

Trends & developments job boards 2018-2019

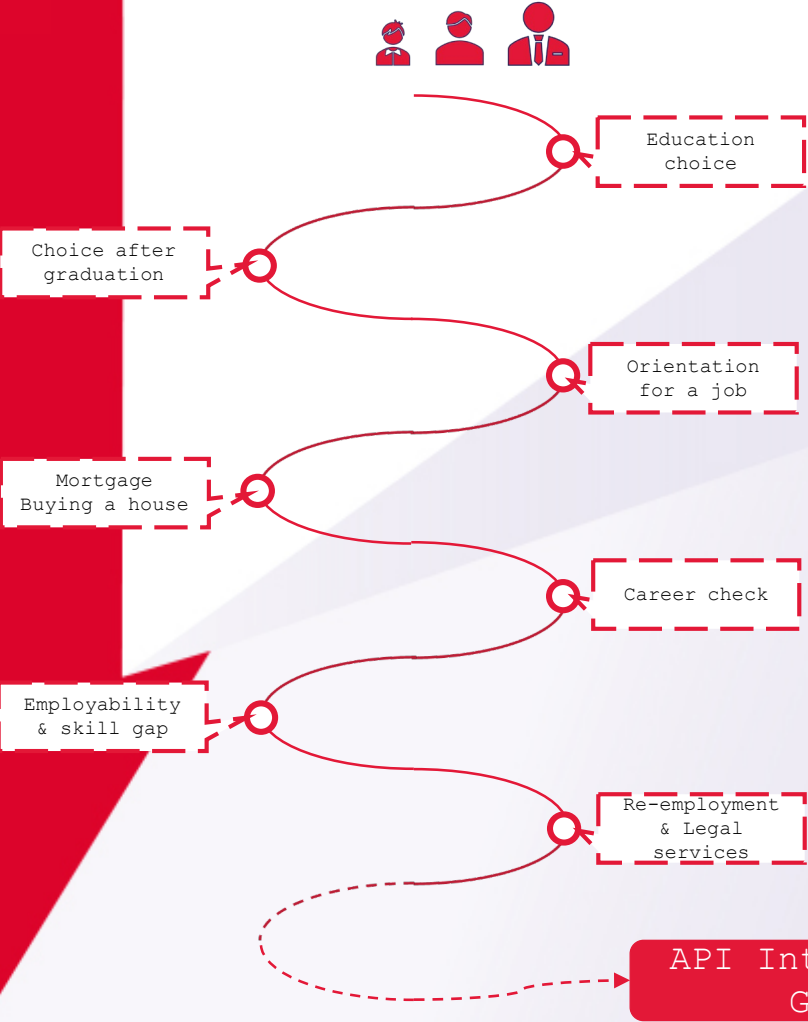
*By Didi van Wetten
Analist @ Intelligence Group*

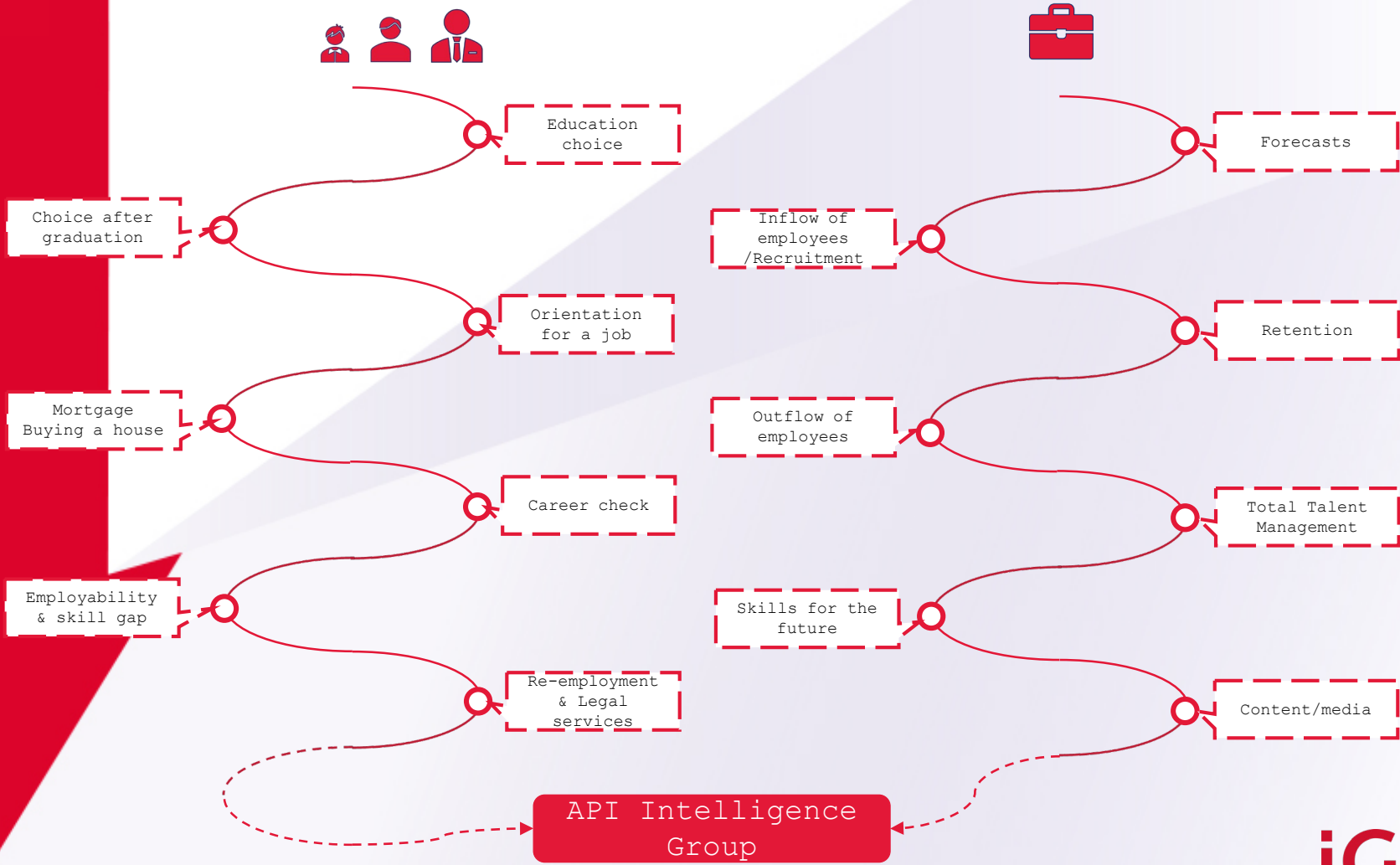


What does our data look like?

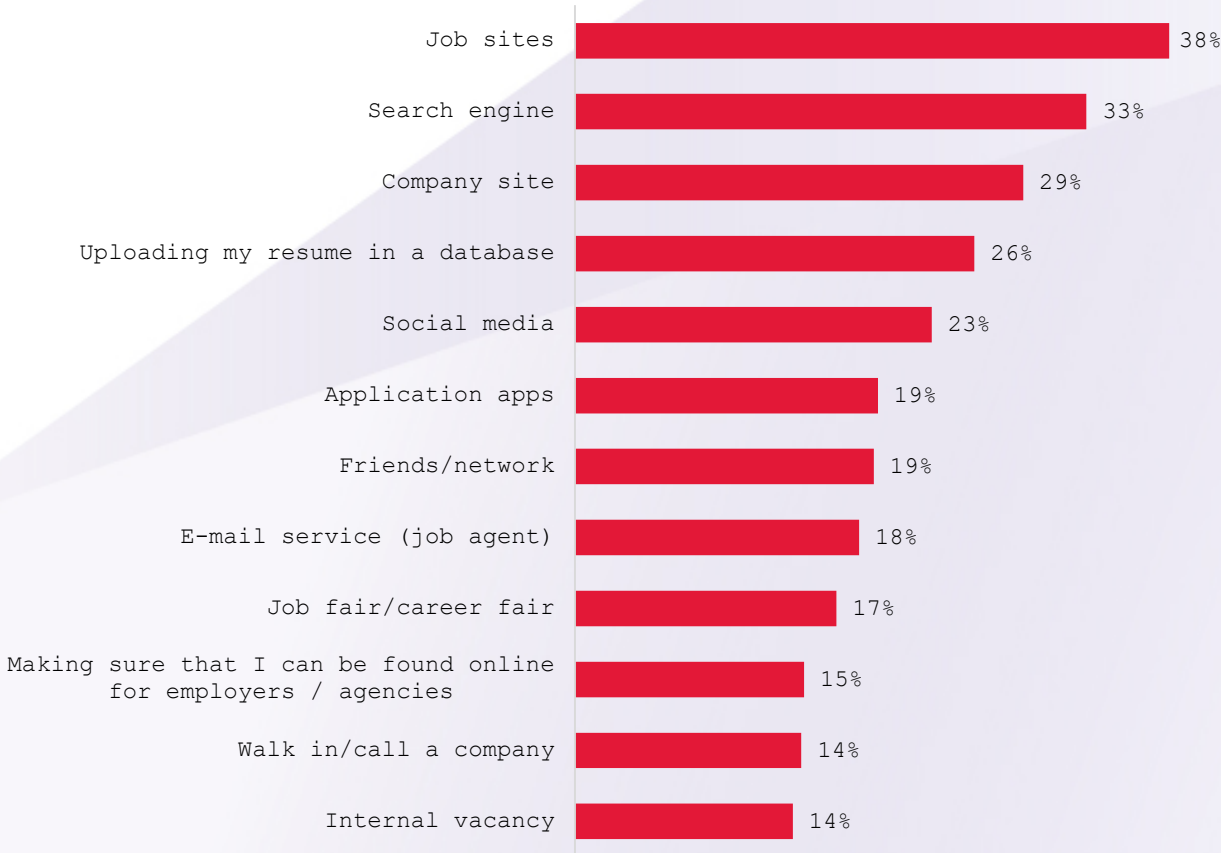


- ✓ Recruitment & labour market data
- ✓ Global Talent Acquisition Monitor
- ✓ In 2018/19 - N=120.000 in 28 European countries
- ✓ 13,7 million records Eurostat





