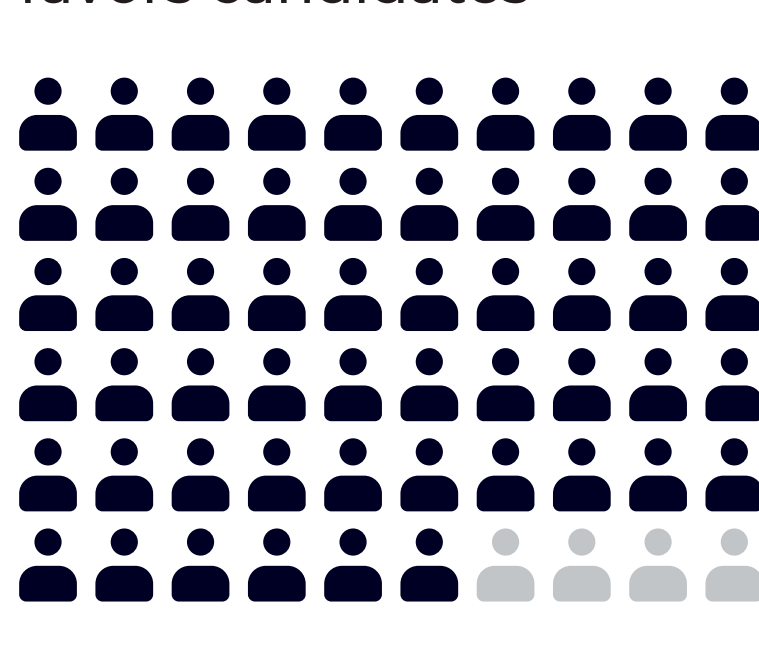
# 50%

Believe finding a job is easy



# 56%

Believe the job market favors candidates



## Apply New Job Seeker Insights to Your Recruiting Function

For employers today, understanding job seeker mindset, motivations, and behavior is critical to connecting with candidates more effectively and staying competitive in a tight labor market.

Download the full 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](#)

