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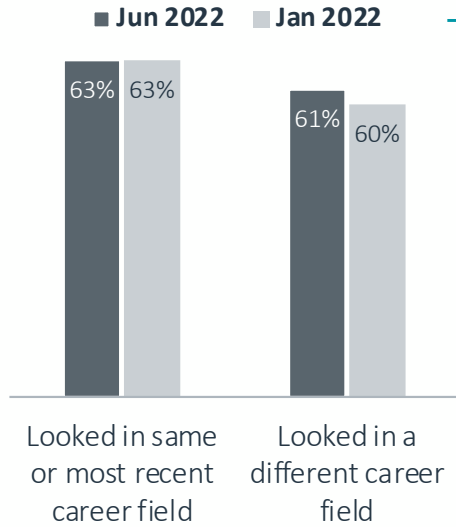
Job Seeker Trends 2022

Insights into the desired career pathways of job seekers
and the strategies they use to get there

Resigning, Reshuffling and Rethinking...

Approximately **1 in 4** respondents reported pursuing a new job or career change during the past three months (Q2 2022), a slightly lower rate versus the prior reporting period of January 2022. This encompasses those currently employed plus those actively looking (classified as part of the labor market by the US Bureau of Labor Statistics). Those classified as being outside of the labor force, such as retirees or those that cannot work, were excluded from the CompTIA study.

Job seekers exploring same and different career fields

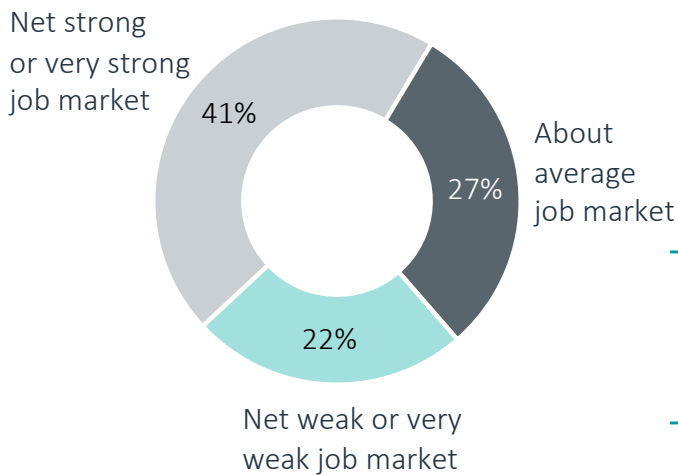


Among the subset of those categorized as a job seeker by looking in the same or new career field during the past three months (Q2 2022).

Despite growing concerns over the health of the economy, a net 41% of job seekers continue to see a strong or very strong job market vs. 22% that see a weak or very weak market.

Job seeker perceptions of the job market

Perceived availability of job opportunities and hiring



Top reported factors among job seekers in considering a job opportunity

- 67% Higher pay / benefits
- 40% Job security / stability
- 39% Flexible work environment / WFH / remote work option
- 36% Better work-life balance / personal wellbeing
- 32% Career growth / advancement opportunities

Top reported barriers among job seekers in forgoing a job opportunity

- 46% Work location / travel or commute time
- 43% Red flags with hiring manager / team
- 43% Lack of transparency with pay / benefits during hiring process
- 32% Confusing or inadequate job position description
- 30% Employer not committed to career growth and advancement opportunities

