

# Q4 2022 NATIONAL JOB SEEKER SENTIMENT: WHAT THAT MEANS FOR RECRUITING & RETENTION

Current headlines paint a gloomy and uncertain picture: a possible recession, tech layoffs, slowing job growth, and companies bracing for impact. In the fourth quarter of 2022, we surveyed 1,686 U.S. job seekers to capture their current feelings in light of all this noise. Here's what we learned:

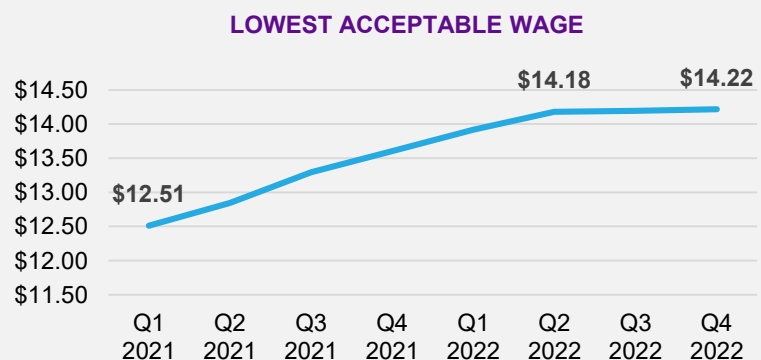
## SLIGHT DECLINE IN JOB QUALITY OPTIMISM

While job seekers remain fairly optimistic about finding a job they want, comparison to Q3 data show an erosion in confidence.



## MODERATION IN WAGE EXPECTATIONS

Over the last quarter, job seekers have expressed increased optimism about the quality of wages being offered to them, which aligns with the observed moderation in wage expectations. This shift toward wage contentment is likely due to job seeker fears surrounding a softening labor market and fewer federal jobless benefits.

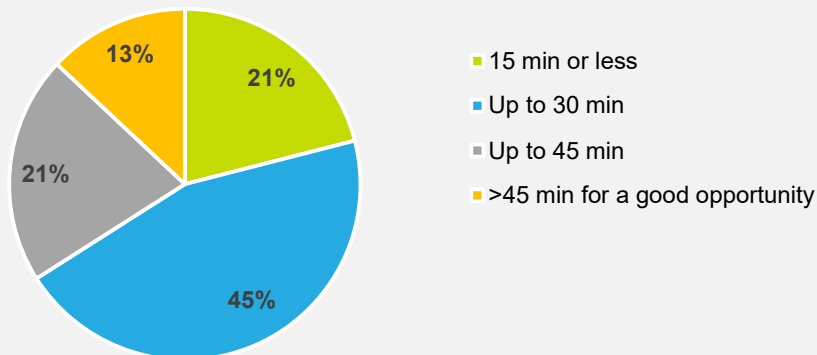


# Q4 2022 NATIONAL JOB SEEKER SENTIMENT: WHAT THAT MEANS FOR RECRUITING & RETENTION

## WILLINGNESS TO COMMUTE

Overall, job seekers are willing to commute for a job they want. Reduced confidence in finding a desirable job combined with declining gas prices are likely influencers.

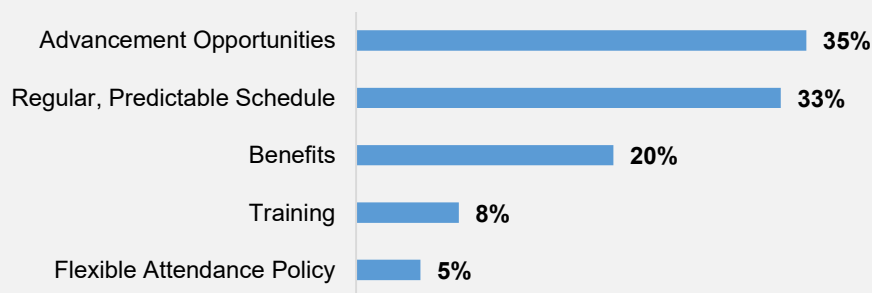
JOB SEEKER WILLINGNESS TO COMMUTE



## DESIRE FOR REGULAR, PREDICTABLE WORK SCHEDULES

While the top attributes job seekers desire in an employer have remained relatively unchanged in the last year, a new attribute was expressed in Q4: the desire for a regular, predictable schedule. This is a valuable consideration for future attraction and retention efforts.

DESIRED EMPLOYER ATTRIBUTES



## CONCLUSION: RECRUITMENT HINGES LESS ON WAGE

Stabilization in wage expectations combined with an overall erosion in job seeker confidence and a greater willingness to commute means now is the time to sell the market on all you have to offer. The attractiveness of your current offering is likely enough to drive in talent—recruitment no longer hinges on wage alone.

View more of our publications at [ElwoodThinks.com](https://www.ElwoodThinks.com)



This publication is proprietary and confidential and intended for general purposes. Nothing contained, expressed, or implied herein is intended or shall be construed as legal advice, and no attorney-client relationship is formed. If you have questions about any law, statute, regulation, or requirement expressly or implicitly referenced, contact legal counsel of your choice.