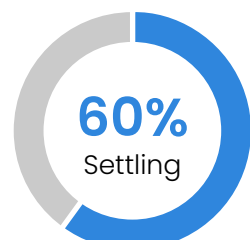


Job Seeking in 2024: Navigating the New Landscape of Recruitment



vs



Only 40% of job seekers are confident that they will find the right job in 2024.

That means 60% of job seekers are settling for a role that's not necessarily the job they want.



Why the Confidence Gap?

Disruption in Recruitment:

- ✓ Global events have shifted the labor market dramatically.
- ✓ The emergence of new technologies like AI & ChatGPT.
- ✓ New demands for unique skillsets and adaptability.



Business Leaders are asking:

- How can we increase ad visibility?
- How do we improve the candidate experience?



Challenges for Businesses



Uncertainty on where to start with recruiting efforts.



Difficulty defining hiring goals due to market fluctuations.



Balancing the hiring process to serve both business needs and job seekers.

94%

of recruiting professionals emphasize the necessity to understand current skills and gaps.

Key Actions for Businesses

01.

Define Success Metrics: Use data to set and review hiring goals.

02.

Talent Mapping: Research and anticipate future-needed roles.

03.

Skill Assessment: Identify critical skill sets for innovation and sustainability.

What Job Seekers Want: Insights from Nexxt

- ✓ Competitive Pay
- ✓ Positive Work Environment
- ✓ Flexible Hours
- ✓ Professional Development
- ✓ Unique Benefits or Perks



Preferred Types of Work



73%
Full Time

38%
Part Time

23%
Freelance/
Contract

12%
Gig

Desirable Benefits/Perks



Remote Work/
Flexible Scheduling



Healthcare/
Dental Options



Retirement Savings
Plans with Match



Unlimited Paid
Time Off



Paid Volunteer
Days

Understanding and adapting to job seeker preferences is key to attracting top talent in 2024.

Discover more strategic insight on this topic:

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