

The ZipRecruiter Survey of New Hires

The **ZipRecruiter Survey of New Hires** is a quarterly survey of U.S. residents who started their current jobs within the past six months. New hires are the leading edge of the labor market—the first to experience changes in the urgency and intensity with which employers are recruiting workers, and the terms of employment on offer. Indicators tracked in this survey—such as how long it took workers to find their jobs, and what share received signing bonuses or healthcare benefits upon hire—can help us gauge the quantity and quality of jobs available in the U.S. economy.

Latest Release

2023 Q1

The ZipRecruiter Survey of New Hires found that new hires and job switchers continued to find jobs relatively quickly, increase their pay, and gain improved working conditions in the first quarter of 2023. While there are some mixed signals, most key survey indicators have improved since the fourth quarter of 2022.

Data Spotlight

91% found their job within 3 months

↑ 4.3pp over the quarter

70% increased their pay

↑ 5.8pp over the quarter

34% got recruited

↓ 2.2pp over the quarter

29% received a signing bonus

↑ 1.9pp over the quarter

87% are satisfied with their new job

↑ 2.6 pp over the quarter

Women's History Month

- **Gender gaps in negotiations:** Women are half as likely as men to negotiate their job offers, and three times as likely to leave the table empty-handed when they do negotiate. In 2023 Q1, 52% of recently hired men said they negotiated their job offers, compared with only 28% of women. The vast majority of workers overall (93%) gained some concession through negotiating—whether higher pay (63%), a signing bonus (27%), better benefits (32%), or greater flexibility (25%). But women were three times as likely to leave a negotiation with no improvement in the offer (13% vs. 4%).
- **Moving up at different rates:** Overall, 70% of recent job switchers said their new job pays more than their previous job did, but men and women differ when it comes to the rate at which they are moving into higher-paying roles. 76% of men said they got a raise when they took a new job compared with only 63% of women. That is partly because women are more likely to switch jobs in search of improvements in non-monetary working conditions, such as flexibility.
- **Gender gaps in job satisfaction:** Men are more than twice as likely as women to describe their current job as their “dream job.” While similar shares of men and women report that they are happy they took their new job (96% and 92%, respectively), 65% of men and only 28% of women say it is their dream job.

Key Job Seeker Statistics for 2023 Q1

Recruiting intensity remains high

- 34% of new hires say they were recruited to their current position by the employer, down slightly from 36% the prior quarter. In other words, an employer reached out to them before they applied, and asked them to apply for the role.
- 29% of new hires say they received a signing bonus for their new job, up slightly from 27% the prior quarter.

26%

of new hires say they ghosted a potential employer at some point during their recent job search, up from 21% the prior quarter.

- Among the 70% of job switchers who increased their pay, the average pay increase was 25%, slightly lower than the prior quarter.
- The median annualized salary or wage upon hire was \$37,440, up from \$35,360 the prior quarter, a 5.9% increase over the quarter. The mean annualized salary or wage upon hire was \$46,713, up from \$42,848, an 9.0% increase over the quarter.
- 13% of new hires reported having a job offer rescinded by an employer at some point during their recent job search, down from 16% the prior quarter.
- Almost half of new hires say they heard back from their new employer within three days of applying for their current job, and approximately 90% heard back within a week. These wait times are largely unchanged from the prior quarter.
- 21% of recent job switchers say they received a counter-offer from their previous employer and were asked to stay, down from 24% the prior quarter.

New hires are generally satisfied with their jobs

- 87% of new hires say they are satisfied with their new job, an increase from 84% the prior quarter.
- 41% of new hires are salaried employees, up from 28% the prior quarter; 55% are paid hourly, down from 68% the prior quarter; and 4% receive commission- or project-based pay, unchanged from the prior quarter. The decrease in the share of workers who are paid hourly is largely due to the large amount of seasonal hiring that takes place in the fourth quarter each year.

19%

of new hires say they are working **multiple jobs**, down from 23% the prior quarter.

- Hybrid work continues to become more prevalent, at the expense of fully remote work. 46% of new hires say they work remotely some days and in an office or physical workplace some days, up from 40% the prior quarter. 11% say they work remotely all the time in their new jobs, down from 16% the prior quarter. And 38% say they work in person everyday, down from 39% the prior quarter.
- 40% of new hires say they believe that they are overqualified for their current job. That share rises to 49% among those aged 35-44. 58% say they are appropriately qualified for their new jobs, and only 2% say they are underqualified for their new positions.

Many job switchers are voluntarily changing occupations or even industries

- Most recently hired workers entered the labor market voluntarily, not due to layoffs or firings. Only 16% of new hires reported losing their previous job involuntarily, down from 19% the prior quarter. 77% say they resigned from their previous position, up from 70%.

77%

say they **resigned** from their previous position, up from 70%.

- New hires say they applied for 20 jobs, on average, before being hired for their current position, down from 22 the prior quarter.
- New hires had seven job interviews during their most recent job search, on average, unchanged from the prior quarter. On average, they had three interviews for their current position.
- There is evidence that interview processes have recently grown longer in the industries where business activity has declined. For example, typical real estate job candidates conducted six job interviews for their current roles, up from four the prior quarter. Similarly, candidates for insurance roles participated in five interviews, up from three in the prior quarter.
- The share of job switchers who reported changing not only jobs but industries or occupations was 54%, largely unchanged from 55% the prior quarter.

“Employers appear to have found it slightly easier to fill roles in Q1 ’23, enabling them to pull back on recruiting activity. But competition for talent remained fierce, with hiring speed, competitive pay, and flexibility still winning the day, according to ZipRecruiter’s Survey of New Hires.”

— Julia Pollak, ZipRecruiter Chief Economist

What New Hires Were Looking For and What They Gained

Top 5 Motivations for Switching Jobs

These are the top things recent job switchers say they were looking for in a new job:

1. For better pay (47%)
2. For better benefits (34%)
3. To avoid poor management (30%)
4. To avoid stress (28%)
5. To learn new skills (14%)

Top 5 Benefits of Switching Jobs

These are the top things recent job switchers say they gained from getting a new job that they didn't have before:

1. Greater schedule flexibility (47%)
2. Health insurance (31%)
3. Access to bonuses or performance pay (22%)
4. The ability to work remotely (19%)
5. A signing bonus (19%)

Top 5 Reasons Recent Hires Cite for Accepting Their Job Offer

These are the top reasons new hires gave for accepting their job offers:

1. Better pay (38%)
2. Better career growth opportunities (35%)
3. Better benefits (33%)
4. Greater schedule flexibility (31%)
5. Better company culture (30%)

Methodology

The ZipRecruiter Survey of New Hires is a survey fielded to a nationally representative online panel administered by Qualtrics between the 10th and 16th of the second month of every quarter. The sample consists of more than 2,000 adults who reside in the U.S., who are currently employed, and who began their current jobs within the past six months. It excludes self-employed workers.

The survey asks these recently hired workers detailed questions about the circumstances leading up to their employment, the hiring process, the job offer, and the working conditions in their new roles. Additional findings regarding the prevalence and distribution of particular job search experiences and working conditions across the cohort of recent hires, by age, gender, education, and industry, are available upon request. Email press@ziprecruiter.com for more survey data or to schedule an interview with the authors of this study.

Release Calendar

Report Period

2023 Q1

2023 Q2

2023 Q3

2023 Q4

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December 12, Tuesday