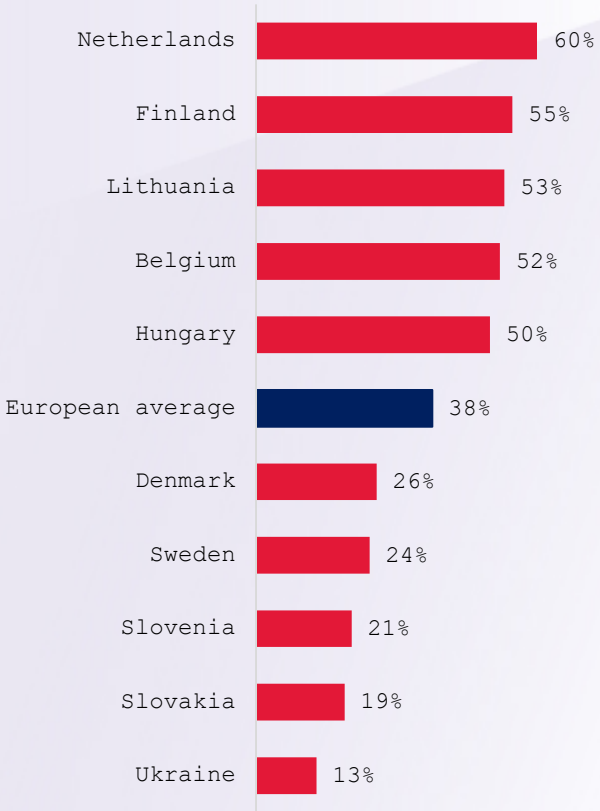
Orientation channels used to find a job in Europe by active jobseekers



One Europe, but...

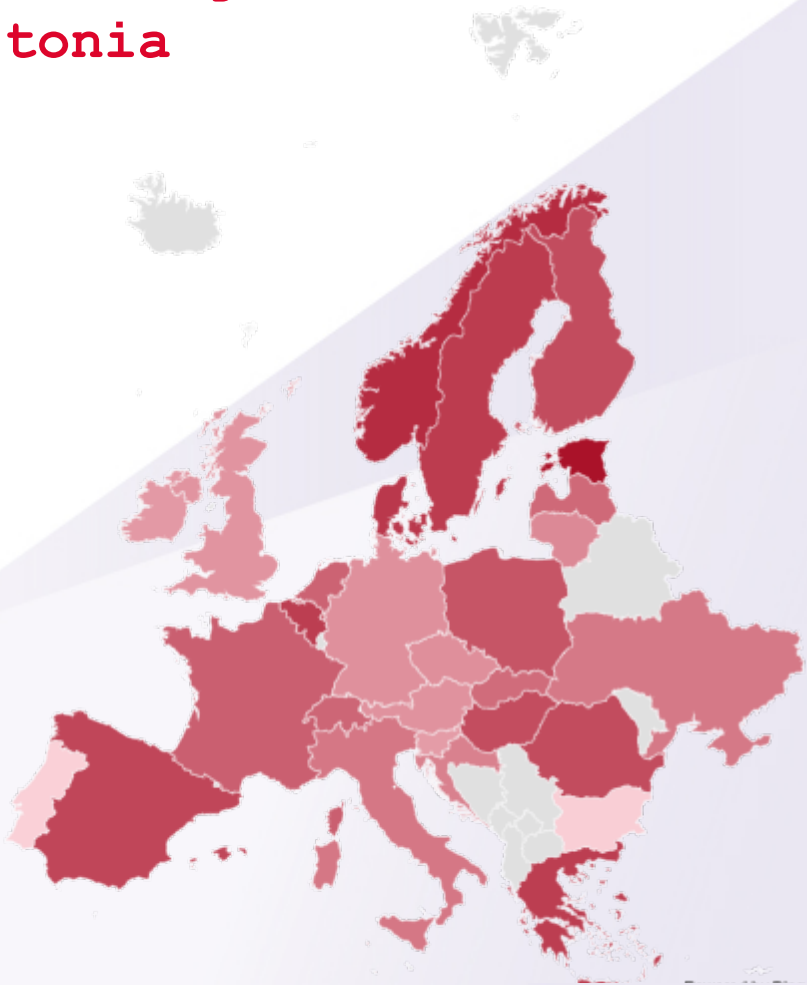
Witam Ahoj
Hei Hallo Hallo
Γειά Merħba Bok
Dia Bonjour Hallå
Szia Здравей Olå
Labas Sveiki Hello
Davs Zdravo Tere
Hola Salve Ahoj
Bună

Dutch people use jobsites the most



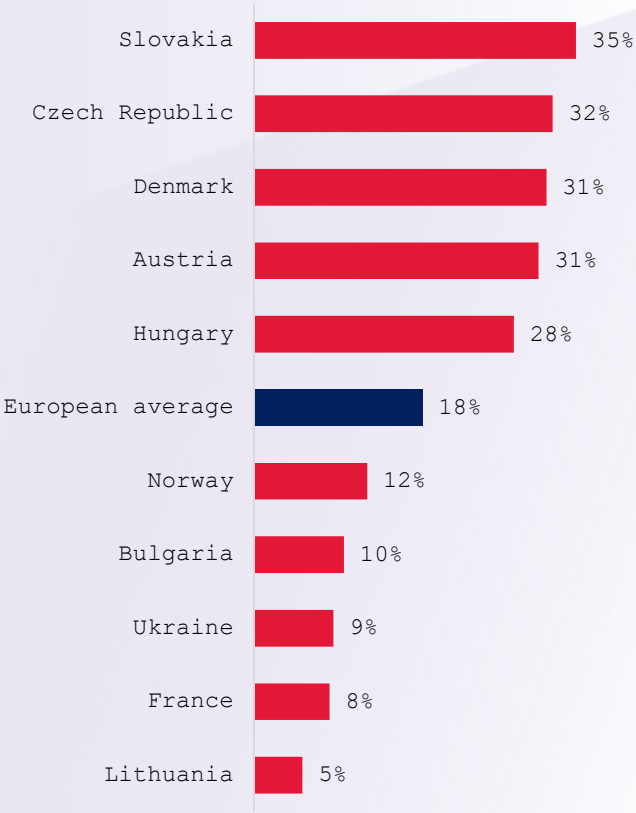
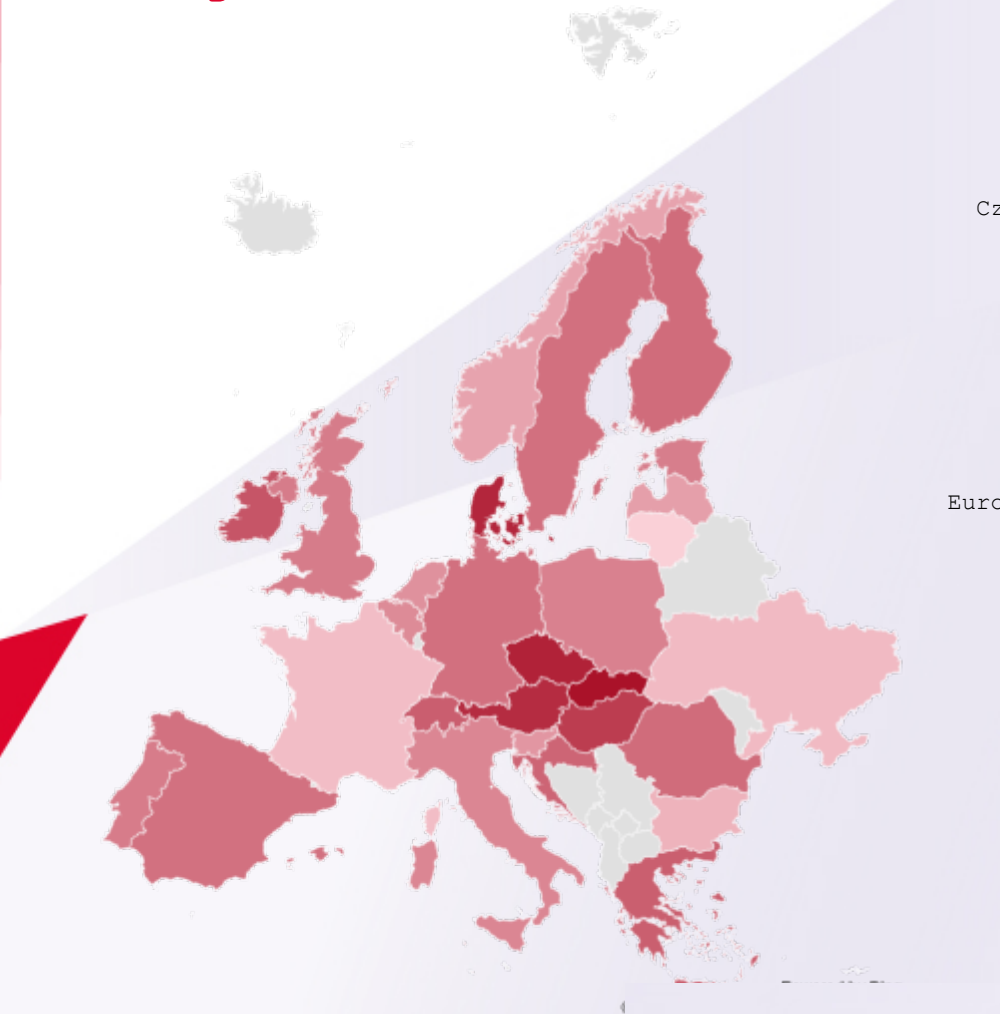
Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

Uploading a resume in a database popular in Estonia



| | |
|------------------|-----|
| Estonia | 50% |
| Norway | 44% |
| Denmark | 41% |
| Sweden | 40% |
| Belgium | 39% |
| European average | 26% |
| Ukraine | 18% |
| Ireland | 16% |
| Slovenia | 16% |
| Bulgaria | 3% |
| Portugal | 3% |

