



*New, third-party research sheds light on job seeker trends for the first half of 2024.*



## THE EMPOWERED JOB SEARCH



### HOPEFUL FOR NEW OPPORTUNITIES

**86%** of Canadian job seekers expressing worry about their current position, it's possible they're looking for new opportunities. Many remain optimistic about their chances of finding work, despite different opinions on how tough it can be to find work in today's competitive job market.

### TOP 5 REASONS FOR JOB SEARCHING



### TOP JOB SEEKER CHALLENGES



## MINDFUL OF INTERVIEW BEHAVIOR

Candidates who positively stand out during the interview process can have a better chance at landing a new job. Hiring decision-makers and job seekers mainly agree on what's important during interviews. Knowing what not to do in interviews is also measured.

#### DOS:

- Demonstrating passion for the role **60% job seekers / 54% hiring decision-makers**
- Quantifying achievements **44% job seekers / 41% hiring decision-makers**
- Showing they've researched the company **49% job seekers / 44% hiring decision-makers**

#### DON'TS:

- Being rude **51% job seekers / 70% hiring decision-makers**
- Being late **51% job seekers / 56% hiring decision-makers**
- Being uninformed about the position **44% job seekers / 40% hiring decision-makers**
- Wearing unprofessional attire **44% job seekers / 43% hiring decision-makers**

**32%** of job seekers say they have done something during an interview, either big or small, that may be a bit outside of the norm—such as oversharing personal information or talking negatively about a past job/manager.

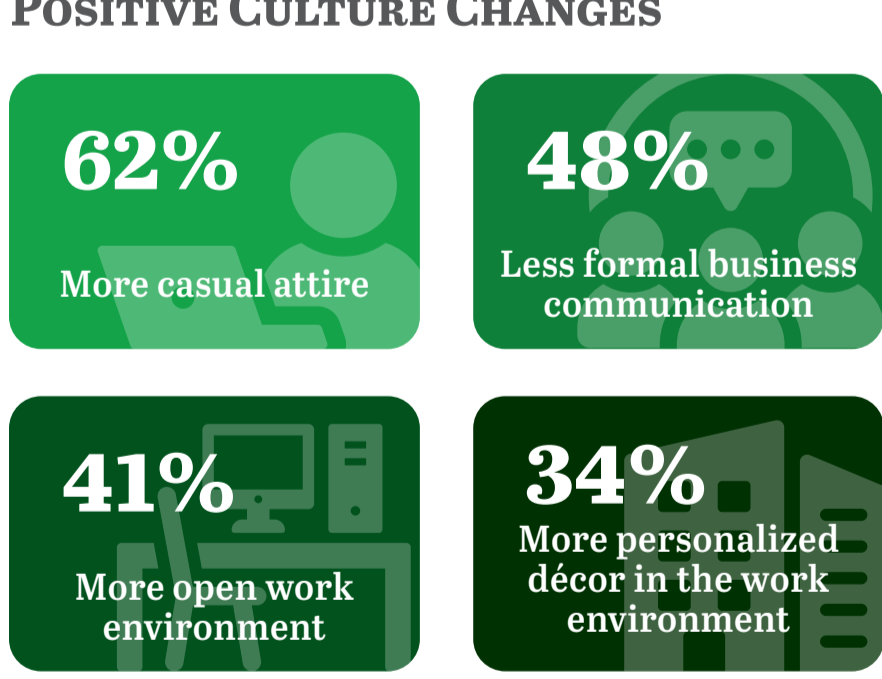
## THANKFUL FOR COMPANY CULTURE SHIFT

Company cultures are becoming more casual to comfort in the workplace.

**83%** of Canadian job seekers agree that having a more casual workplace contributes to a higher performance from employees, with this sentiment resonating highest among **Millennials**.



### POSITIVE CULTURE CHANGES

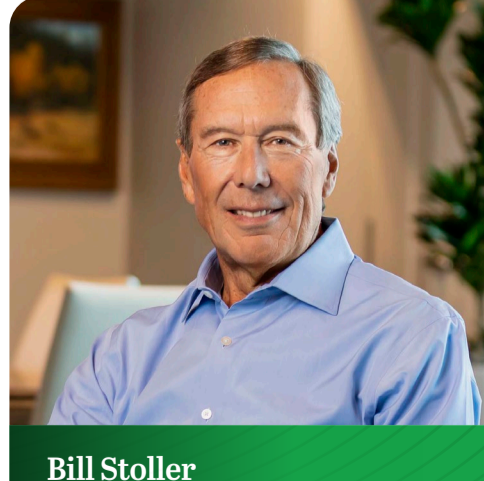


**92%** of job seekers agree that maintaining a positive company culture is critical to the success of a company as a whole.

The Job Seeker Report research was conducted online within the Canada by The Harris Poll on behalf of Express Employment Professionals from November 9–26, 2023, among 509 adults ages 18 and older who are employed but looking for a new job, or not employed and looking for work ("Job seekers"). Data are weighted where necessary by age by gender, race/ethnicity, region, education, marital status, household size, employment status, household income, and propensity to be online to bring them in line with their actual proportions in the population.



"It's encouraging to see job seekers are hopeful and optimistic about new opportunities this year as unemployment remains low," said Bill Stoller, Express Employment International CEO. "Several industries are on the hunt for top talent, and the more businesses connect with quality employees, the stronger the overall economy."



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