

**MONSTER**



**FALL**  
**2021**  
**HIRING**  
**REPORT**





# GETTING AMERICA BACK TO WORK

**When 2021 began**, economists were anticipating an autumn surge in labor participation. In fact, Monster's Future of Work Report released in January 2021 shared that 82% of companies planned to hire in 2021. As vaccination rates increased and COVID-19 cases declined, restrictions began to ease up, schools prepared for a return to in-person learning, and employers were ready to reopen their offices. Enter the Delta variant, and all plans changed. In addition to a persistent labor shortage, mass exodus of workers amid the so-called "Great Resignation", and increased employee burnout, the labor market recovery has become even harder to predict. Through this uncertainty, Monster has consistently provided employers with the insight needed to get America back to work.

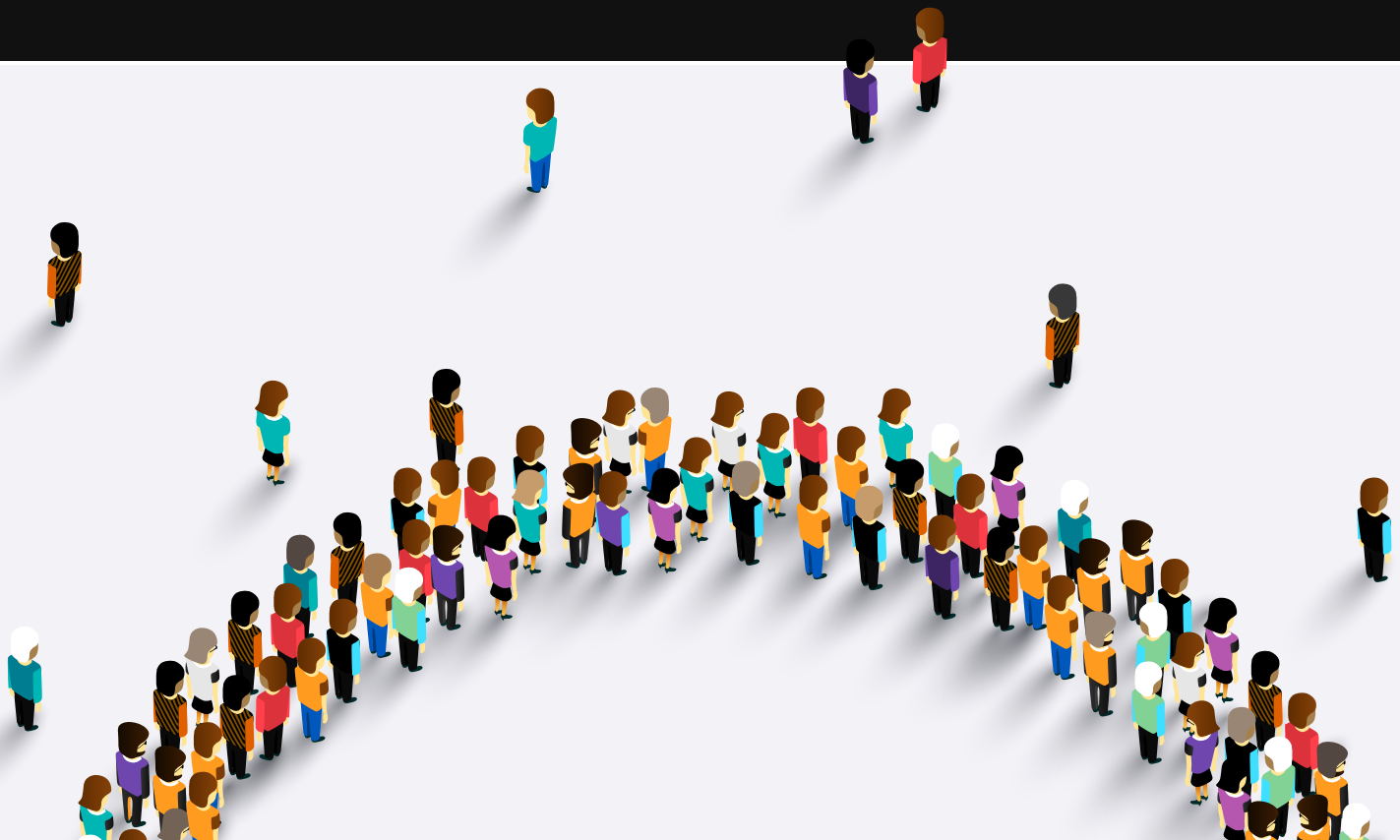
**THIS REPORT TAKES A LOOK AT  
WHERE WE ARE, HOW WE GOT HERE,  
AND WHAT TO EXPECT  
IN THE COMING MONTHS.**