Job agents most used in Slovakia



Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

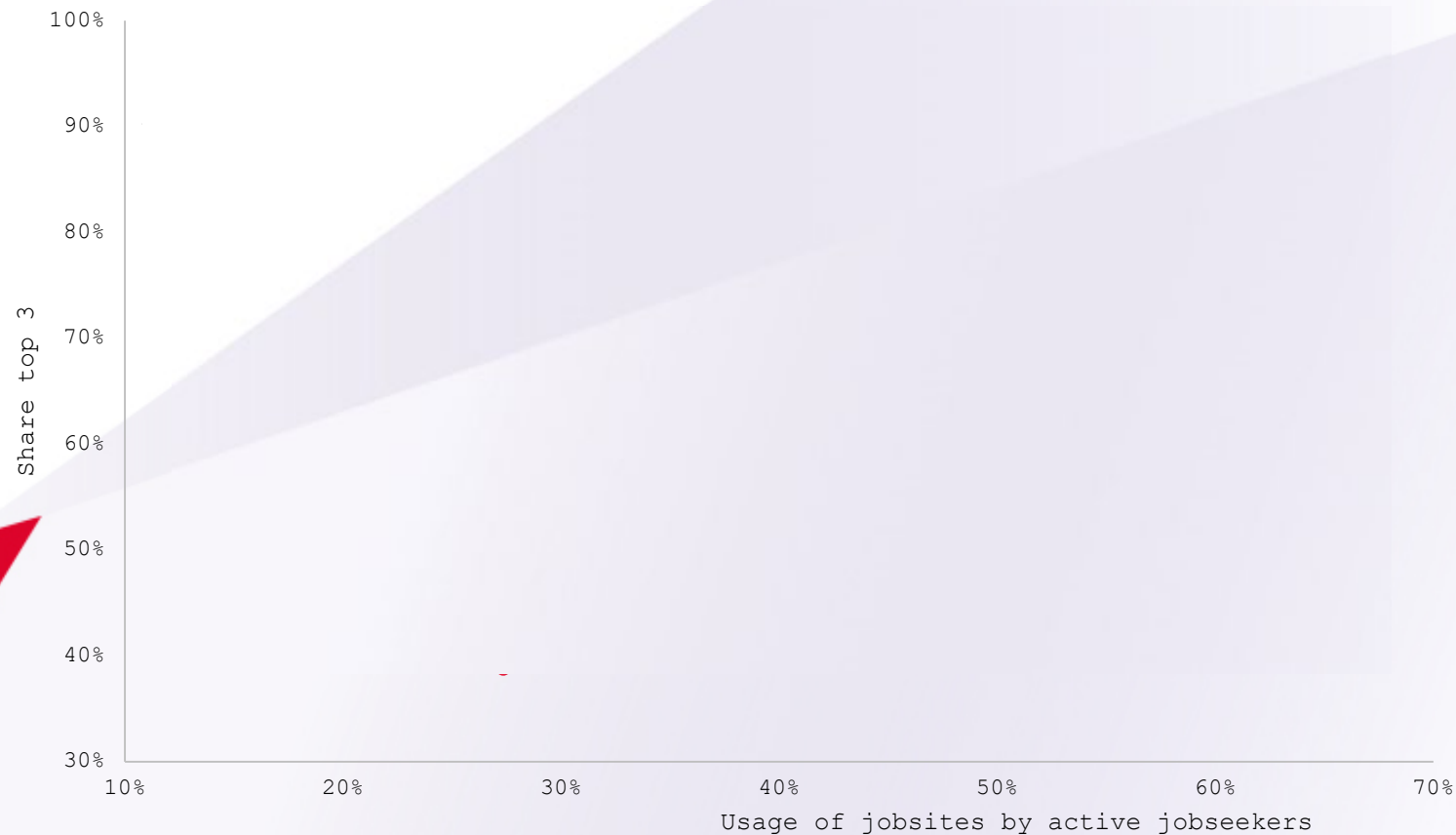
Preference share of top 3 job board leaders



| | |
|----------------|-----|
| Estonia | 89% |
| Bulgaria | 89% |
| Ukraine | 87% |
| Denmark | 86% |
| Croatia | 79% |
| Norway | 78% |
| Sweden | 75% |
| Slovenia | 74% |
| Slovakia | 73% |
| Finland | 72% |
| Czech Republic | 70% |
| Latvia | 68% |
| Ireland | 68% |
| United Kingdom | 66% |
| Romania | 66% |
| Austria | 58% |
| Spain | 57% |
| Poland | 57% |
| Hungary | 55% |
| Lithuania | 52% |
| Greece | 52% |
| France | 49% |
| Switzerland | 47% |
| Netherlands | 46% |
| Germany | 43% |
| Portugal | 43% |
| Belgium | 42% |
| Italy | 39% |

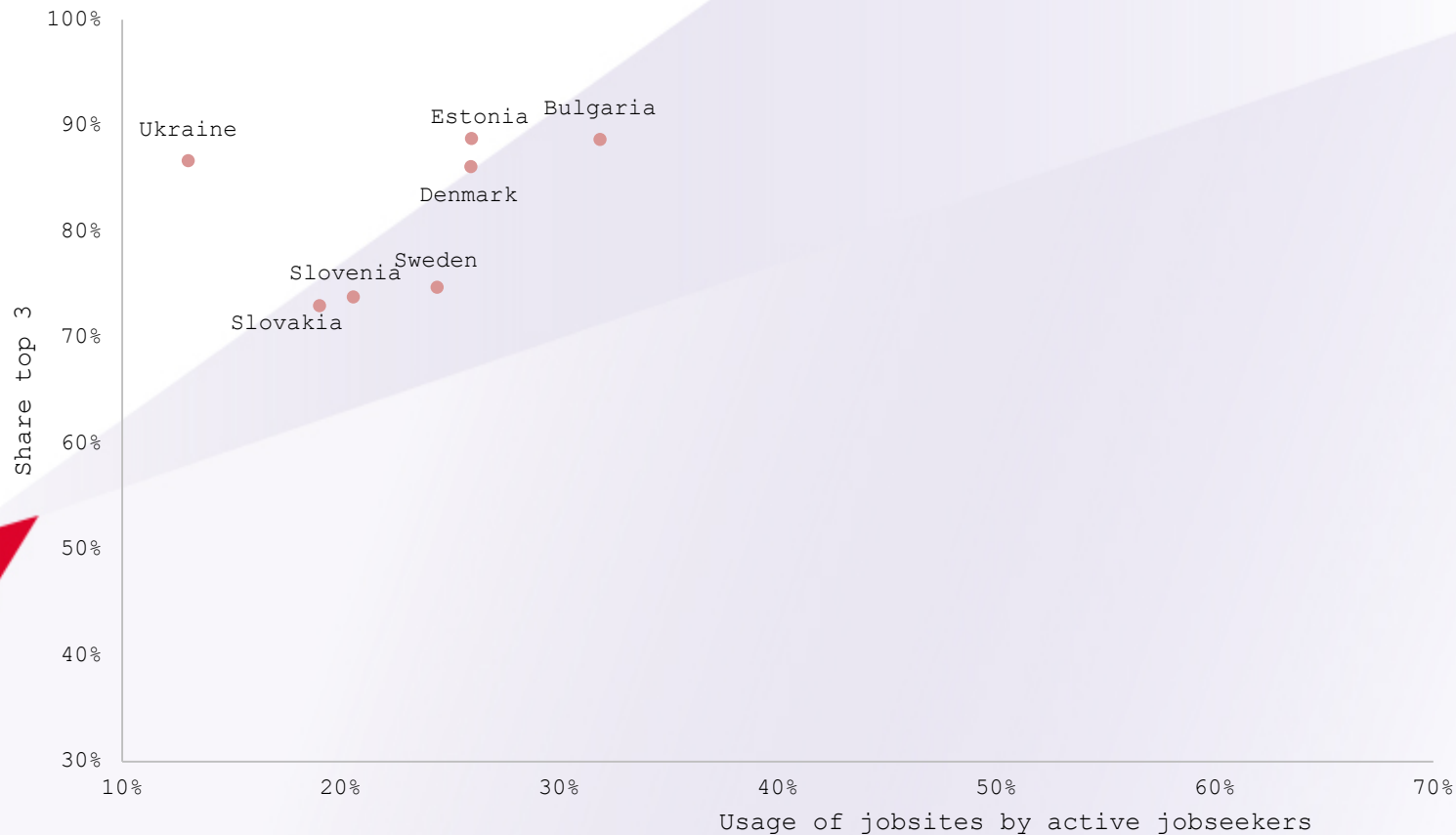
Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

