



Bridging “The Great Disconnect” between job seekers and employers



The gap between job seeker and employer expectations

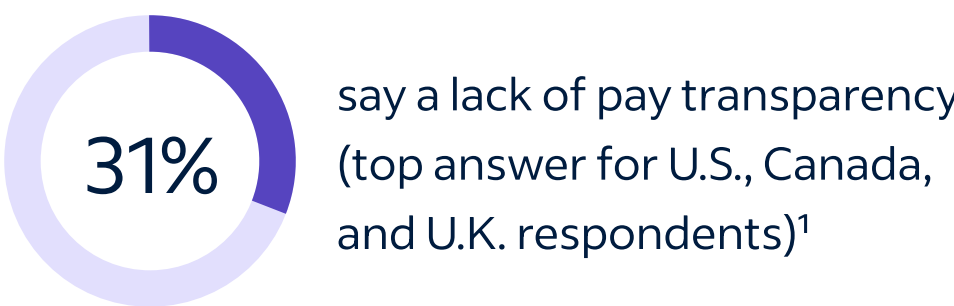
There’s a blame game going on in the world of work. New research emphasizes that both talent leaders and job seekers agree hiring is getting harder, but the reason is up for debate. Employers say there’s a shortage of quality applicants, but workers say the roles are what’s lacking. Neither side seems to be meeting the needs of the other in what Indeed is dubbing “The Great Disconnect.” Where exactly is it all going wrong?

What’s the biggest challenge for hiring managers in finding quality candidates?



It comes down to missed connections. The majority of employers and candidates surveyed say that a fair amount of open roles or applicants they see just aren’t relevant.

What’s the biggest challenge job seekers face in finding quality roles?



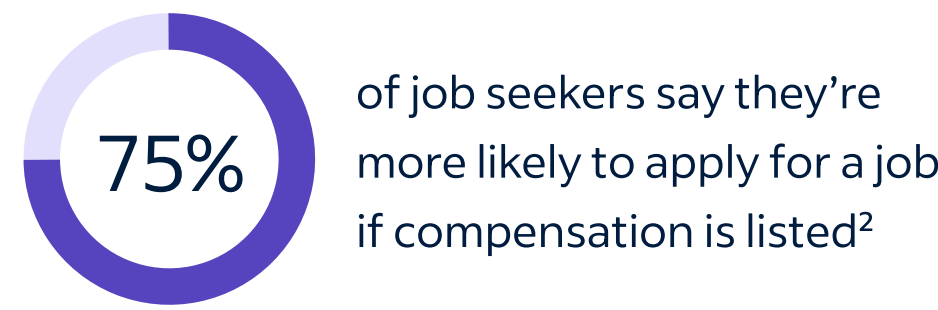
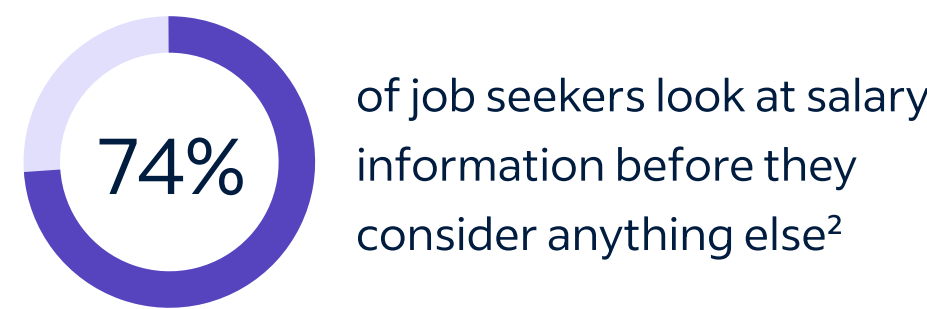
Workers won’t sacrifice flexibility

Workers consistently express a desire for flexibility in where, when, and how they work. A lack of hybrid or remote work options was a dealbreaker for a fifth of workers, and more than half of respondents said it was at least something they would “really appreciate” having.² Meanwhile, many employers issued return-to-office mandates over the last year and office occupancy rates have gone up.



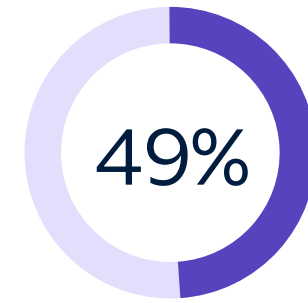
Pay transparency can be a dealbreaker

Not seeing a salary range was the biggest reason job seekers discarded an application, according to recent Indeed research. And a majority of job seekers look for salary information first.¹



The hiring process is too complex

Recruiters often want the hiring process to be thorough so they don't waste time on candidates that ultimately aren't a good fit. While it's understandable, they risk creating a daunting interview process that drives away quality candidates.

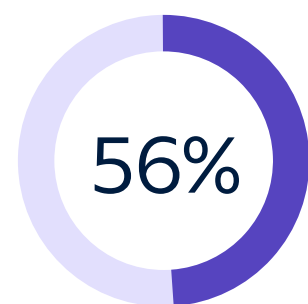


of job seekers say most job application processes are too long and complicated²

Solving the disconnect with skills

A skills-first hiring approach has the potential to broaden talent pools to help connect recruiters to more candidates. Certainly, job seekers want to see skills-based hiring and development. However, employers are unevenly adopting and promoting the practices.

Even where they embrace skills-first hiring, employers report being hampered by limited time and resources. One of the most striking insights is the confusion over what a skills-first strategy entails.



of employers say the greatest barrier to skills-first hiring is understanding how to implement it¹



Strategies for employers to close the gap

- 1 Offer hybrid work if you can**
Remote or hybrid work obviously isn't possible for every industry or role. Providing flexibility in other ways can help, for example, by offering sabbaticals or phased retirements.
- 2 Be transparent during the hiring journey**
Not only should candidates represent themselves truthfully and authentically, but companies should as well. Listing the pay, or at least disclosing it early in the hiring process, is one way to show a commitment to transparency.
- 3 Communicate quickly—and smartly**
To avoid missing out on great candidates, schedule interviews quickly and follow up quickly. Keep generational differences in mind too. Communicate with candidates in the way they prefer, whether it's texting, email, or something else.
- 4 Take a skills-first hiring approach**
Connect with more qualified candidates by rethinking your role requirements. Start by removing degree and years of experience requirements in your job postings, then evaluate candidates based on their skills and non-degree training.
- 5 Invest in employer branding to attract the right people**
Your employer brand tells potential job seekers what it's like to work at your company—and why someone would want to. Share your company's story on your careers page, company blog, and social media profiles. Also, stay aware of the ratings and comments you're getting on employer review sites.

Sources

¹ Indeed Survey with YouGov 2024, Total N=5,650 job seekers and 3,651 employers

² Indeed 2024 Workforce Insights Report



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