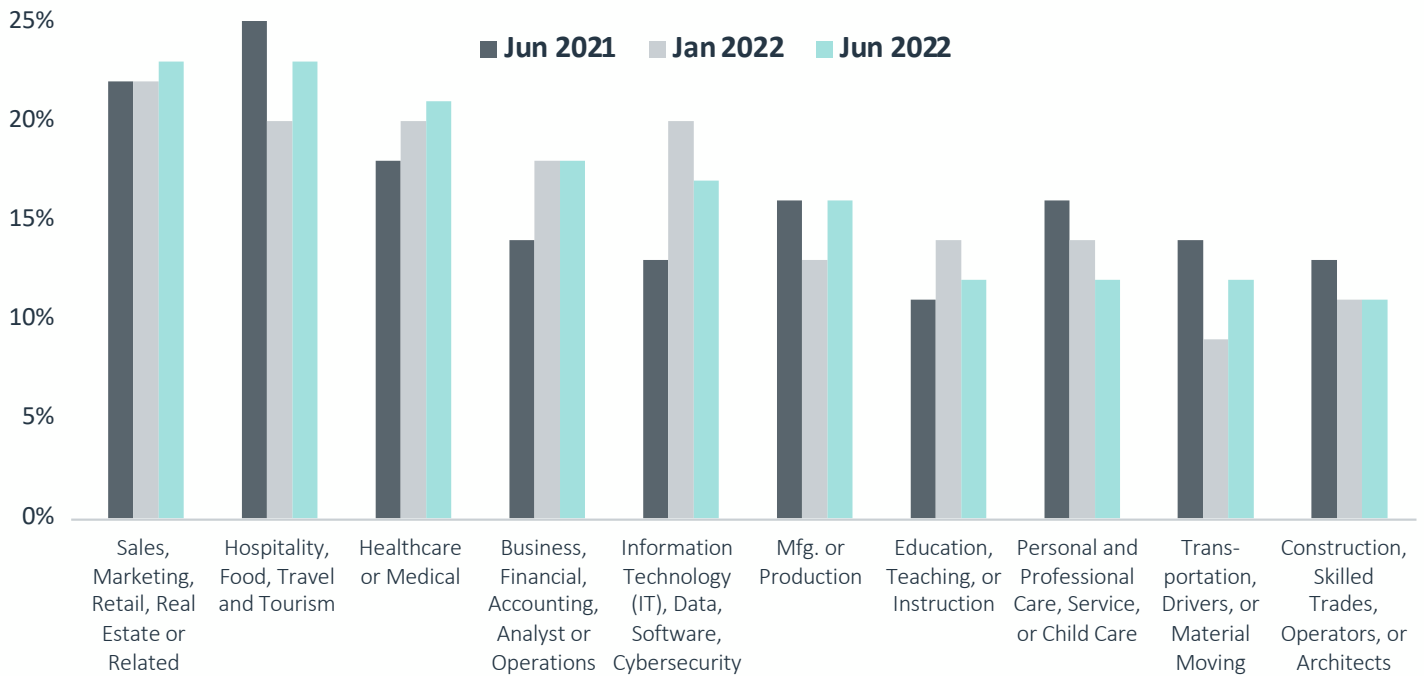
The data confirms job seekers continue to place a high priority on pay increases. Work flexibility also rates as a top factor reflecting the likely permanent shift in expectations around remote work.

Employee experience (EX) factors such as work-life balance and personal wellbeing remain important considerations, especially for job seekers in the 18-34 age group. Conversely, red flags with hiring managers or poor work culture pose a significant risk to successfully recruiting job candidates for employers.