In Estonia and Bulgaria 89% of the market belongs to the top 3 jobsites

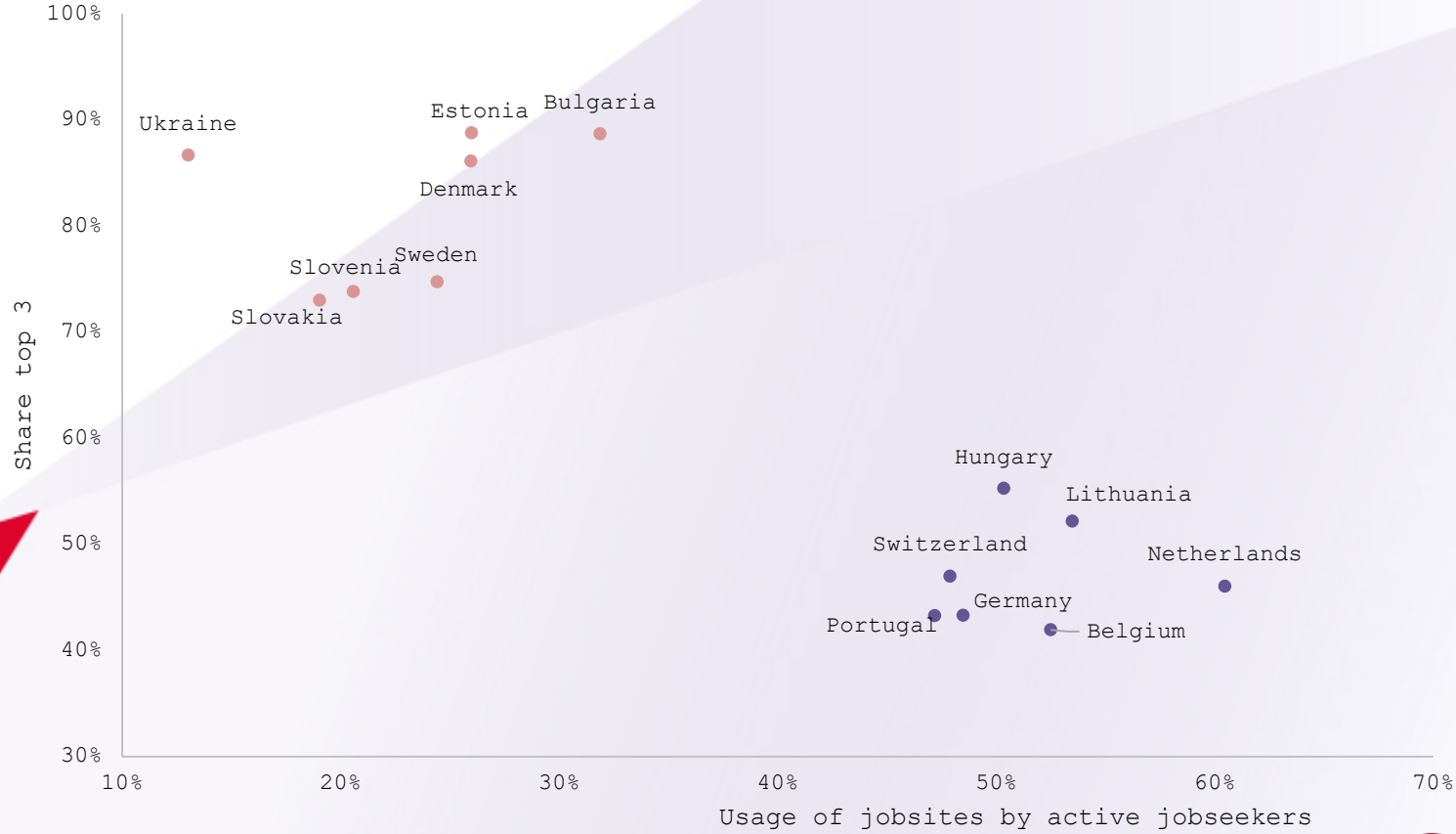


Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

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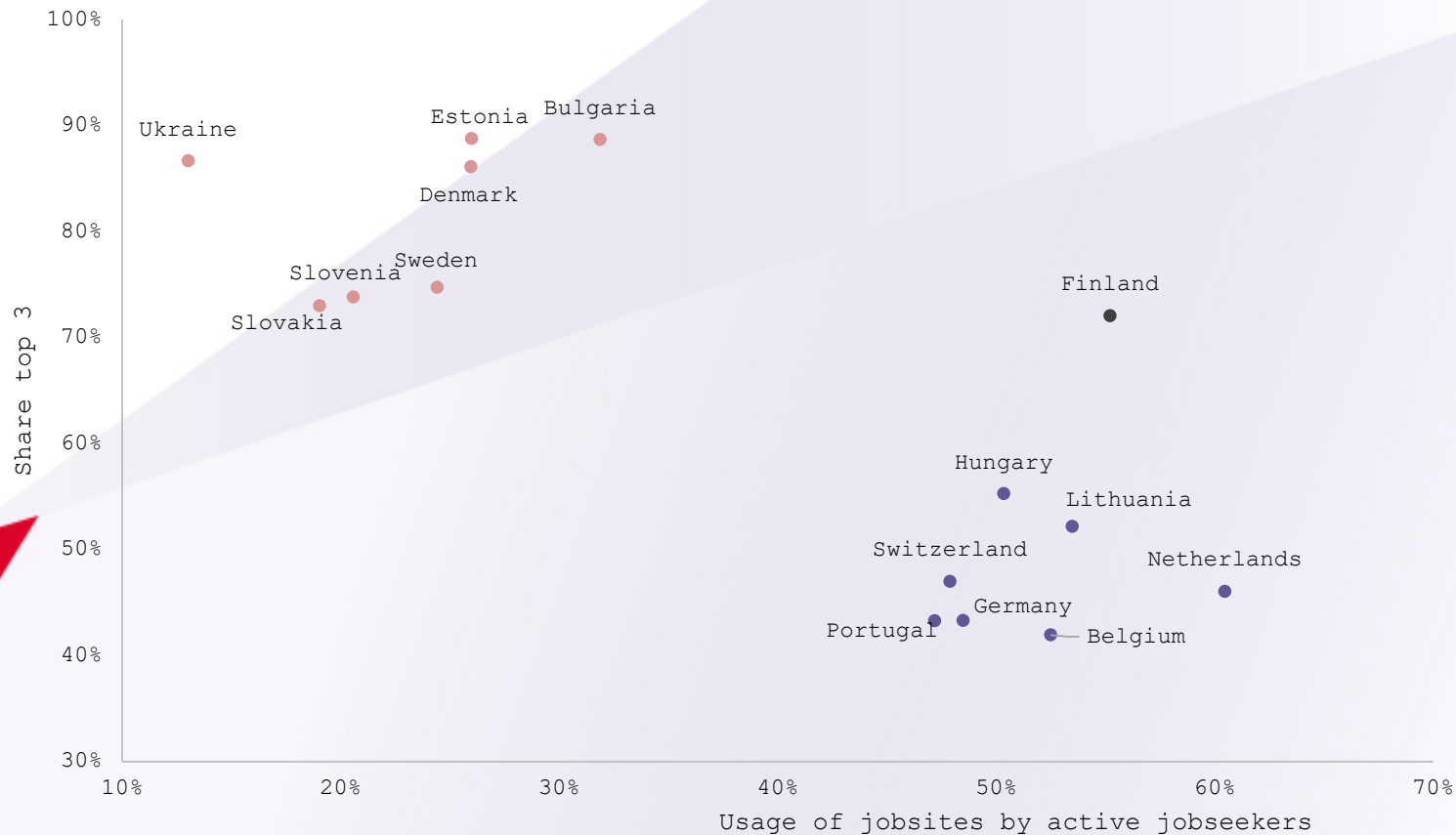


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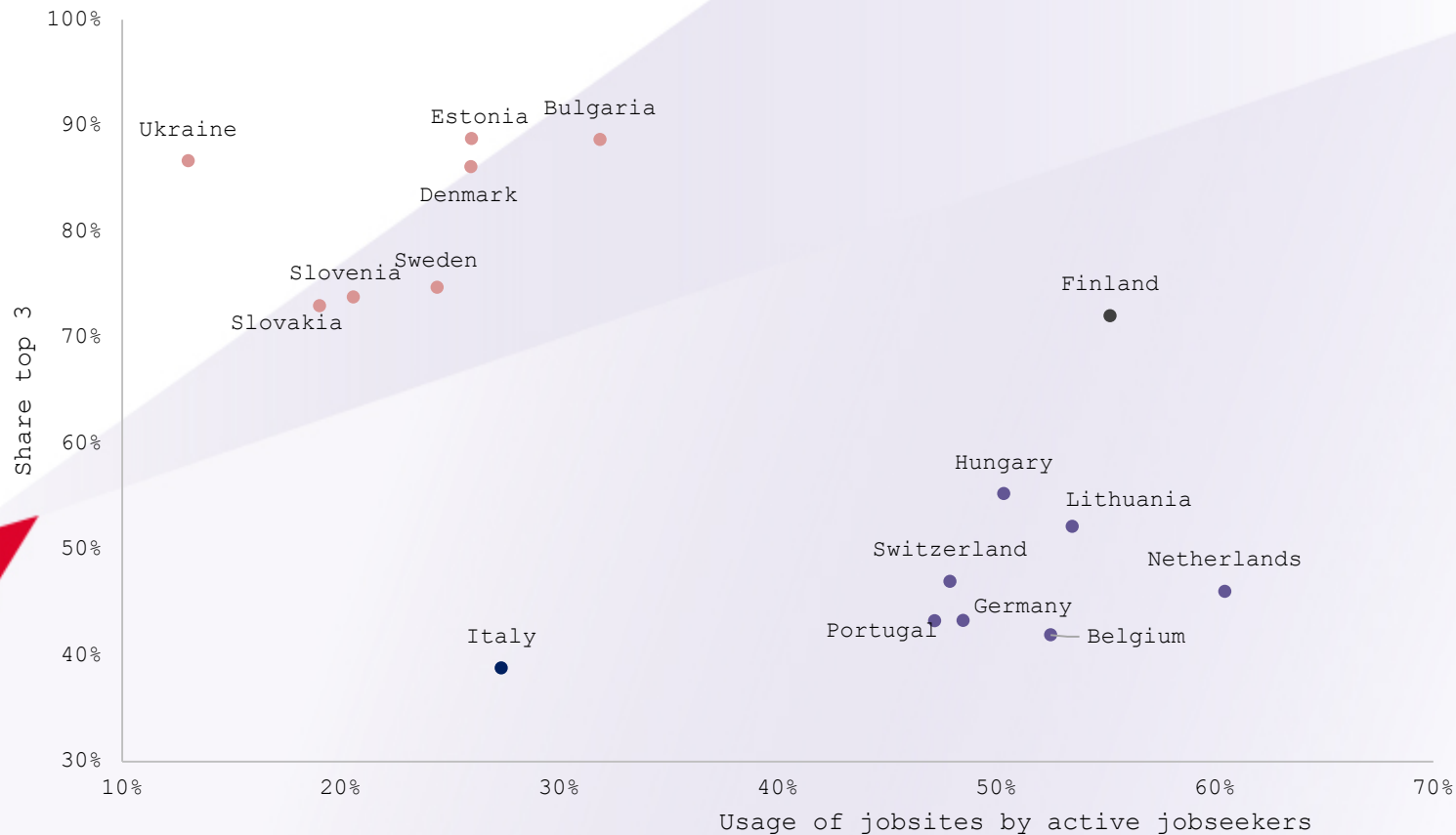
Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