# HOW THE WORLD HAS CHANGED: A TIMELINE


April-May	June-July	August-Present
<p>COVID-19 vaccines become available to everyone and cases decline.</p> <p>State restrictions ease and mask mandates end.</p> <p>Labor shortages present hiring challenges.</p>	<p>Workers quit their jobs at record rates.</p> <p>Employers start to head back into the office.</p>	<p>Health concerns rise amid the spread of the Delta variant.</p> <p>Labor shortages persist, despite unemployment benefits leveling off.</p>
<p><b>Monster Insights:</b></p> <p>Candidates are happy to have more freedom and an increased sense of safety, but report feeling tired as accumulated burnout mounts.</p> <p>Source: Monster online communities</p> <p>One in four employers hiring is having trouble filling roles.</p> <p>Source: Monster online communities</p>	<p><b>Monster Insights:</b></p> <p>95% of employed people are considering changing their jobs, while 92% say they are willing to change industries to find a new job.</p> <p>Source: Monster poll</p> <p>The number of people working remotely declined to 13.2% in July, down from 22.7% in February 2021.</p> <p>Source: Monster online communities and polls; <a href="#">Bureau of Labor Statistics</a></p>	<p><b>Monster Insights:</b></p> <p>Concerns about the Delta variant is the top reason candidates have stopped or paused their job search.</p> <p>Source: Monster online communities</p> <p>65% of candidates believe receiving unemployment benefits is a factor in the staffing shortage but say there's more to it.</p> <p>In a recent Monster poll, 86% of workers said their careers have stalled due to the pandemic.</p> <p>Source: Monster online communities</p>

# WHAT WE'VE LEARNED AND HOW TO APPLY LESSONS GOING FORWARD

Since the COVID-19 pandemic began, we've conducted regular weekly surveys of the Monster community of candidates and employers to track trends, sentiment, and opportunities. This has allowed Monster incredible insight into the fast-moving, ever-shifting labor market and is why we feel so confident in our fall jobs forecast and hiring strategies. Below, we've outlined some of the top takeaways for employers to consider in the months ahead.







# “WE QUIT”!

## The Great Resignation is upon us

According to the U.S. Department of Labor, 11 million people quit their jobs between April and July. Not only that, a recent Monster poll revealed that 95% of workers would consider changing jobs. It's hard to pinpoint one cause for the Great Resignation, and workers in different industries have different reasons for quitting (a desire to earn more, wanting more career growth, more flexibility, etc.). But whatever the reason, one thing's for sure: If employers don't want to suffer more talent losses, they need to understand that employees have different expectations than they did before March of 2020.

“I fundamentally believe that the world has changed in 18 months,” says Monster chief executive officer Scott Gutz. “Employees have changed their approach to work-life balance and the relative importance of being in an office setting vs. a home office setting.”

Along with upskilling, opportunities for career advancement will be fundamental in reducing employee turnover amid the Great Resignation. “Today, when you're having a conversation with a candidate who's making a decision about whether to work at your company,” Gutz says, “you have to talk about flexibility, safety and security, career paths, mission and vision, diversity and equity and inclusion, and your willingness as an employer to grow their career. Those are things that are expected right up front now, not after the fact.”

“One of the biggest impacts to business is when we have employees who are well trained, understand what they're doing, and influence the business in their own way,” Gutz says. “When they depart, the process to find a replacement is a meaningful disruption in efficiency.”