See Methodology Page for research study details

Job Seeker Consideration for Career Fields

Careers fields Job Seekers considered during Q2 2022

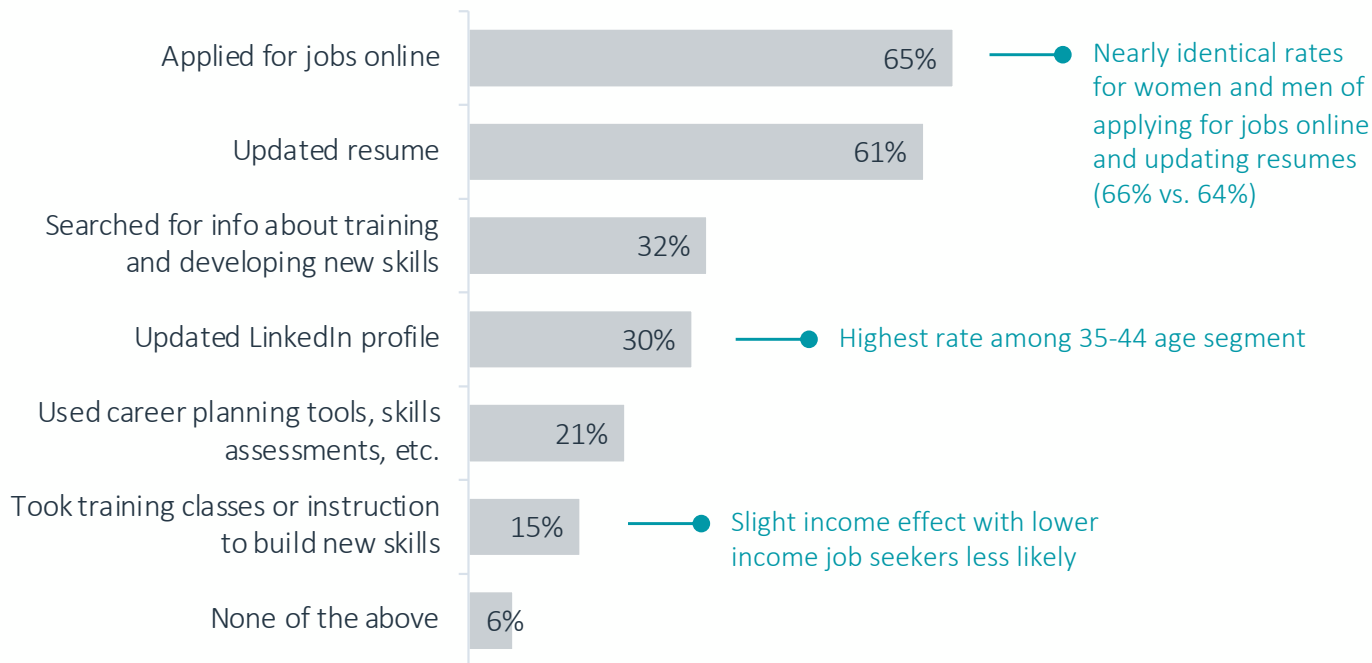


- Job seeker consideration across career fields was roughly in line with the previous iteration of this study (+/- 3 percentage points or less).
- The hospitality, food, travel and tourism career category continues to rebound from the lows of the pandemic.
- 1 in 3 job seekers report wanting to start a new job as soon as possible, while 59% report a degree of timing flexibility and 9% unsure.
- Technology career consideration was down slightly but remains a top 5 selection among job seekers.

	June 2021	January 2022	June 2022
Sales, Marketing, Retail, Real Estate or Related	22%	22%	23%
Hospitality, Food, Travel and Tourism	26%	20%	23%
Healthcare or Medical	18%	20%	21%
Business, Financial, Accounting, Analyst or Operations	14%	18%	18%
Information Technology (IT), Data, Software, Cybersecurity, IT Proj. Mgt.	13%	20%	17%
Manufacturing or Production	16%	13%	16%
Education, Teaching, or Instruction	11%	14%	12%
Personal and Professional Care, Service, or Child Care	16%	14%	12%
Transportation, Drivers, or Material Moving	14%	9%	12%
Construction, Skilled Trades, Operators, or Architects	13%	11%	11%
Comm., Multimedia, Journalism or Social Media	8%	11%	10%
Community, Social Service, Psychology or Non-profit	11%	11%	10%
Arts, Design, Entertainment or Sports	13%	9%	10%
Engineering or Technicians	7%	6%	8%
Life, Physical, or Social Science	5%	7%	7%
Installation, Maintenance, Mechanics, or Repair	10%	6%	6%
Legal, Criminal Justice, Law Enforcement or Armed Forces	6%	5%	6%
Farming, Fishing, or Forestry	6%	5%	5%