In Estonia and Bulgaria 89% of the market belongs to the top 3 jobsites



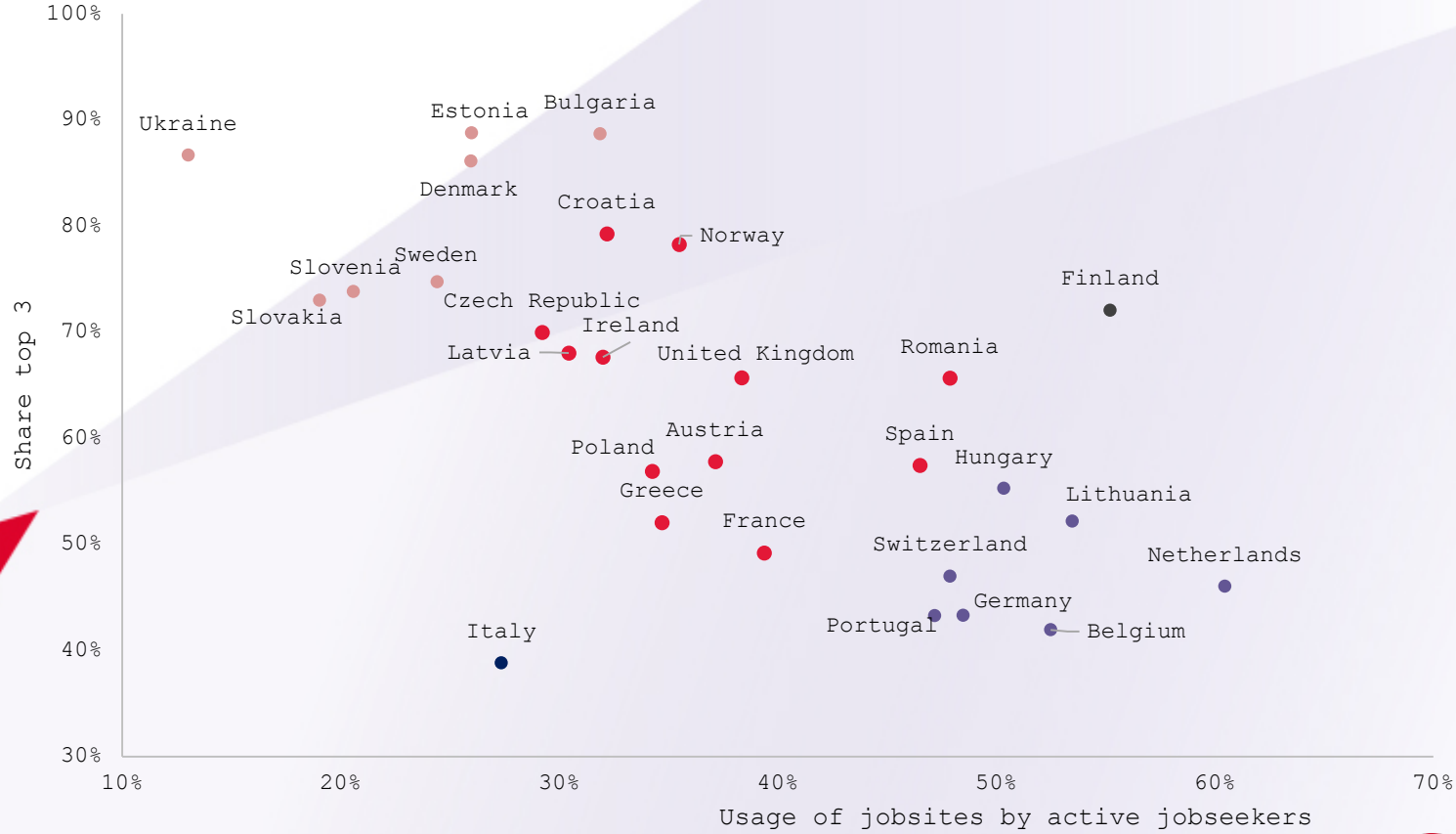
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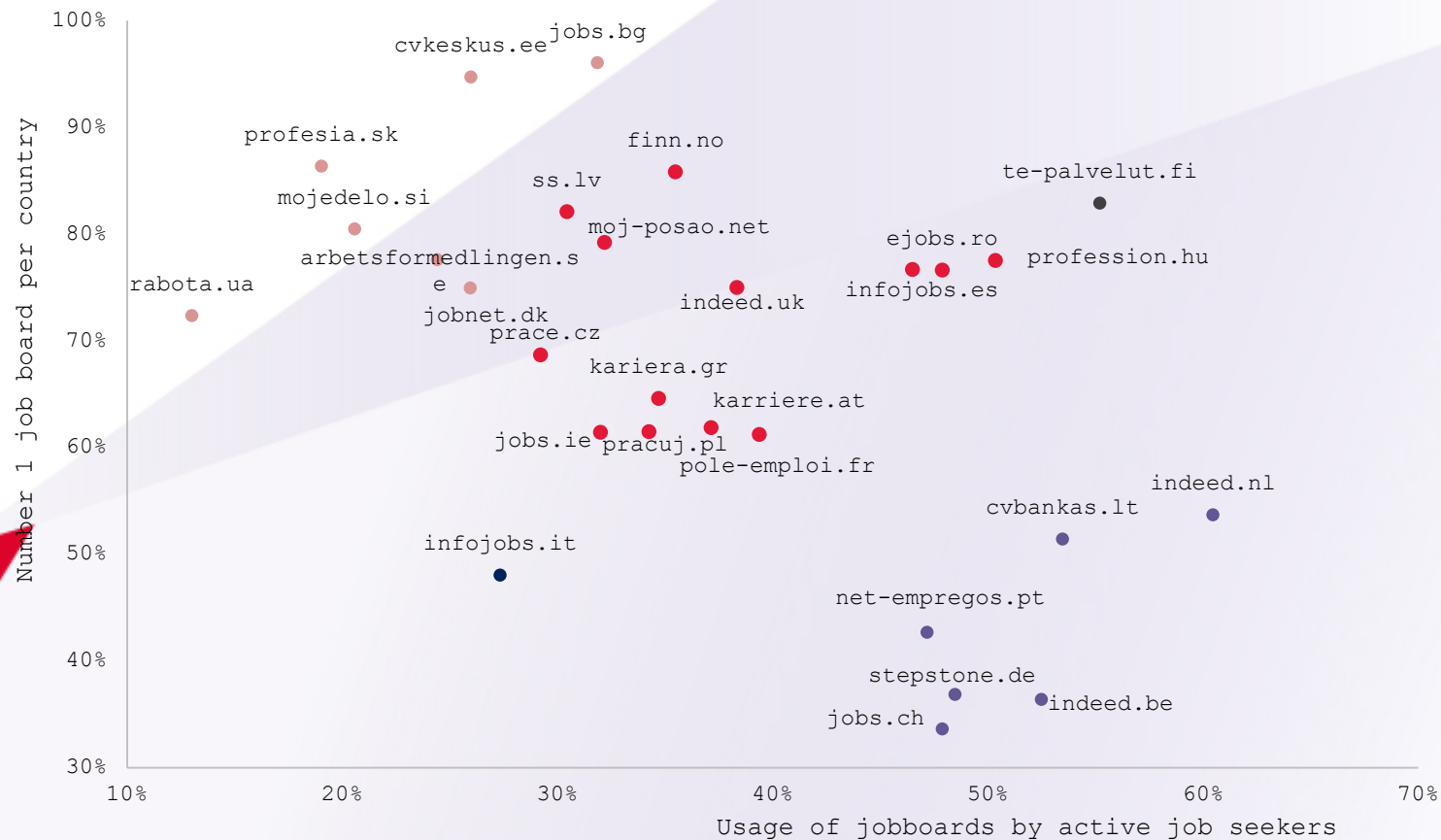
Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

In Estonia and Bulgaria 89% of the market belongs to the top 3 jobsites



Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

96% of the Bulgarians name jobs.bg as preferred jobsite



Preferred job boards (by active jobseekers)

Europe top 5 job boards

- 1. Indeed.com
- 2. Monster.com
- 3. Infojobs.com
- 4. LinkedIn.com



- 1. UK 75% ↓
- 2. Netherlands 54% ↑
- 3. Ireland 47%
- 4. France 44% ↓
- 5. Belgium 36% ↑



- 1. Finland 43%
- 2. Sweden 36%
- 3. Germany 31% ↓
- 4. Italy 25%
- 5. Ireland 23%