# Employees know their worth. Employers need to pay up.

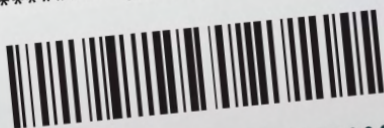
There's little doubt that compensation has been a driving force in the ongoing labor shortage. **According to Monster's online communities, only half of workers feel like they are being fairly compensated for the work that they do.**

## \*\*\*\*\* 2021 Average Hourly Wages \*\*\*\*\*

July	\$30.54
June	\$30.40
May	\$30.33
April	\$30.17
March	\$29.96
February	\$30.01
January	\$29.96

-----  
TOTAL AMOUNT  
CASH  
CHANGE  
-----

\*\*\*\*\*THANK YOU!\*\*\*\*\*



Since the start of this year, the BLS shows that average hourly wages have risen by 55 cents, which indicates employers recognize the need to offer more competitive pay.

In a recent Monster poll,

**29% OF EMPLOYEES SAID THEY ARE QUITTING THEIR JOBS BECAUSE OF A LACK OF GROWTH OPPORTUNITIES.**

**MEANWHILE, 77% OF CANDIDATES DEFINE CAREER GROWTH AS A SALARY INCREASE.**

When it comes to recruitment and retention amid the Great Resignation and worker shortages, Gutz says, “Your expectations need to change, relative to recruitment, and by extension, relative to the retention of your current workforce.” It will be important for employers and hiring managers to continue to evaluate employees’ pay to ensure workers are being compensated competitively or risk losing talent in the months ahead.

## Remote and hybrid work are here to stay. Employers need to be flexible.

Monster data suggests that employees are simply not ready to go back to an office environment, as “work from home” continues to be a top keyword searched by candidates on our site. Similarly, Monster job postings with “remote” or “work from home” in the title are continuing to increase as well. That’s an important adjustment for employers who may have already announced plans to return to in-person work.

As the Delta variant continues to spread across the country, Monster’s online community of employers say they’re focusing on which jobs should be remote vs. in-person.

Regarding the future of work, Gutz says, “The idea that people will be expected to spend each and every day in an office environment is antiquated and unrealistic. In today’s world, the vast amount of the workforce is going to expect a meaningful amount of flexibility.”

After a year of remote work and mass layoffs in 2020, employers headed into 2021 with renewed optimism. As short-lived as that may have been, employers should not give up hope.

Candidate job searches are on the rise. *In June, job searches on Monster increased by 18% month-over-month, followed by another 18% increase in July.*

Heading into the fourth quarter, employers will need to stay optimistic and take a more strategic approach to recruitment and retention in their industry.



“ ”

Recruitment is much more strategic than it's ever been.

Scott Gutz, chief executive officer, Monster



# Blue-collar vs. white-collar: strategies for recruitment and retention



Last year, Monster data showed that job seekers weren't willing to compromise their health and safety to find work. That's still true today. Employers need to continue to prioritize social distancing, sanitation, health screenings, and personal protective equipment if they want to attract more workers.

White-collar workers now expect a substantial amount of flexibility and employers need to be prepared to offer that—through remote work as well as flexible schedules—or risk losing hires.

As industries like leisure and hospitality and transportation and warehousing continue to experience unprecedented labor shortages, employers need to seriously rethink salaries if they want to attract and retain more workers.

With remote work on the table, employers can vastly increase their candidate pool, and focus more on talent and experience than being tied to a geographic location.

The Great Resignation happened in part because workers who became unemployed during COVID-19 recognized that they wanted more. To attract these workers, employers should demonstrate a clear career path, training, and offer some level of flexibility to stay competitive.

Recruiters in white-collar industries should embrace the DEI benefits that remote work provides. Remote opportunities can bring diverse perspectives across all job levels, functions, and teams and help break down barriers as they relate to race, ethnicity, gender, disability, and sexual orientation.



# The skills gap is widening. Upskilling may be the answer.

The skills gap that has been a concern for the past several years in many industries, has been further perpetuated by the layoffs and low labor participation amid COVID-19. Last year, over 21.1 million workers were laid off from their jobs. Not to mention, for the better part of the pandemic, many women dropped out of the workforce to assume caretaker roles.