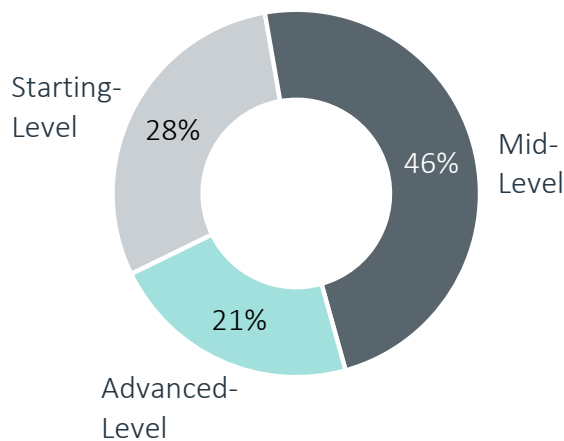
The Work...Behind Finding Work

Actions taken by job seekers in pursuing career opportunities



Many Job Seekers aim to climb the career ladder

Level of job sought in employment pursuits



Unsure percentage not shown

Reported reasons for not getting or not accepting a new job offer

37%	Salary or benefits not sufficient
28%	Work flexibility or WFH not sufficient
13%	Perceived lack of work experience
13%	Perceived lack of skills or expertise
10%	Perceived lack of fit with culture
8%	Did not meet 4-year degree req.
17%	Not sure

● Job market perceptions mostly consistent

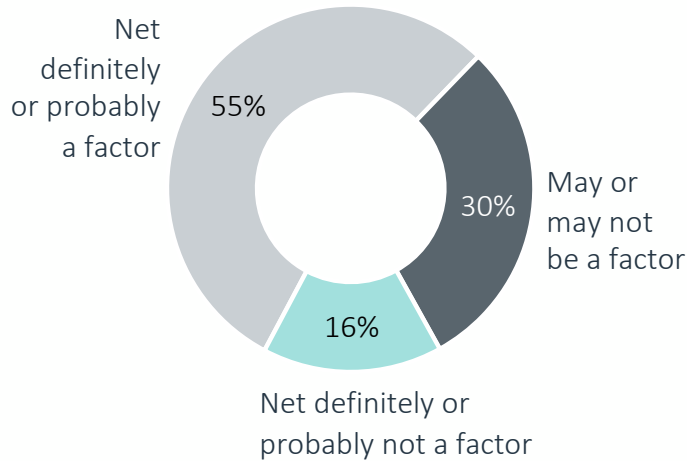
Across age, gender and education perceptions of the job market are similar. One notable area of difference: those in the <\$50,000 income category are less optimistic about job prospects.

● 22% of job seekers accepted a job offer and started a new position

Another 22% are still going through the interview process or waiting to hear.

Real and Perceived Barriers of Career Change

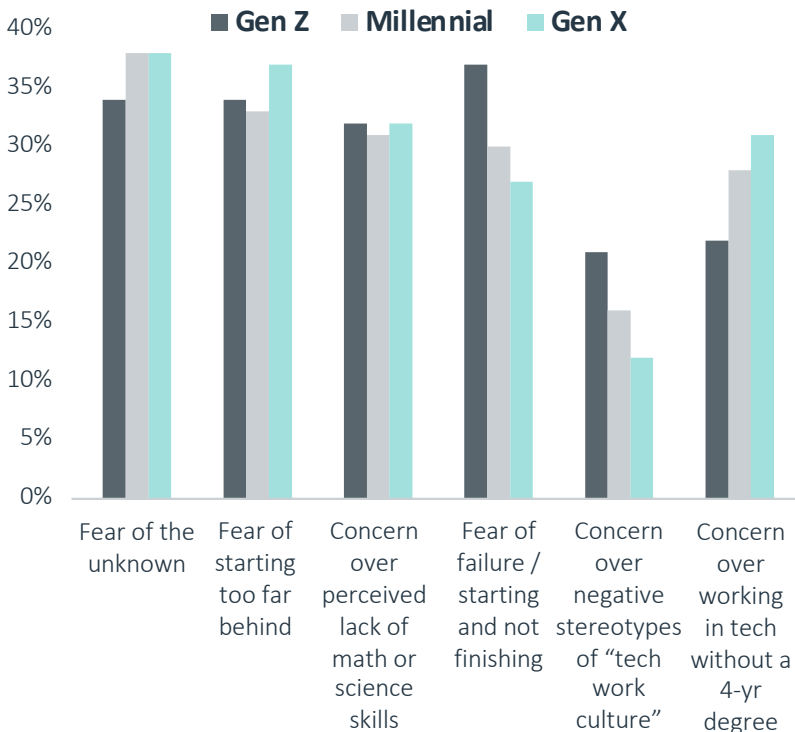
Confidence gap¹ remains a significant issues for many job seekers



