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Job seekers vs. employers on the hiring process

Job seekers and employers often see the hiring process through very different lenses. These facts from our latest research report, *Smarter Hiring Insights: Solving the 7 Disconnects That Make Hiring Harder*, highlight some key contrasts in their views and experiences.

Job seekers say...

31% My biggest challenge is that I'm competing with too many other applicants.

1/4 Vague job descriptions are the biggest hiring hurdle I face.

23% I'll start looking elsewhere if a job offer doesn't come within two weeks.

Employers say...

29% My biggest challenge is that too few job seekers have the required skills.

40% Leadership and workforce skills are the most critical gaps my company faces.

1 in 5 My biggest hiring challenge is losing candidates to the competition.

What do job seekers and employers see as the most attractive elements of a job offer?

Flexibility is more important than most employers realize.

Job seeker question: When choosing between job offers, what is the most important deciding factor for you?
Employer question: Which of the following do you believe is the most attractive part of your job offer to candidates?

Source
Indeed Survey with YouGov 2025, Total N=6,837 job seekers and 2,481 employers

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