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Three Generations of Talent:

Who's Searching for Jobs Today

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Each Generation Brings Unique Skills to the Labour Market

The labour market is undergoing dynamic changes that affect how employers source talent for today and tomorrow. In this report, we compare and contrast the subtle differences between Millennials, Generation Xers, and Baby Boomers, and anticipate how employers in Australia can successfully recruit candidates of any age.

We looked at how each generation searches for jobs and asked what their preferences could tell us about the future demographics of the workforce. As Baby Boomers retire, will Gen Xers be able to assume the leadership positions they leave? Will Millennials be qualified to fill subsequent gaps? And, will the future talent supply include the skills employers need?

We approached these questions by examining what each generation is looking for and where they're searching. The aggregated, anonymised data on Indeed offers insights into how these behaviours vary from generation to generation and how they're similar. For this study, we grouped a sample set of candidates into three broad age categories that correspond roughly to Millennials (aged 21 to 30), Gen Xers (aged 31-50), and Baby Boomers (aged 51-70).

As opposed to survey data, in which people from each generation self-report their preferences, these data give us a look at those preferences in action and reveal the top occupations, job titles, and cities that people of all ages are searching. Notably, we find that job seekers of any age respond to labour market conditions, searching more in occupations and locations where there are many jobs. It also reveals that the retirement of the Baby Boomers will affect the labour market in ways we can't fully predict yet, creating potential shortages in areas where they have the most interest and opening opportunities for younger generations at the same time.

Getting to Know the Generations

In how they search for jobs, Millennials, Generation Xers, and Baby Boomers are not so different from one another – they all search in occupations and locations where the most jobs are available. Still, there are some subtle variations between them all. Younger generations prefer mobile to desktop. They're looking more in Computer and Mathematical jobs and Business and Financial jobs than Baby Boomers. Those more experienced job seekers are searching more often in blue-collar jobs than younger generations – Transportation jobs and Construction jobs draw their attention.

	Preferred Device	Top Occupation	Most Distinctive Query
 Millennials 21 to 30 years		Office & Administrative Support	Beauty Therapist
 Gen Xers 31 to 50 years		Computer & Mathematical	Bus Driver
 Baby Boomers 51 to 70 years		Management	Security Officer

Millennials

21-30 years

What they search

Millennials are ambitious and well-educated job seekers. They search more than other generations in the following occupations:

Education, Training,
and Library



Office and
Administrative Support



Sales and
Related



As Millennials direct their focus in these areas, gaps in other areas (specifically trade occupations) may appear as older generations retire.

How they search



79.9%

of clicks come
from **mobile**

Generation Xers

31-50 years

What they search

With so much focus on Millennials taking over the workforce and Baby Boomers leaving it, Gen Xers are often left out of the conversation. But this generation has been honing their leadership and tech skills, making them great candidates for the senior-level roles that Baby Boomers will soon retire from. They search more in the following occupations than other generations:

Architecture and
Engineering



Business and
Financial Operations



Computer &
Mathematical



They're searching more in Computer and Mathematical jobs than Millennials and they're equally tech savvy.

How they search



77.4%

of clicks come
from **mobile**

Baby Boomers

51-70 years

What they search

Baby Boomers have been in the workforce the longest and they plan to stay on longer than previous generations did. They are much less interested in Computer and Mathematical jobs than younger generations but show more interest in the following occupations:

Community and
Social Services



Management



Transportation and
Material Moving



Boomers are experienced leaders and show interest in a variety of occupations. Because younger generations express relatively lower interest in the occupations that attract Baby Boomers, gaps in these areas may appear as this generation retires.

How they search



52.8%

of clicks come
from **mobile**

Low Interest in Some Occupations Could Indicate Future Talent Shortages

The 21 occupations listed in this chart are ranked by the difference in interest between the two ends of the generational spectrum: Millennials and Baby Boomers. Occupations that appear at the top are those that receive the most interest from Millennials while those at the bottom are most attractive to Baby Boomers. As we approach the middle, we see those occupations that receive similar levels of interest from all three generations.

On the x-axis, we're showing the ratio of interest from each generation compared to postings in each occupation.