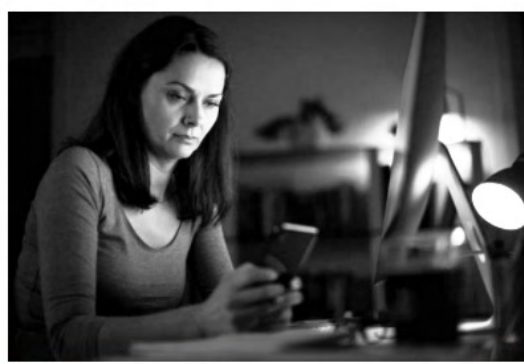
**Nearly half of workers (45%) would be more likely to stay with their employer if they were offered skills training.**

As the world slowly goes back to work, Monster's online communities are now finding that the majority (54%) of candidates are concerned they don't have the skills needed to succeed in the "new normal."

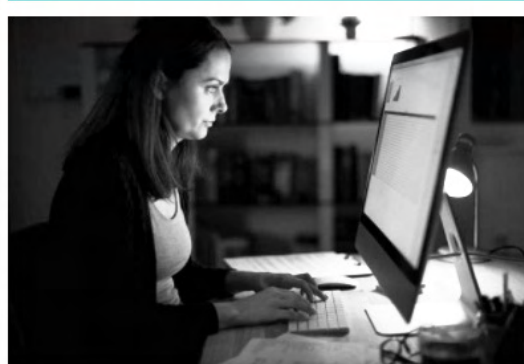
As employers think about recruitment and retention in the coming months, upskilling your current workforce will be crucial in closing the skills gap. "When you bring employees into a business, you bring them in based on the skills they have and the potential they have in that organization," says Claire Barnes, chief human capital officer, Monster. "Being able to upskill and retrain talent that you already have demonstrates career progression. It also demonstrates that if you are a strong performer, you have potential in the organization."

## MONSTER POLL RESULT: SKILLS CANDIDATES SAY THEY NEED MOST

- **Tech skills** like coding, AI, machine learning
- **Computer skills** like Microsoft Word and Excel, Google Docs
- **Occupation-specific training** like updating credentials and licenses



**BURNOUT**  
is the #1 reason  
employees gave Monster  
for quitting their jobs



## Burnout is real. Businesses must focus on employee mental health.

As the COVID-19 pandemic persists, mental health has increasingly become a priority, even in the world of work where achieving work-life balance has especially been a struggle. Since working from home became living at work, employees have been more likely to be “always on,” working into the night and on weekends or checking email at all hours of the day. Then there’s the stress, loneliness, and even grief that can arise when people are unable to socialize and interact with other human beings.

“It’s really a recipe for burnout,” says Barnes. Fortunately, though, things are starting to look up.

Monster’s online communities say that some employers have already begun to expand benefit offerings to include more mental health support this year. Target, Starbucks, and PricewaterhouseCoopers, for example, are just a handful of companies that have boosted mental health benefits amid the pandemic.

In addition, Barnes suggests more ways employers can start the conversation around mental health and alleviate some of the pressure that workers have been feeling. She recommends:

**Employee assistance programs to provide counseling or help employees find eldercare, childcare, and tutoring while they are working from home.**

**Wellness time, such as a day or a week off from work for self-care, to ensure that everybody gets the downtime they need.**

# Return to the office: should businesses require employee vaccination?

With about 63% of working-age Americans vaccinated as of the end of August (meaning they have received at least one shot), the push to reach mass immunity has been hard to ignore from media outlets, government entities, and businesses alike. As fears continue to rise with the spread of the Delta variant, we've seen some employers take vaccination into their own hands.

Large U.S. corporations including Walmart, Google, Tyson Foods, and United Airlines have announced vaccine mandates for some or all of their workers. Some companies, such as Twitter and Salesforce, are requiring unvaccinated employees to work remotely while vaccinated employees return to the office. Other companies are asking unvaccinated workers to wear masks while on site, usually based on an honor system.