¹For the purposes the confidence gap was described as the the often mistaken belief that working in technology is not possible due to real or perceived barriers that discourage some candidates.

- There is a slight age effect with confidence gap concerns more prevalent among the 18-34 and 35-44 age segments.
- Interestingly, confidence gap rates are slightly higher among those with advanced degrees versus those without a 4-yr degree.

Confidence gap concerns across age cohorts



Reported challenges and barriers to career changes in general

- 39% New job options not sufficiently better
- 35% Not enough job opportunities in region
- 27% Family or related responsibility may make it too difficult to change jobs
- 25% Do not want to move to change jobs
- 20% Too much time to train for a new job
- 19% Too expensive to train for a new job

Reported challenges and barriers to pursuing a tech job

- 28% Not interested in technology
- 27% Tech jobs don't pay enough
- 26% Training takes too much time
- 24% Too expensive to train for a tech job
- 22% Believe insufficient math/science skills are a barrier to working in a tech job
- 17% Not enough tech jobs in region

- Gen Z reports a relatively higher rate of concern around fear of failure in pursuing a tech job (37% vs. 27% for Gen X). Gen Z also reports a relatively higher concern around negative stereotypes of "tech work culture."

- In comparison, Gen X expresses a higher level confidence gap around pursuing a tech job without a 4-yr degree (31% vs. 22% for Gen Z), which likely reflects changing practical and philosophical attitudes toward 4-yr degrees among younger cohorts.

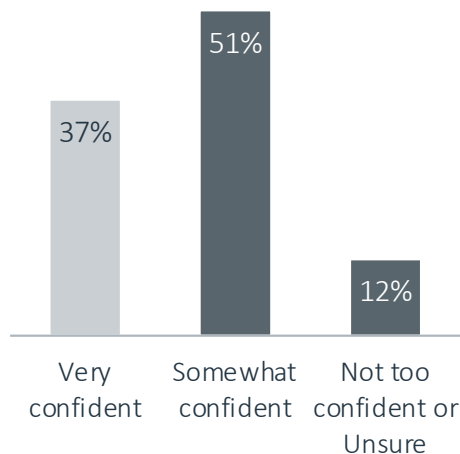
Additional Training Expected, But Gaps Exist

- The majority of job seekers expect to need additional training when transitioning into a new career field. However, a relatively small subset of Job Seekers have reported taking a training class or other instruction (15%). This could be a function of some Job Seekers still deciding which career field to pursue; the logistical or financial considerations of training; or uncertainty (see below).

Job Seeker expectations for needing additional training to transition into a new career field	Some Additional Training	A Lot of Additional Training
Engineering or Technicians	58%	30%
Information Technology (IT), Data, Software, Software, IT Project Mgt.	56%	27%
Education, Teaching, or Instruction	54%	23%
Communications, Multimedia, Journalism or Social Media	71%	19%
Healthcare or Medical	60%	19%
Sales, Marketing, Retail, Real Estate or Related	56%	18%
Business, Financial, Accounting, Analyst or Operations	56%	16%

- For the purposes of this study, the data provides directional insight into job seeker expectations around the need for additional training and instruction. Within each occupation category, training needs will vary according to job level. For example, within the healthcare category, training requirements to become a surgeon will obviously be significantly higher than an entry-level healthcare aide.

