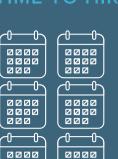
# JOBSEKER REPORTAGIAME

THE CURRENT JOB MARKET

#### APPLICATIONS HAVE DECREASED

In only 6 years, the number of applications per job has dropped 21% in the public sector, making today's market

#### TIME TO HIRE DELAYS



On average, it took 122 days to get hired in the public sector in 2020.

## WHAT MOTIVATES TODAY'S JOB SEEKERS TO WORK IN THE PUBLIC SECTOR?

#### **TOP 3 MOTIVATORS**



JOB SECURITY



**MEANINGFUL WORK** 



**ATTRACTIVE BENEFITS** 

Job security, the opportunity to do meaningful work, and attractive benefits packages remain the three biggest motivators for working in the public sector.

#### **ADDITIONAL MOTIVATORS**







**SALARY** 



**BETTER WORKING** CULTURE **CONDITIONS** 



**IMPROVEMENT** 

WORK LIFE BALANCE: Work-life balance is a top motivator for those pursuing technical roles in **computer** and mathematics (39%), the media (38%), healthcare (38%), and the legal field (37%).

**PURSUING NEW WORK: Higher salary** (48%) is the top reason for pursuing a new job, followed by wanting **better** 

working conditions and culture (31%) and wanting a job that allows for skill improvement (23%).

**EMPLOYEE RETENTION:** The top motivators for employees to stay at a job are a **competitive salary and** benefits plan (54%), a pleasing work environment and supportive work culture (40%), and the ability to do challenging, rewarding work (31%).

### IMPROVING THE CANDIDATE **EXPERIENCE**

# WHY ARE APPLICATIONS ON

THE DECLINE?

THE #1 REASON FOR NOT APPLYING TO PUBLIC SECTOR JOBS is that the process for getting a government job is too cumbersome and slow (45%).

AND SLOW



report getting a government job is too cumbersome and slow



# HONESTY IS THE BEST POLICY

The majority of public sector job seekers (58%) wanted to receive more honest feedback as to why they weren't selected for positions they applied for.

58% WANT HONEST FEEDBACK

**HOW ARE CANDIDATES APPLYING?** 

#### WHERE ARE JOB SEEKERS **SEARCHING?**



# ONLINE JOB BOARDS

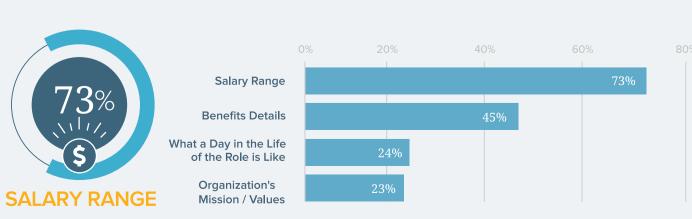
government agency online job portals (65%), and websites from specific organizations (49%) are the most frequented job search channels among public sector job seekers.

#### WHAT DEVICES ARE THEY **USING?**





# WHAT MAKES A JOB POSTING APPEALING?



Source: NEOGOV's 2021 Job Seeker Report included 3,962 responses from the GovernmentJobs.com job applicant database from June-August, 2021.