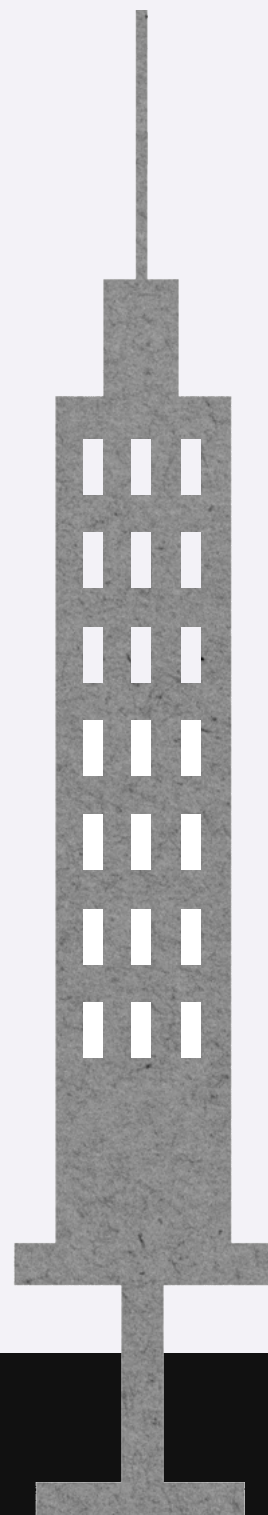
In the future, the COVID-19 vaccine may end up being as common as the flu shot, but presently, it's a controversial topic for many employers, and workers too. While employers can legally require employees to get the shot, implementing—or not implementing—such a policy may have repercussions that should be considered.

Factors in favor of a vaccine mandate	Potential pitfalls of requiring shots
<p>Limiting exposure to illness. This can be especially important for frontline workers or those who work with the elderly and people with compromised immune systems.</p> <p>Maintaining productivity levels. COVID-19 is highly contagious and can easily wipe out a workforce for an extended period of time. Vaccination may help businesses avoid any downtime in production.</p>	<p>Loss of staff. Many Americans remain uncertain about the vaccine's effectiveness and potential side effects. As a result, employers may risk losing top performing employees who refuse vaccination.</p> <p>Discrimination. Employers are required to accommodate employees' health issues, as well as religious exemptions if they're "sincerely held." This can be challenging when deciding which requests are deemed "good enough."</p>



When you're thinking about creating a diverse and inclusive workforce, you have to consider the impact of mandating vaccination on your culture. It's important to find balance between reassuring employees, but also maintaining your values as an organization.

- **Clair Barnes**, chief human capital officer, Monster







# SPOTLIGHT ON KEY GROWTH INDUSTRIES

Although it's impossible to predict exactly which industries will rise and fall in the midst of a global pandemic, we hope this data can serve as a guide as you plan for end-of-year hiring and prepare for what may come in 2022.



## Transportation & Warehousing

With increased reliance on ecommerce throughout the pandemic, hiring demands in transportation and warehousing have picked up since the initial losses back in March and April of last year. According to the BLS July jobs report, the sector has recovered 92.9% of its jobs since the pandemic first hit. Looking ahead, this hiring momentum should continue full steam ahead into the fall with seasonal holiday hiring.

## Technology

Technology has been a crucial component in navigating a remote world and will continue to be a mainstay of the future economy. As such, demand for tech jobs will stem from greater emphasis on cloud computing, the collection and storage of big data, and information security. According to the BLS, computer and technology jobs are projected to increase by 11% from 2019 to 2029.

## Healthcare

With a rapidly aging Baby Boomer population, coupled with the ongoing COVID-19 pandemic, healthcare is poised to be one of the fastest growing sectors in the country. The BLS projects healthcare will add 2.4 million new jobs from 2019 to 2029. According to the BLS monthly jobs report, July revealed solid gains of 37,000 in ambulatory health care services and hospitals. Likewise, Monster data showed strong upticks in new healthcare (+23%) and healthcare support (+18%) jobs posted on our site.

## Professional/Business Services

While workers may not be returning to offices in the way we first anticipated, hiring within professional and business services continues to grow. The August jobs report showed an uptick in hiring by 73,000 jobs in this sector. On Monster, we've seen how recruitment in white collar industries has benefited from remote work throughout the pandemic. Likewise, we've also seen interest from candidates, who may be looking for a safe work environment, flexible hours, and/or higher pay, pointing toward many of the same white-collar jobs.

## Construction

Amid the current housing market boom, hiring in construction is building. In July alone, new job postings within construction and extraction grew by 7% on Monster. As consumers continue to build new homes and renovate existing ones, we anticipate an upsurge in construction hiring that will extend into the fall and new year.

