



Minnesota's Career Resource



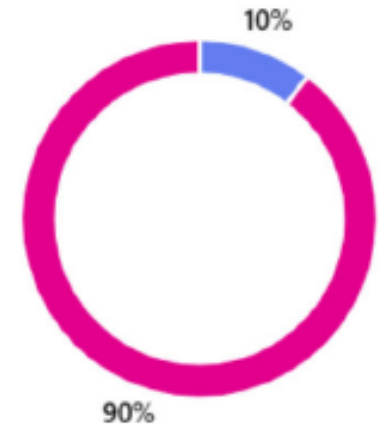
CareerForce Staff and Partners Job Seeker Experience Survey February 2025

Job seekers need more time to find employment

- 90% of respondents said job seekers they are working with generally need more time to find employment, compared to the time needed by job seekers they served a year ago
- 269 CareerForce Staff and Partner responses
- Survey was open for responses January 9-February 7

3. Compared to one year ago, are most job seekers you are working with generally needing:

● Less time to find employment	28
● More time to find employment	241

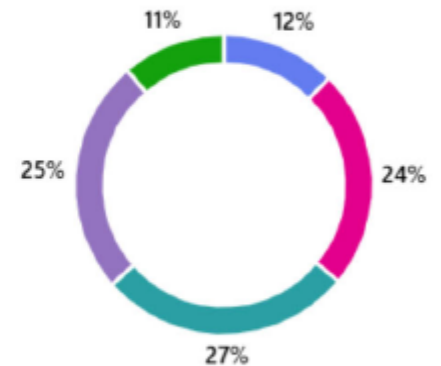


Job seekers need more time to find employment

- Of those 90% of respondents who said it is currently taking more time for job seekers to find employment:
- Roughly a quarter of respondents said job seekers on average needed two months more time than a year ago to find work
- Roughly a quarter said three months more time
- A quarter said four months or more time

5. If more time to find employment, how much more time are job seekers needing to find work?

1 month more time	30
2 months more time	57
3 months more time	66
4 or more months more time	61
Other	27



Job seekers need more time to find employment

Select comments on common themes in survey responses (154 of 269 respondents provided additional comments in an open-ended question at the end of the survey):

- “Job seekers who are experiencing longer gaps of employment are higher educated and in search of employment in a remote capacity. Blue collar workers are able to find work within a few months.”
- “It really depends. A lot of people aren’t taking advantage of trainings to obtain certification to get employment. Yet we are in a crisis dealing with a population that doesn’t have a GED or diploma, which for some jobs is a minimum qualification.”
- “Typically, more than four months, varies based on industry and experience/ training. Getting a lot of feedback regarding age discrimination (for those age) 55 plus”
- “I rarely have success connecting youth with employment because of chronic barriers: mental health, basic job skills, housing, justice involvement, etc.”
- “Varies based on what they are looking for. Some have high expectations for work type, wage, etc. that limit their job search scope. Or they have barriers that make obtaining and maintaining work a challenge.”

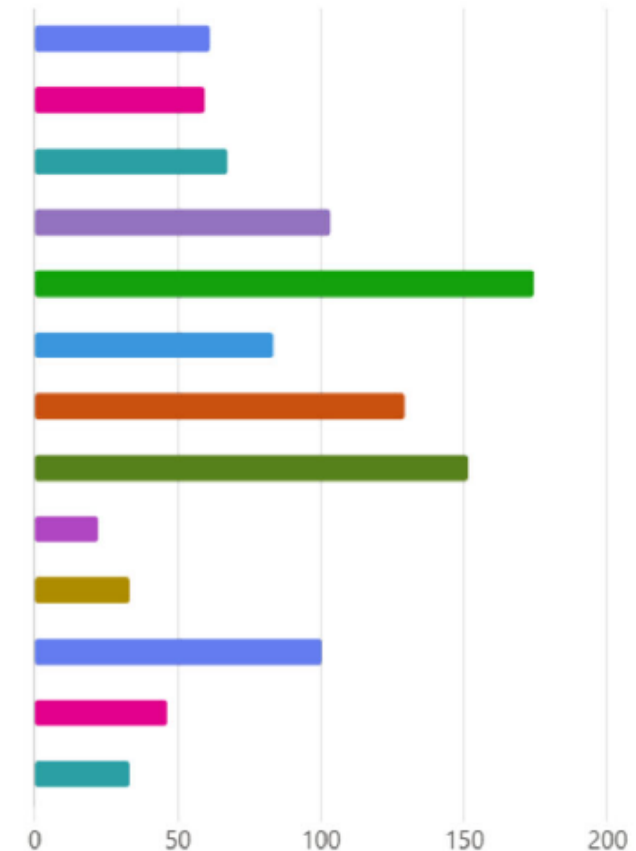
Positions taking job seekers 3+ months to land

Among the top positions CareerForce Staff and Partners say currently take three months or more for most job seekers they serve to land:

- IT positions like help desk staff, database administrators and computer systems analysts
- Office support professionals like administrative assistants, clerks and office managers
- Teacher positions, including special education teachers