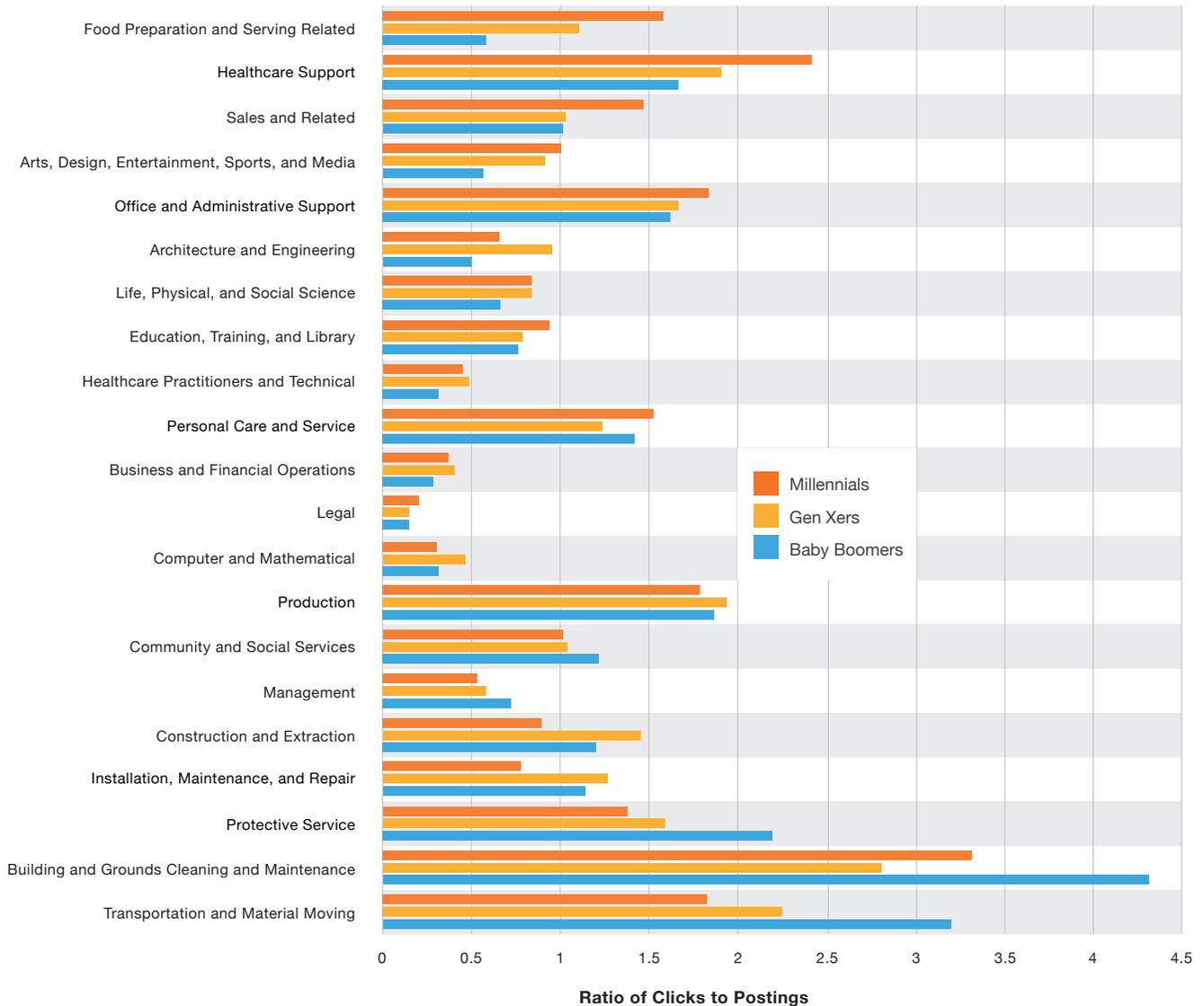
Millennials have relatively little interest in blue collar jobs, aside from food service. They have a higher interest in client-facing roles.



Gen Xers show a high interest in hands-on work in the areas of Production, Construction, and Building Maintenance occupations.



The five occupations with the most interest from Baby Boomers are traditionally blue collar occupations. The areas where this generation shows the most interest are also the areas where they may be shortages once they retire. There is a very large difference between Millennials and Baby Boomers in Protective Service, Building Maintenance, and Transportation occupations.



Identifying Talent Opportunities in Key Occupations

Each generation shows different levels of interest in each occupation. In some occupations, the level of interest from each generation is close to the number of jobs available. This match between interest in and availability of jobs is a good environment for job seekers to find the right job and for employers to find the right candidate.

In other occupations, however, there may be too much or too little interest from job seekers – a mismatch between job seeker interest and the number of jobs employers are offering.

The following occupations are areas where the number of job postings exceeds the number of clicks from job seekers.



These are occupations with many opportunities for job seekers:

1. Management
2. Business and Financial Operations
3. Computer and Mathematical
4. Architecture and Engineering
5. Life, Physical, and Social Science

The following occupations are areas where the number of clicks from job seekers exceeds the number of job postings.