## Emerging jobs to watch:

- Heavy and tractor-trailer truck drivers
- Warehouse worker
- Drivers/sales workers
- Light truck or delivery service drivers
- Taxi drivers and chauffeurs

## Emerging jobs to watch:

- Information security analysts
- Software developers
- Network Engineer
- Systems Engineer
- Network and computer systems administrators
- Web developers

## Emerging jobs to watch:

- Registered nurses
- Licensed practical/vocational nurse
- Nursing Assistant
- Personal care aides
- Occupational health and safety specialists
- Healthcare technicians
- Medical assistants
- Dental Assistants
- Dental Hygienists

## Emerging jobs to watch:

- Business operations specialist
- Customer service representative
- Receptionist
- Office administrator
- Business analyst
- Project manager
- Human resources specialist
- Security officer
- Janitor/cleaner

## Emerging jobs to watch:

- Electrician
- Construction worker
- Construction project manager
- Plumber
- Construction foreman
- Construction and building inspector

## Sales and Retail

Sales and retail jobs are bouncing back faster than you can ring up a cartful of groceries. Thanks to increased vaccination fueling consumer spending, retailers are getting ready to make some serious hires. On Monster, new job postings for sales and related positions, which include retail salespersons and cashiers, increased by 32% month-over-month in July. Hiring should continue to ramp up into the fall as holiday hiring commences.

## Emerging jobs to watch:

- Sales representatives, wholesale and manufacturing (except technical and scientific products)
- Retail sales associate
- Retail store manager
- Retail operations supervisor
- Retail merchandiser
- Order processor/order entry clerk
- Retail shift supervisor
- \* Stocker

## Leisure and Hospitality

While it's taken some time for this sector to regain the jobs lost—as of July, employment was still down by 1.7 million—hiring has been well underway for the better part of 2021. In July, the BLS showed gains of 380,000 in bars, restaurants, hotels, casinos, and amusement parks. Likewise, Monster data shows upticks in new jobs posted within food preparation and serving (+17%) and personal care and service (+16%) occupations.

## Emerging jobs to watch:

- Cooks
- Barista
- Fast food worker
- Host/hostess
- Food prep worker
- First-line supervisors of food prep and serving worker
- Dishwasher
- Waiters and waitresses
- Bartender

## Installation, Maintenance, and Repair

Jobs within the installation, maintenance, and repair industry can range from auto mechanics to HVAC installers to the rapidly growing wind turbine technician occupation that's projected to increase by 61% from 2019 to 2029. On Monster, new jobs posted in this sector run the gamut as well. In July, hiring increased by 11% on our site with some of the top new job listings.

## Emerging jobs to watch:

- Maintenance and repair workers
- Automotive service technicians and mechanics
- Auto body technician
- Detailer
- Building and general maintenance technician
- HVAC mechanic/installer
- Automotive/maintenance service manager

## Manufacturing

Slow and steady, employment in manufacturing has continued to rebuild since the onset of the pandemic last year. While the sector added a modest 27,000 payrolls in July per the BLS, Monster data shows that hiring may be ramping up heading into the fall. In the same month, the number of new jobs posted on Monster increased by 10% month-over-month, primarily for inspectors, testers, sorters, weighers, welders, and cutters, among others.

## Emerging jobs to watch:

- Production worker
- Team assembler
- Machinist
- Forklift operator
- Quality inspectors/quality technician
- Manufacturing/production technician

## Finance/Insurance/Real Estate

A recovering economy, competitive housing market, and an increasingly complex tax and regulatory environment are expected to continue to lead to strong demand within finance, insurance, and real estate. In July, insurance sales agents, accountants, auditing clerks, and financial analysts, were among some of the top new jobs posted on Monster. Meanwhile, the BLS July jobs report showed an increase of 22,000 jobs, mostly concentrated in real estate and rental and leasing.

## Emerging jobs to watch:


- Insurance sales agents
- Accountants
- Loan processor
- Financial analysts
- Insurance underwriter
- Loan officer

While COVID-19 has brought a lot of uncertainty to the job market, you can count on Monster to share the latest industry insights and hiring strategies for the fall...and beyond.

Need help hiring? We'll work with you to tell your employer brand story and let candidates know what makes your company—and the jobs you're hiring for—so special.

[Connect with an employer branding specialist.](#) >

**MONSTER**



**LET'S  
HELP GET  
AMERICA  
BACK TO  
WORK**