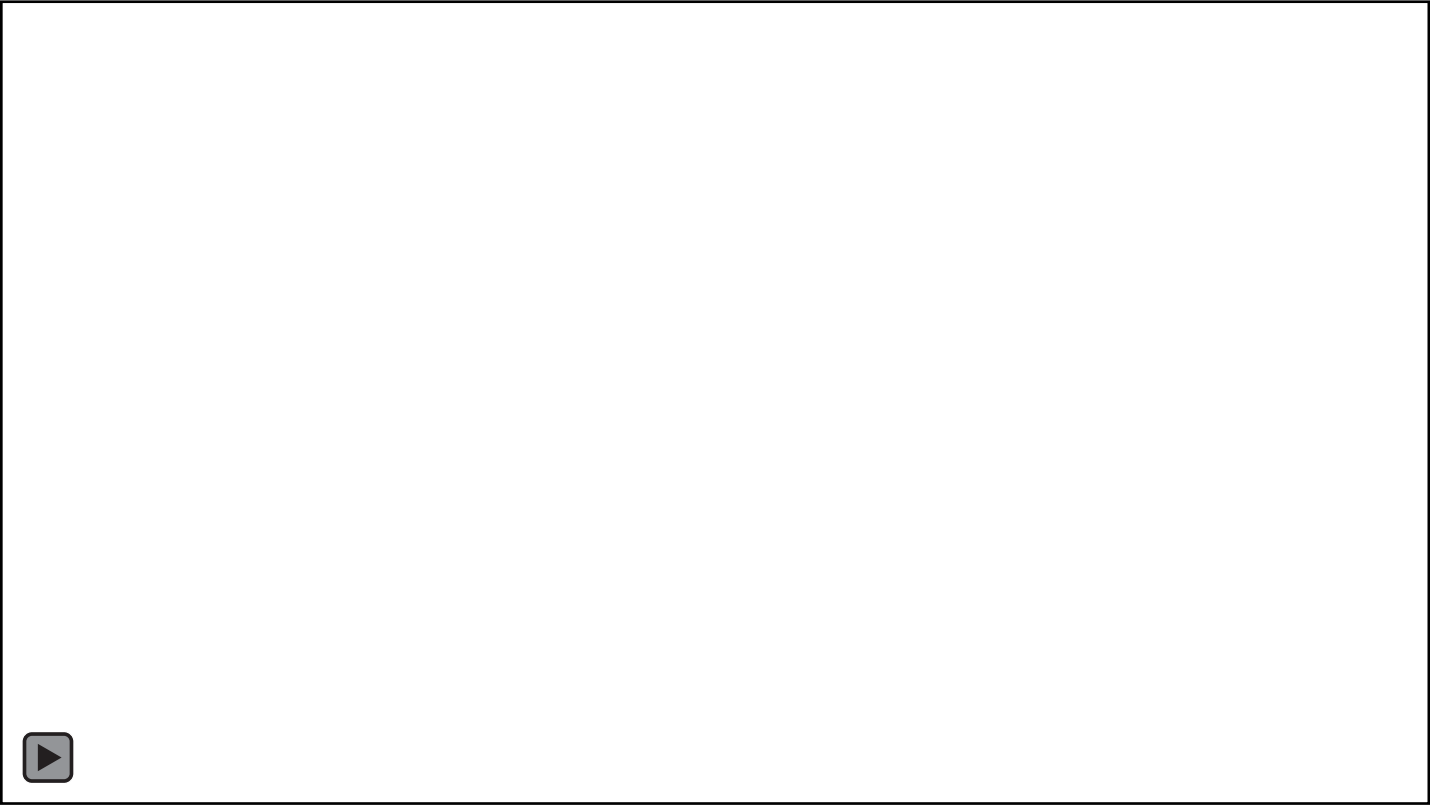


- 1. Spain 77%
- 2. Italy 48%

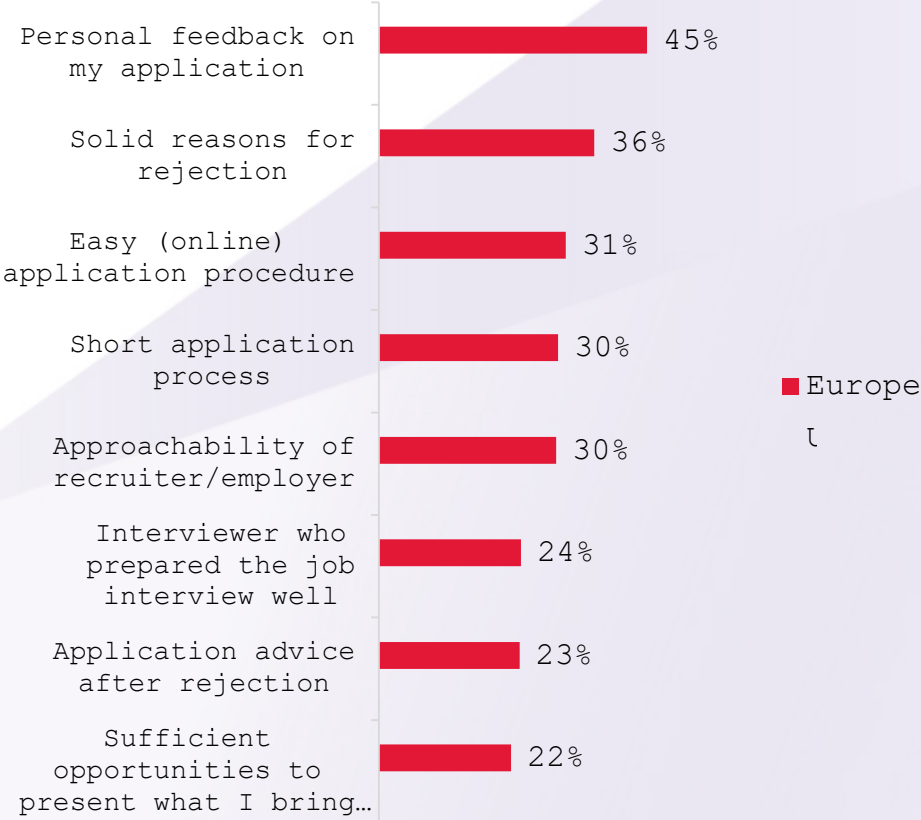


- 1. Netherlands 16% ↓
- 2. Italy 19%
- 3. Spain 19%
- 4. France 18% ↑
- 5. Ireland 16%

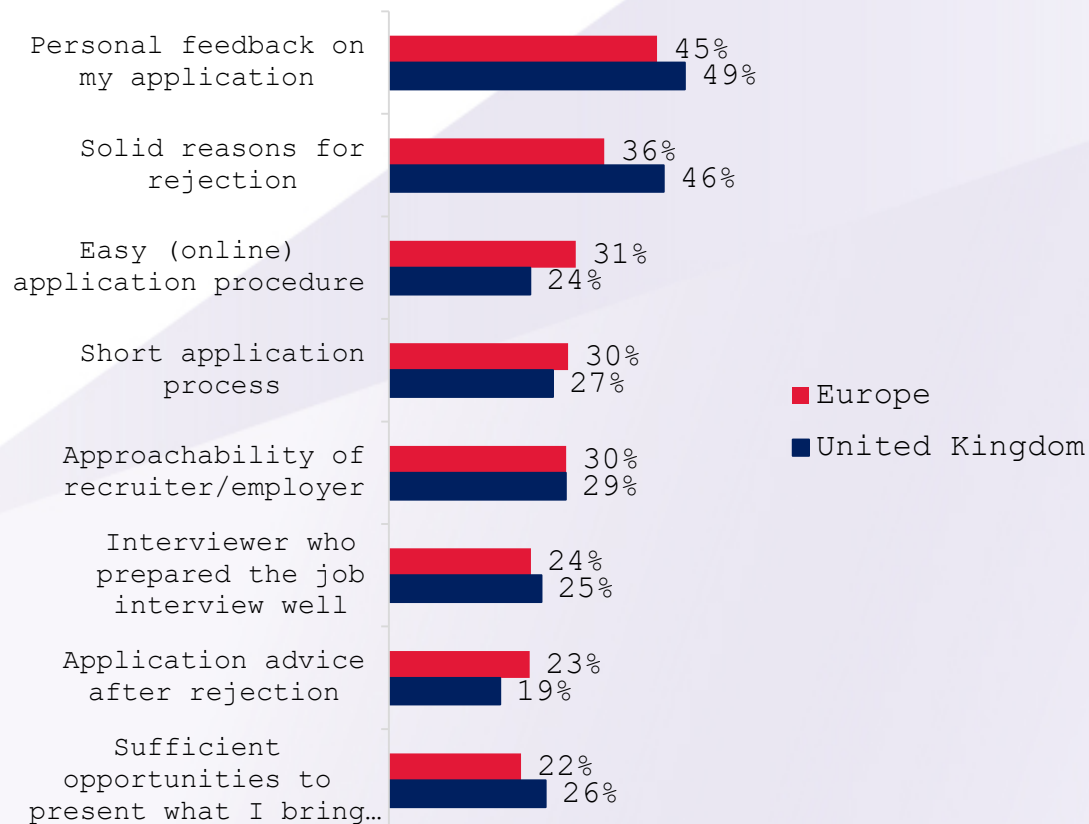
Trends &
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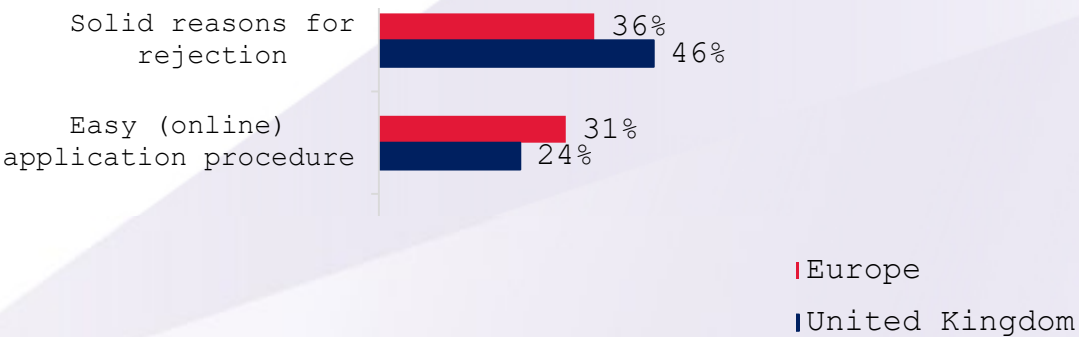
Important factors in applications process



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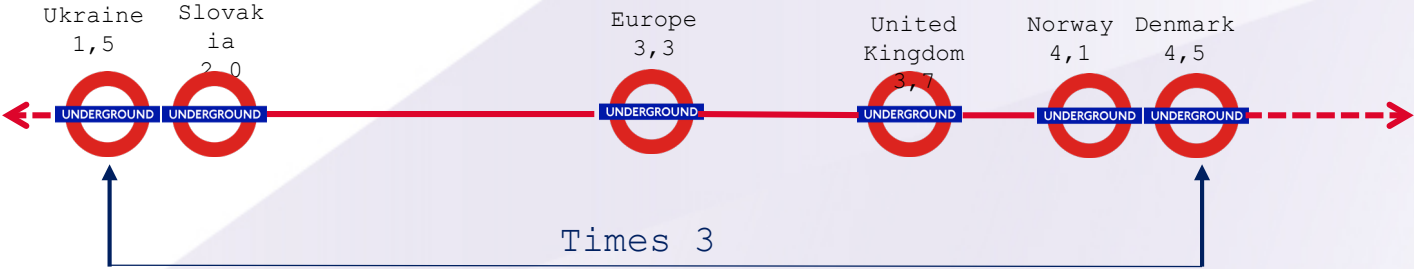
Important factors in applications process



