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How and Why People Look for Work

Today's candidates are unlike any employers have encountered. With unique needs, priorities and unprecedented access to information, organizations are continuously searching for ways they can attract and retain the world's top talent.

DID YOU KNOW: According to the 2016 Jobvite Recruiter National Report, among those individuals who have used their mobile devices to job search:



52% were in bed



37% were at their current job



15% were in the restroom

To better understand how companies can leverage global candidate preferences and perceptions, we went directly to the source - **CANDIDATES**.

In the [Global Candidate Preferences Survey](#), nearly 14,000 individuals in the workforce between the ages of 18 and 65 shared what matters to them in the job search process. The study was fielded in 19 influential employment markets across the globe.

From this research, we have gained great insights into candidate behaviors and motivators when looking for employment, including:



69% of candidates want ongoing feedback from their superiors, rather than annual reviews



Candidates with physical disabilities are almost **2x** as likely to feel that they lack good role models in business



41% of entry-level candidates are satisfied with their jobs

These kinds of results reveal important trends impacting retention and recruitment. We have developed a series of insights reports comparing global findings with local differences and generational nuances. Employers now have short-term and long-term takeaways to improve the job search, interview and onboarding experience.

To learn more about candidate preferences and job seeking trends around the globe, visit our [Global Candidate Preferences microsite](#).

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