Confidence varies in navigating training and education options



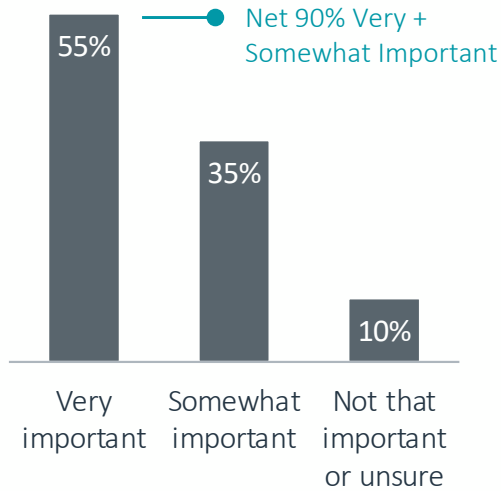
Training preferences for job seekers considering a career in information technology (IT)

- 61% Interactive e-learning course/training
- 56% Online/virtual class with a teacher/instructor
- 51% Video on YouTube or related (free)
- 44% Video from a learning provider (typically paid)
- 36% Mentored learning with a tutor, career coach, etc.
- 33% In-person class with a teacher/instructor
- 30% Textbook or e-Book

- Slight age effect with the 18-34 and 35-44 age segments expressing slightly more confidence in being able to navigate training and education options.

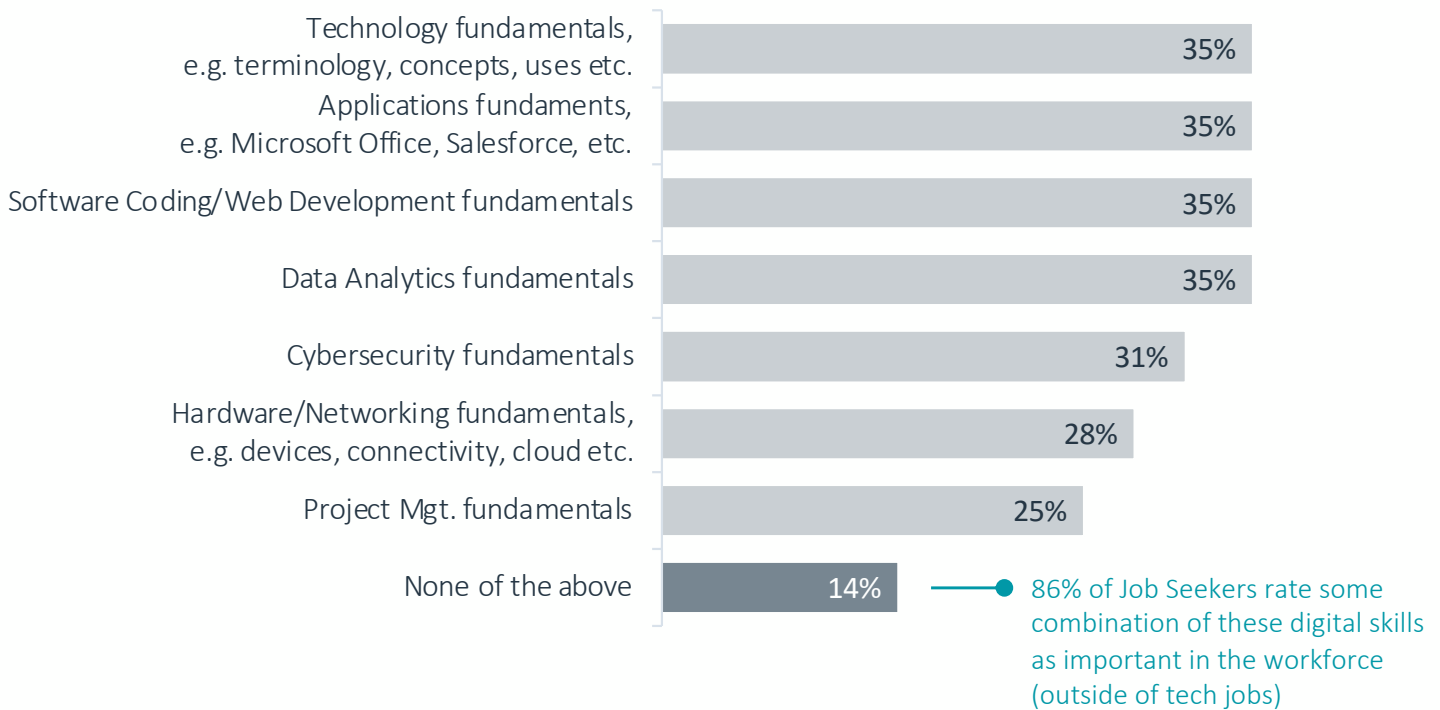
Confirming the Importance of Digital Skills

