

## Review of Major Concerns of the Job Search

As we approach the last months of this year, we are addressing voiced concerns from job seekers pursuing their job search. As we identify the challenges noted, we will also suggest action plans to manage these concerns.

### Top Challenges for Job Seekers

**Applicant Tracking Systems (ATS):** Many resumes never reach human eyes Over 59% of job seekers believe less than a quarter of their applications are seen by recruiters

**Lack of Pay Transparency:** Nearly 1 in 3 job seekers say unclear salary ranges are a major barrier

**Unpaid Assignments:** Some companies request extensive work (like strategic plans) during interviews without compensation

**Prolonged Hiring Processes:** Multi-stage interviews and long wait times leave candidates frustrated and burnt out

**Ghosting by Employers:** Many applicants never hear back, even after interviews — some rejections come months later

**Unrealistic Role Requirements:** Entry-level jobs asking for 3+ years of experience? Yep, still happening

**Mental Health Strain:** 72% of job seekers report that the search negatively affects their mental health

### Market Conditions

**Fewer Job Openings:** Hiring announcements hit their lowest since 2015, and layoffs are rising

**High Competition:** There are now 25 applicants per LinkedIn job posting, up from 15 in 2022

**Long-Term Unemployment:** Over 15 million Americans have been jobless for 6+ months

**Skills & Strategy Gaps:** Resume Optimization: Tailoring resumes for ATS is time-consuming and confusing for many

**Cover Letter Comeback:** Including one can boost interview chances by up to 45%, but many skip it

**LinkedIn Presence:** A strong profile can double interview rates, yet many overlook it

### What's Working

**Upskilling:** Over half of job seekers are taking online courses to stay competitive

**Job Title Matching:** Aligning your resume's title with the job listing increases interview chances 10x

**Networking:** Direct outreach and referrals are more effective than mass-applying through job boards

We'll break down each major job search challenge in 2025 and build a targeted action plan to help you tackle them head-on 🚀

**1 Applicant Tracking Systems (ATS)**

## How to Identify

- You apply for dozens of jobs but rarely hear back
- Your resume feels strong, yet you're not landing interviews
- Job listings mention "submit via portal" or "resume screening"

## Action Plan

- Use keywords from the job description in your resume
- Save your resume as a Word or PDF file — avoid fancy formats
- Use tools like Jobscan or Teal to optimize your resume for ATS
- Include a skills section with both hard and soft skills

## 2 Lack of Pay Transparency

### How to Identify

- Job listings omit salary ranges or include vague figures
- You're unsure what to expect during negotiations
- Salary ranges vary wildly (\$60K–\$140K)

### Action Plan

- Use sites like Glassdoor, Levelsfyi, or Blind to research salary benchmarks
- Ask early in the process: "Can you share the compensation range for this role?"
- Track companies that consistently offer transparent listings and prioritize them

## 3 Unpaid Assignments

### How to Identify

- You're asked to complete a project or strategy plan before an offer
- The scope feels excessive or unrelated to the role
- No mention of compensation for your time

### Action Plan

- Ask: "Is this part of a paid interview process?"
- Set boundaries: decline if the assignment feels exploitative
- Keep a portfolio of past work to showcase your skills without doing free labor

## 4 Prolonged Hiring Processes

### How to Identify

- Multiple rounds of interviews (5+)
- Long gaps between communication
- No clear timeline from recruiters

### Action Plan

- Ask: "What's the expected timeline for this process?"
- Keep a job search tracker to monitor follow-ups and deadlines
- Apply to multiple roles simultaneously to avoid putting all your hopes in one basket

## 5 Ghosting by Employers

### How to Identify

- You never hear back after applying or interviewing
- Rejections come months later — or not at all

### Action Plan

- Follow up 7–10 days after interviews with a polite email
- Use LinkedIn to connect with recruiters and stay visible
- Keep a “thank you” template ready to send post-interview

## 6 Unrealistic Role Requirements

### How to Identify

- Entry-level roles ask for 3–5 years of experience
- Job descriptions list every skill under the sun

### Action Plan

- Apply anyway if you meet 60–70% of the requirements
- Address gaps in your cover letter with transferable skills
- Upskill with free courses (Coursera, LinkedIn Learning, etc)

## 7 Mental Health Strain

### How to Identify

- You feel burnt out, anxious, or discouraged
- You’re constantly refreshing job boards without results
- Rejection begins to feel personal, even when it’s not

### Action Plan

- Schedule job search “working hours” and stick to boundaries — no *doomscrolling* at midnight
- Build a support network: join online communities like r/jobs, career-focused Discords, or local meetups • Celebrate small wins: applying, updating your resume, getting feedback — it all counts!
- Practice self-care daily: walks, journaling, therapy, or even a dance break between applications

**Bonus Tip: Create a Master Plan** The job hunt is part strategy, part resilience, and part timing./ Pull all your tactics into a single job search dashboard:

- Track applications, interview dates, and recruiter contacts
- Score each role by interest, compensation, growth potential, and cultural fit
- Set weekly goals: eg, “Apply to 5 jobs, reach out to 3 contacts, complete one upskilling course”

Source: <https://christianjobnet.com>