THE EMERGING JOB
MARKET ON THE INTERNET

- MARC BENDICK, JR.
  BENDICK AND EGAN ECONOMIC CONSULTANTS, USA

- LAUREN E. BROWN
  BRANDEIS UNIVERSITY, USA

www.bendickegan.com
A RAPIDLY EVOLVING INNOVATION

EXPLOSIVE GROWTH

NEW INSTITUTIONS
THE EMPLOYERS’ PERSPECTIVE

- CONSERVATIVE INITIAL USE
- REDUCED TIME TO FILL VACANCIES
- LOWER COST PER VACANCY FILLED
- EXPANDED POOL OF APPLICANTS
- INCREASINGLY BROAD RANGE OF OCCUPATIONS
THE JOB SEEKERS’ PERSPECTIVE

- LOW COST
- SUPPLEMENTS CONVENTIONAL SEARCH METHODS
- SOME SUBSTANTIAL DIGITAL DIVIDES
- PAIRED RESUME TESTS, EQUAL RESPONSES AT INITIAL CONTACT
- SEARCH BY EMPLOYED -- REDUCED LOYALTY? MARKET PRESSURE?
THE FUTURE

- ADDITIONAL GROWTH IN US MARKET. OTHER MARKETS = ?
- DISPLACE CONVENTIONAL JOB SEARCH METHODS?
- ON-LINE STAGES BEYOND INITIAL CONTACT?
- CONTINUED CONSOLIDATION OF SUPPLIERS?