Application process in weeks



Application process in weeks



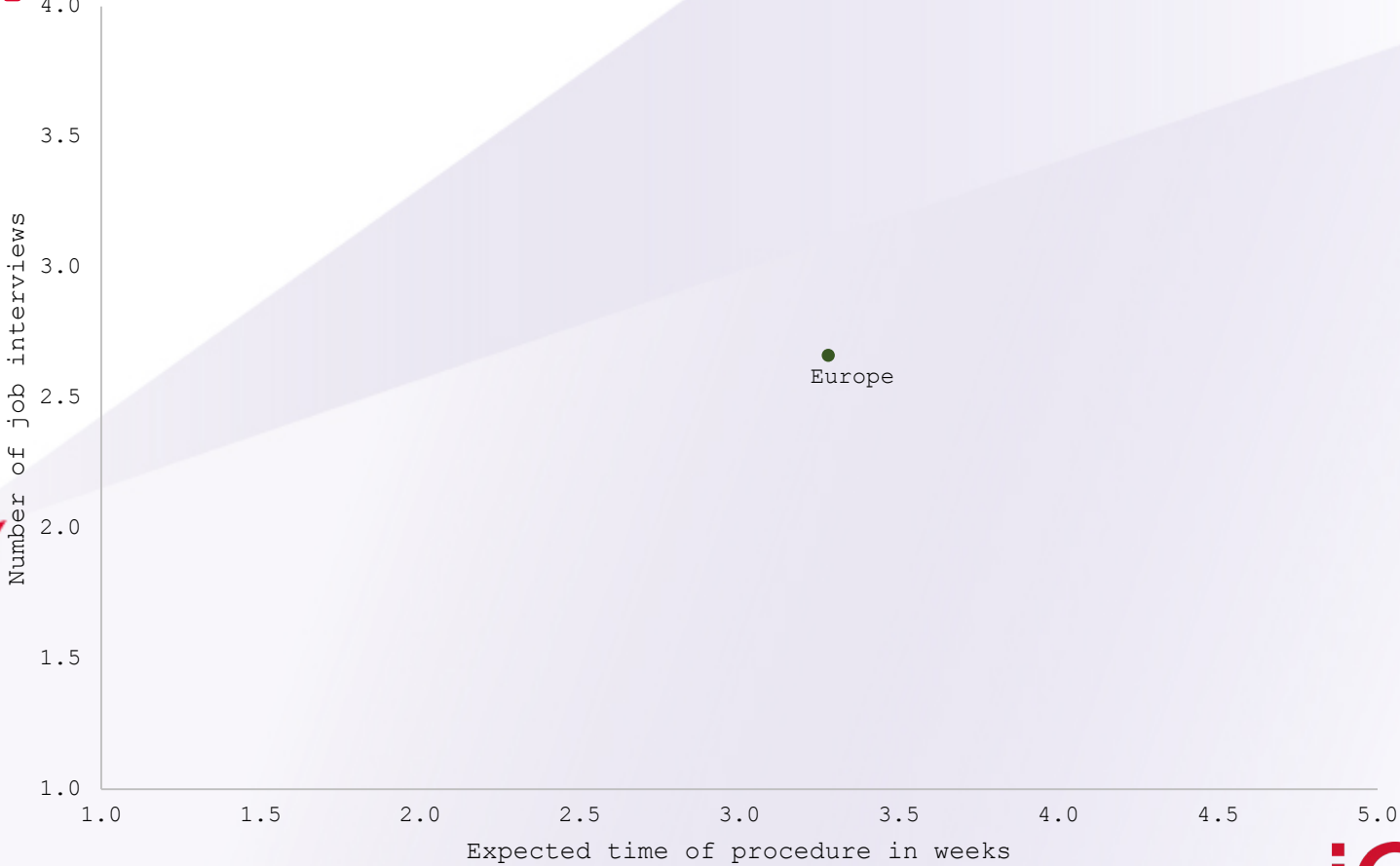
Application process in weeks



Job interviews

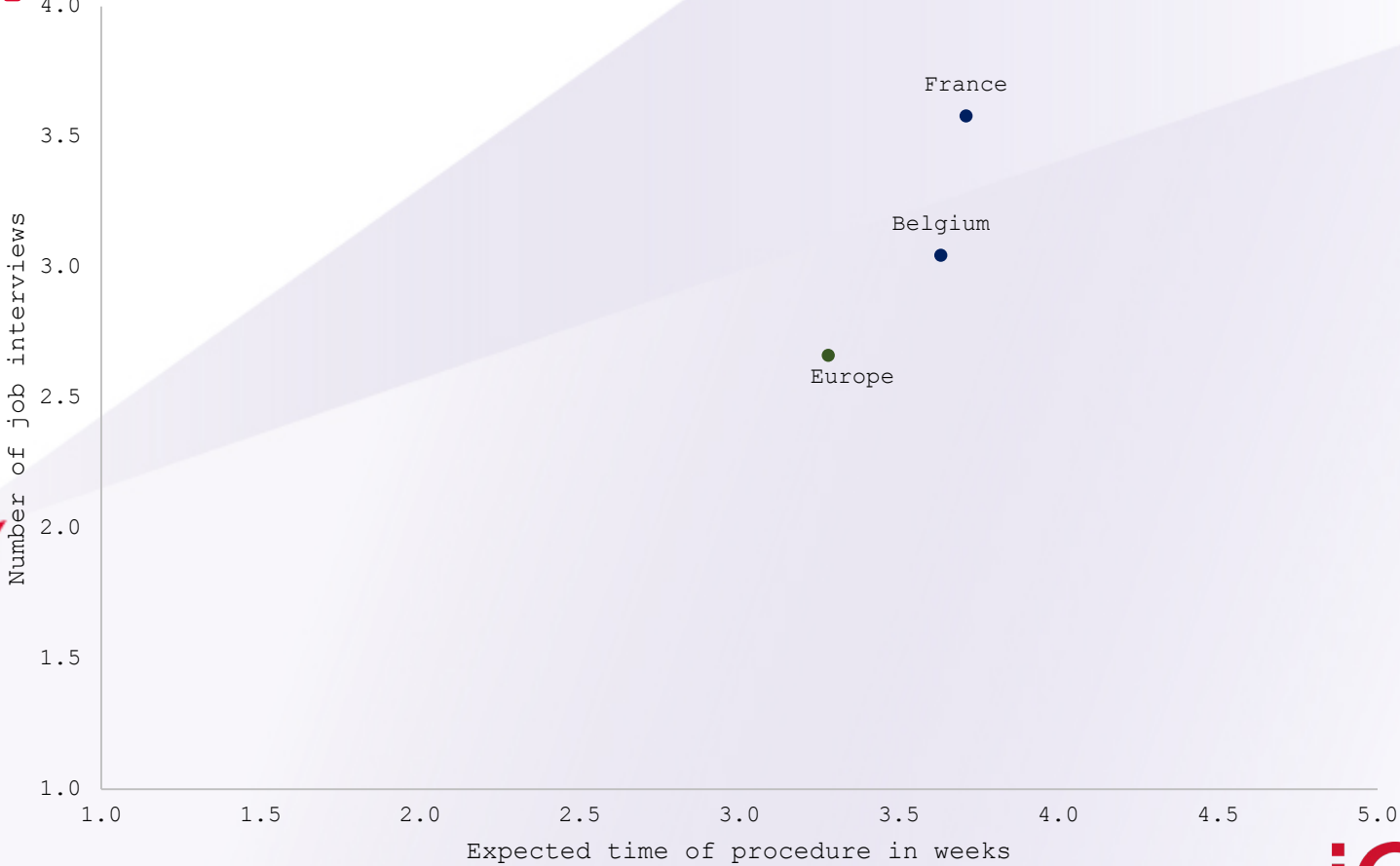


Expected interviews x expected time of procedure

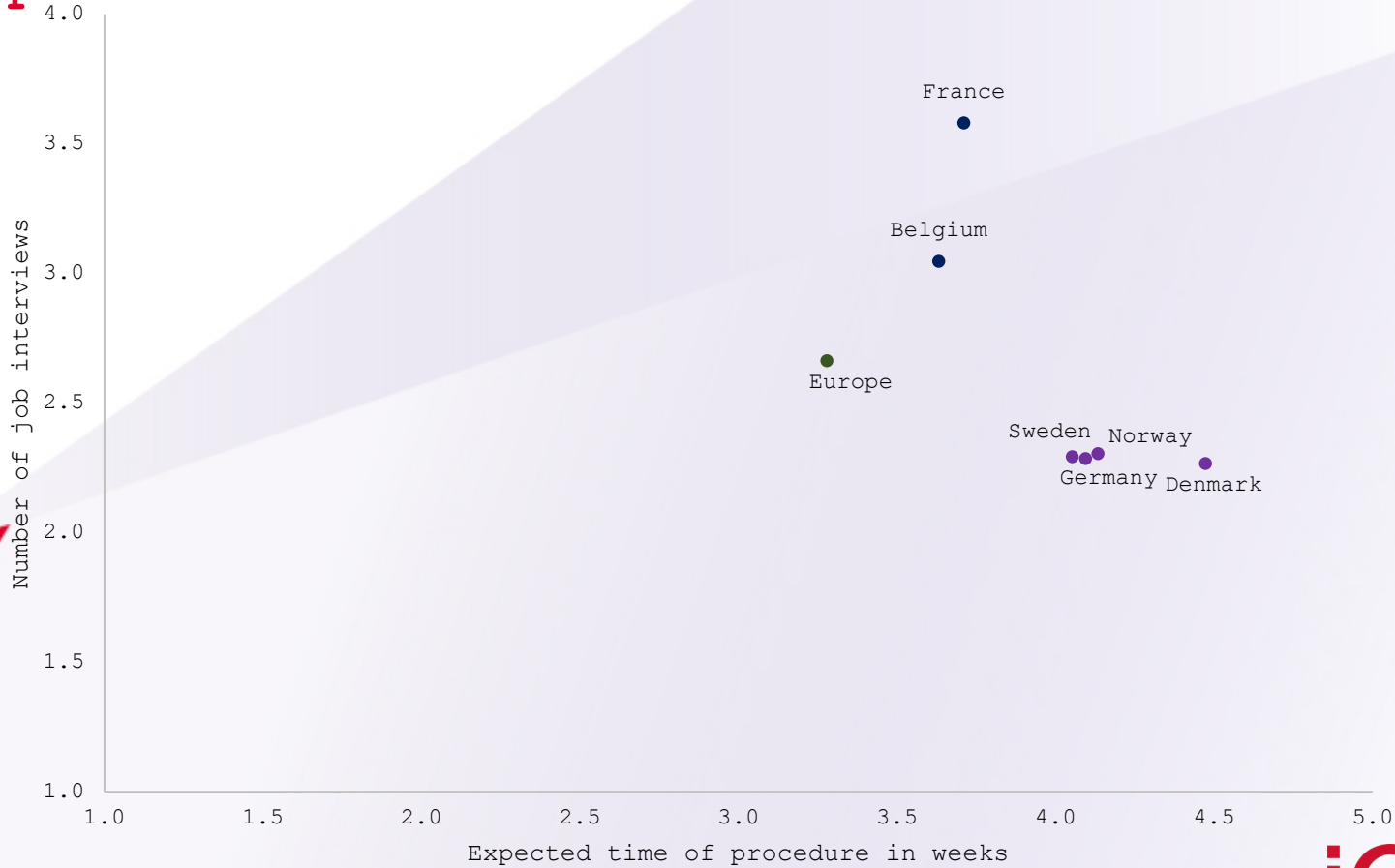


Source: Global Talent Acquisition Monitor (2019) by Intelligence Group

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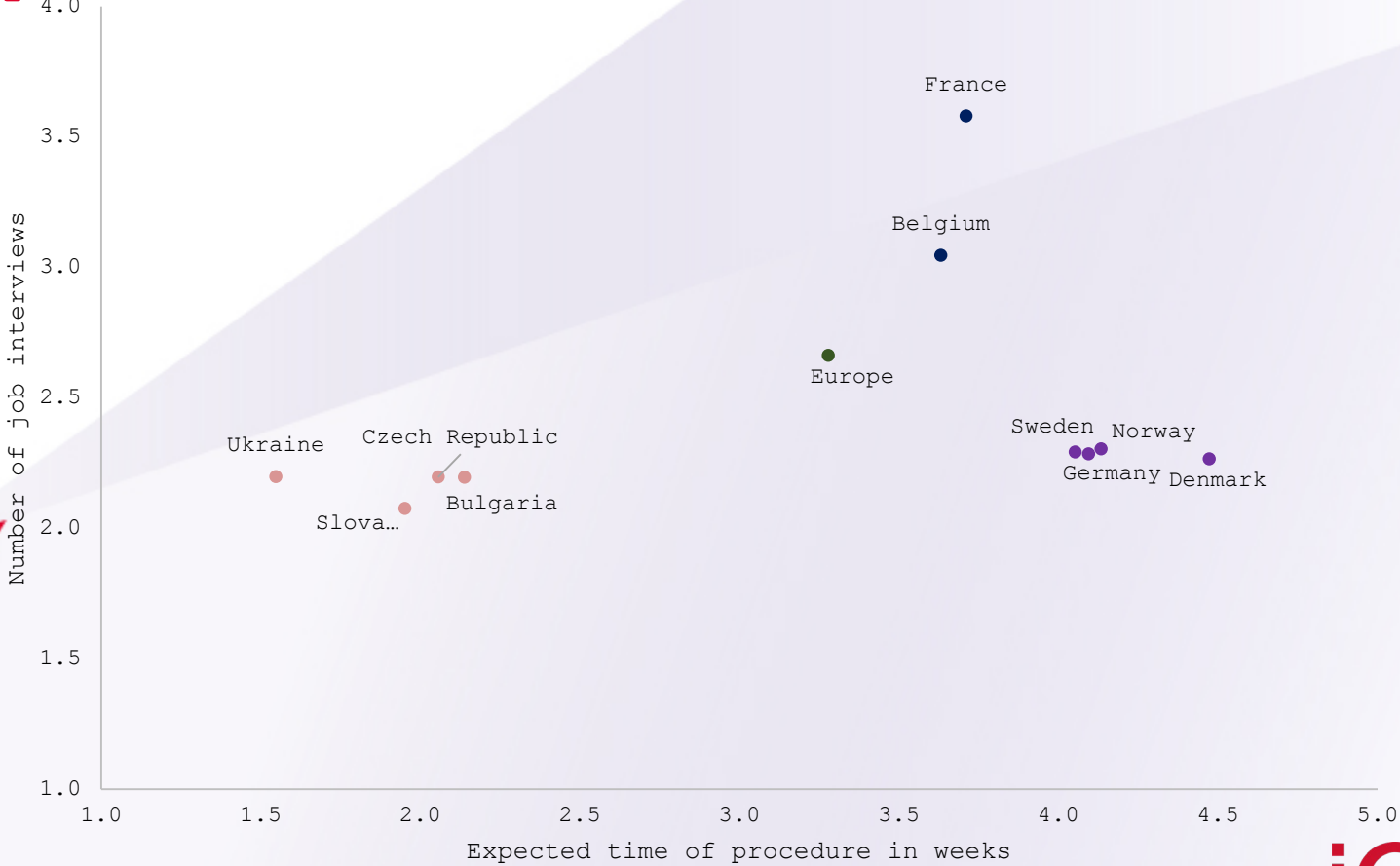


Expected interviews x expected time of procedure



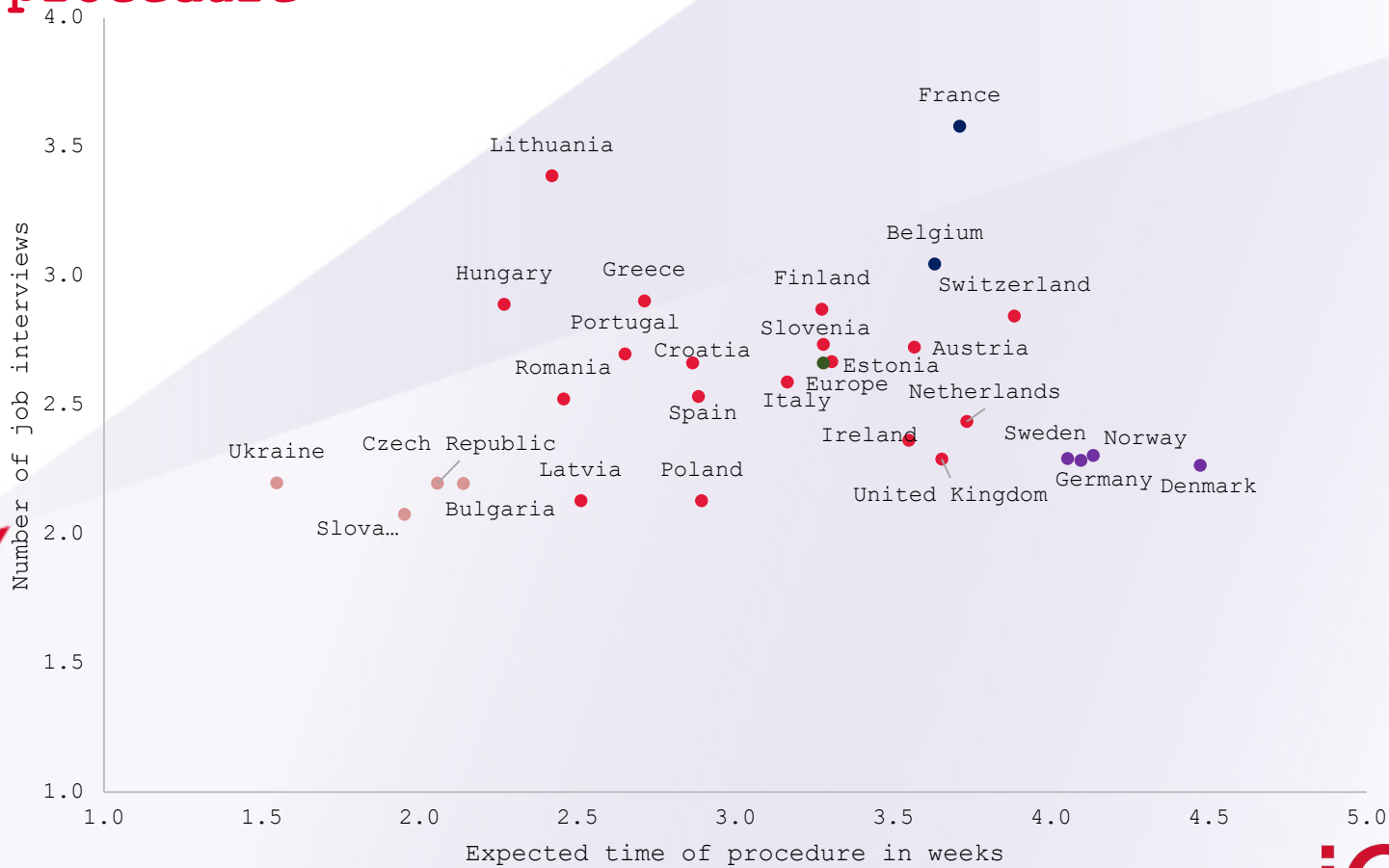
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Expected interviews x expected time of procedure



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Expected interviews x expected time of procedure



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What I've learned from this data

- ✓ Jobmarkets in Europe are very different between countries
- ✓ Countries with high competition or with a lot of potential in the jobboard market
- ✓ Advise clients and candidates about expectations...

When posting a vacancy...

For example for a sales manager in the UK



Size of target group

231,000

fairly difficult to recruit



Expected number of interviews ⓘ



Average:

2 interviews

Expected time of application procedure ⓘ



Average:

28 days

iG!

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