Rating of importance of digital skill needs in workforce (outside of tech jobs)



Digital Skills Need	Very important ratings summary
Job Seekers Overall	55%
Male	56%
Female	55%
Age: 18-34	50%
Age: 35-44	59%
Age: 45-64	58%
< 4-yr Degree	51%
4-yr Degree	61%
Post-Grad	75%

Top 5 perceived digital skill needs in workforce (outside of tech jobs)



Segmentation of top 5 perceived digital skill needs

Age 18-34	Age 35-44	Age 45-64
1. Technology	Data Analytics	Software Coding/Web Dev.
2. Software Coding/Web Dev.	Software Coding/Web Dev.	Applications
3. Applications	Applications	Data Analytics
4. Data Analytics	Technology	Cybersecurity
5. Hardware/Networking	Cybersecurity	Technology

Methodology

CompTIA's *Job Seeker Trends* study was conducted via a quantitative survey fielded online during June 7-14, 2022. The data was weighted to approximate a target sample of U.S. adults based on gender, educational attainment, age, race, and region. Results from the full survey with n=1,000 have an approximate margin of error of +/- 3 percentage points.

The survey was administrated by the research firm Morning Consult.

Within the context of this study, job seekers are defined as adults who have looked for a new job within their current or most recent career field or explored new jobs in a different career field in the past 3 months. Note: the data suggests some respondents interpreted 'new career' pathway as a new job role within an existing field (e.g. transitioning from an IT support role to a cybersecurity role). Overall, this had little effect on the key themes of the findings.

Caveats to Keep in Mind:

- The intent of this study was to capture a broad-based look at career exploration, allowing for comparisons across occupation categories. The trade-off with this approach is less detail in any one occupation category. Occupations were described at a high level without providing detailed definitions or an extensive list of jobs falling within the category.
- Past CompTIA research indicates certain segments new to the field of information technology (IT) have a number of preconceived notions of what the career field entails. In some cases, Job Seekers may have an interest in a job role with a significant technology or data or digital component without thinking of it in the context of a traditional "IT" role.
- The reported rates of engaging in training in this study pertain to active job seekers only. The large segment of workers that routinely train to improve their skills or prepare for a certification exam that are not actively looking (although could be planning for career advancement with their existing employer) are not included in the training figures.
- See January 2022 Job Seeker Trends report for additional insight on topics such as gig work and the use of talent marketplaces.

CompTIA is a member of the market research industry's Insights Association and adheres to its internationally respected Code of Standards. Any questions regarding the study should be directed to CompTIA Research and Market Intelligence staff at research@comptia.org.



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