7. What types of positions currently take job seekers 3 months or more to get hired for? (Select all that apply.)

Health care support positions like PCA, nursing assistant (CNA)	61
Social assistance positions like group home assistants, direct support professionals and...	59
Manufacturing positions like production workers	67
Construction trades positions like construction laborers, electricians, plumbers and others	103
IT positions like help desk staff, database administrators and computer systems analysts	174
Education support positions like paraprofessionals, school bus drivers and...	83
Teacher positions, including special education teachers	129
Office support professionals like administrative assistants, clerks and office managers	151
Food service and restaurant workers	22
Retail workers	33
Truck drivers, including CDL drivers	100
Warehouse workers	46
Other	33



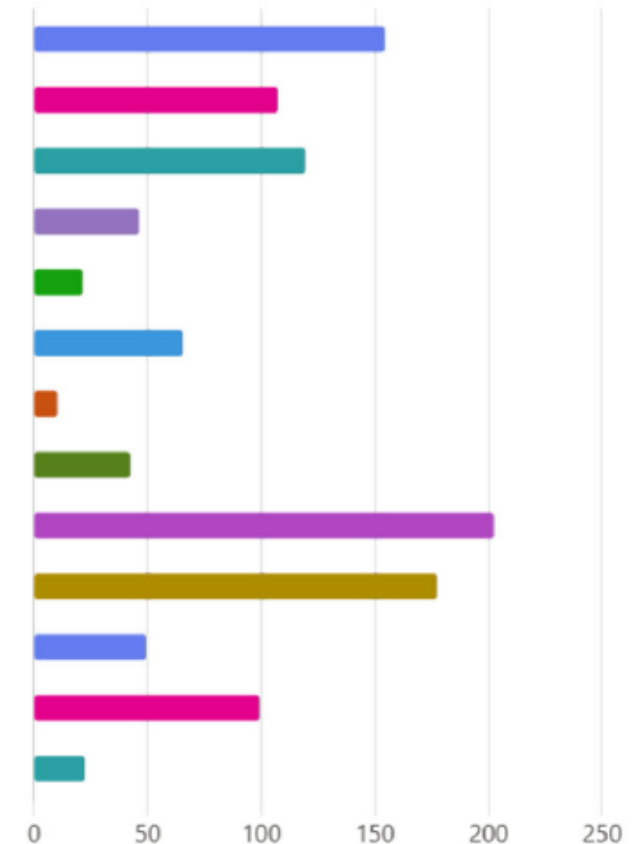
Positions taking job seekers ≤ 1 month to land

Among the top positions CareerForce Staff and Partners say currently take one month or less for most job seekers they serve to land:

- Food service and restaurant workers
- Retail workers
- Health care support positions like personal care aides (PCAs) or nursing assistants (CNAs)

6. What types of positions currently take job seekers 1 month or less to get hired for? (Select all that apply.)

Health care support positions like PCA or nursing assistant (CNA)	154
Social assistance positions like group home assistants, direct support professionals and...	107
Manufacturing positions like production workers	119
Construction trades positions like construction laborers, electricians, plumbers and others	46
IT positions like help desk staff, database administrators and computer systems analysts	21
Education support positions like paraprofessionals, school bus drivers and...	65
Teacher positions, including special education teachers	10
Office support professionals like administrative assistants, clerks and office managers	42
Food service and restaurant workers	202
Retail workers	177
Truck drivers, including CDL drivers	49
Warehouse workers	99
Other	22



More common themes from comments

Select comments on common themes in survey responses (154 of 269 respondents provided additional comments in an open-ended question at the end of the survey):

- “A lot of the market right now is flooded with job postings that employers have placed "just in case". Clients will see job openings on websites (other than MinnesotaWorks.net) and employers will actually not be hiring at the time. This unfortunately is a large waste of time for many job seekers.”
- “It's getting harder to find jobs - employers aren't hiring as often and aren't as desperate/struggling to find workers. Also harder to find jobs that pay enough to get by with higher housing and food costs. And underrepresented populations and those with barriers to employment continue to struggle to get hired.”
- “Most of the job seekers I see at our CareerForce location who are struggling to find employment are those in the 50+ age category who have been laid off and are trying to find work in the same field, but due to their age, they struggle with online application technology, resume writing, marketing themselves in an interview, etc. It's often hard for them to find jobs that pay what they were making in their previous positions.”

Goals of this quarterly survey

- Gathering anecdotal “job seeker experience” info that could be useful in multiple ways
- Providing potential opportunities for free media coverage to raise awareness about CareerForce
- Showcasing CareerForce staff and partners as the job search experts in Minnesota

Next quarterly survey coming up in April

Coordinating with Minneapolis Fed on these going forward



CareerForceMN.com site stats

CareerForceMN.com analytics up over 2024

January:

Pageviews: 447,479 January 2025 vs. 253,435 January 2024 – **up 76.57%**

Active users: 60,540 January 2025 vs. 44,730 January 2024 – **up 35.35%**

February 1-18:

Pageviews: 226,623 February 2025 vs. 141,708 February 2024 – **up 59.92%**

Active users: 31,336 February 2025 vs. 25,782 February 2024 – **up 21.54%**



Thank You!

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