

7 disconnects between employers and jobseekers



Indeed’s smarter recruitment survey reveals that the friction between employers and jobseekers often comes down to misunderstanding and miscommunication around what employers actually want. Here’s a rundown of the major disconnects.

1 Leadership Skills

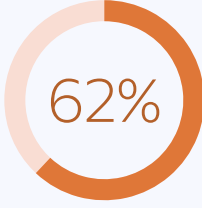
Employers are looking for candidates with leadership skills who are great team players, but can’t seem to find them. Meanwhile, jobseekers believe it’s more important to demonstrate industry-specific abilities in their applications. These assumptions can lead to missed opportunities on both sides.



of employers say leadership and workforce skills are the most critical skills gaps their companies face

2 Potential vs pedigree

More than half of employers (62%) say they feel most confident recruiting someone with an equal mix of skills, experience and potential. However, jobseekers are still most confident applying to roles that mirror their direct experience. So it seems jobseekers are selecting themselves out of the process just as employers are trying to be open-minded about screening for potential.



of employers say they feel most confident recruiting someone with an equal mix of skills, experience and potential

3 Job Descriptions

Job postings cause a lot of confusion in the recruitment process. One quarter of jobseekers said vague job descriptions are the biggest recruitment hurdle they face. Riddled with boilerplate jargon, ‘corporate speak’ and outdated requirements, many job postings confuse rather than clarify.



of jobseekers say vague job descriptions are the biggest recruitment hurdle

4 Speed of recruitment process

While both sides agree that two to four weeks is a reasonable timeline to go from application to offer, about a quarter of jobseekers say they’ll start looking elsewhere if it takes more than two weeks. Jobseekers aren’t waiting around for employers to make a decision – and that’s costing both sides. Employers may not only be missing out on strong candidates, but risk being looked upon negatively by jobseekers.

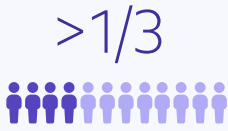


employers say their biggest recruitment challenge is losing candidates to the competition

5 What jobseekers really want

The job offer may be the last step in the process, but misalignment with candidate expectations can still derail the whole operation. For instance, employers understand that work-life balance is important to candidates, but they may underestimate just *how much* it matters.

Is flexibility the most important part of a job offer?



of jobseekers say yes



of employers say yes

6 AI Usage

Jobseekers and employers alike are using AI in the recruitment process – and yet they’re judging each other for doing so. Both groups worry that AI could make recruitment less fair by perpetuating historical prejudices, screening out candidates based on arbitrary keywords or giving the edge to jobseekers who figure out how to game the system.

Is AI good for writing and editing CVs and cover letters?

70% of jobseekers say yes
1/3 of employers approve

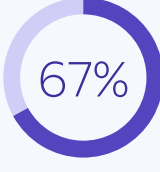
Is AI good for screening candidates, summarising experience and automating scheduling?

75% of employers say yes
1/4 of jobseekers approve

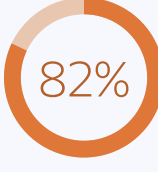
7 AI Upskilling

AI isn’t just changing recruitment – it’s reshaping the workforce. But employers and jobseekers don’t agree on how fast that shift is coming or who’s responsible to get workers ready. Employers say managers at all levels hold that responsibility. Jobseekers say it’s up to them and their direct managers.

Do you think workers need to upskill within the next 3 to 5 years to accommodate AI?



of jobseekers say yes



of employers say yes

Finding a way forward

For all their differences, jobseekers and employers share plenty of common ground on the value of soft skills and work-life balance, with a mutual cautious optimism about AI. The challenge now is turning that common ground into common action.

Explore these disconnects in depth and find strategies to bridge the gap.

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