

WHAT IT TAKES TO LAND THE JOB YOU WANT *in 2013*



CONFIDENCE

about **1/3**

(36%) of **job seekers** are confident they could get a job in an industry where they had little experience.

Unemployment bias exists



56% **hiring managers** agree that companies often times refuse to consider a candidate for a job if he or she is unemployed.

THE RIGHT SKILLS

necessary skills

17%

of **hiring managers** say nearly all or most job seekers have the skills and traits they seek.

Managerial Level = Largest Gap

For those **hiring managers** with responsibility for managerial level candidates, approximately

1 in 5

(20%) say very few **job seekers** have the necessary skills and traits.

in fact...

58%

of **job seekers** rely on their own experience during the job search rather than seek advice from other people including career counselors or instructors.

critical future skills & career development

Both **hiring managers** and **job seekers** identify skills that are becoming more important in the next 5 years:



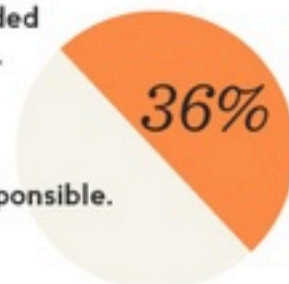
Many **job seekers** and **hiring managers** believe there are certain skills that can only be learned through experience in a professional environment:



Nearly two thirds (65%) of **hiring managers** believe employees should be mostly responsible for professional development needed to be successful in their job, with some support from employers.



Job seekers (36%) believe that employers should be mostly responsible.



Job seeker's strategies for enhancing their skills

24% developing their network of individuals working in their field of interest

23% getting an undergraduate degree

23% earning a professional certification

22% volunteering

EXPERIENCE & INSTINCT

3 in 4

(77%) **hiring managers** talk to those who directly supervise employees in [the open] position.



rely on instincts and experiences to decide what skills would be most important.

less than **20%**

(17%) of **hiring managers** at Fortune 1000-equivalent companies use benchmarking to help sort through the applicant pool.

PROFESSIONAL GUIDANCE

91% of **job seekers** spend time reading the job description to make sure they would be a good fit.

but only practice interview responses



In order to determine what to put on applications or resumes, more **job seekers**

58%

would rely on their own experience to decide what to include

rather than

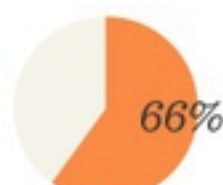


42%

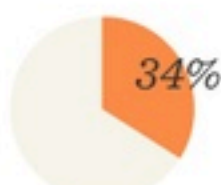
seek advice from others including career counselors, instructors or others

When applying for jobs, more **job seekers**

rather than



include skills or experience specifically mentioned in the job description.



using descriptions of skills or experiences that can be broadly applied to many types of jobs