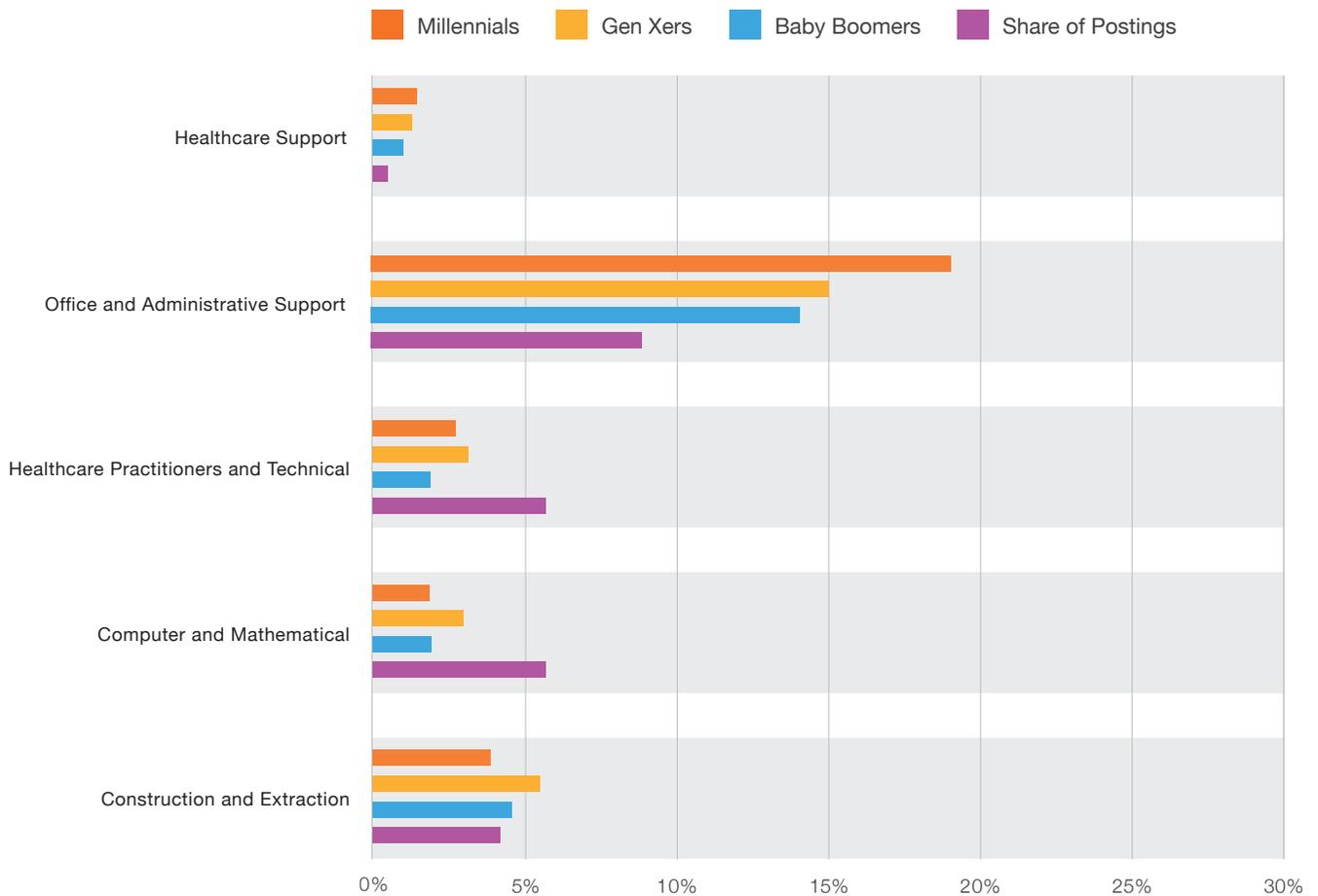


These are occupations with many recruiting opportunities for employers:

1. Building and Grounds Cleaning and Maintenance
2. Healthcare Support
3. Transportation and Material Moving
4. Production
5. Office and Administrative Support

Which key occupations receive the most interest from each generation?

The chart below shows what that interest looks like in several key occupations compared to the share of postings in those occupations. At a glance, these data show us where interest in jobs and availability of jobs are well matched and where they are out of balance.



Preparing for Tomorrow's Talent Demands

The opportunity and the challenge faced by many organisations today is [uncovering channels](#) that supply the talent their business needs to thrive in the near and distant future.

The findings of our research indicate that for each generation of job seekers, trends in the economy drive relative interest in occupations -- as demand for certain skills rise, job seekers begin to show interest in those jobs. While Baby Boomers currently adhere closest to this trend, Gen Xers are not far behind, and Millennials will likely catch up as they settle into the workforce.

Still, there are troubling gaps in the interest job seekers have for some occupations and share of jobs those occupations make up. This can be most strongly felt in healthcare occupations. In Healthcare Support jobs, there is more interest from all generations than there are jobs while in Healthcare Practitioner jobs, there is far less interest than jobs available. In trade

occupations like Transportation, there is significantly lower interest from younger workers. More broadly, as Baby Boomers and Gen Xers retire, they may leave leadership gaps in areas where Millennials have yet to gain expertise.

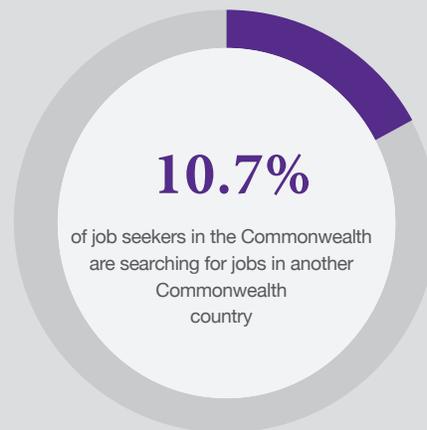
Developing a full sense of the generational landscape helps us understand these gaps and shortages, while also uncovering opportunities to address them. This research presents a vibrant profile of our workforce today and in the future, serving as a guide for employers and labour market analysts to navigate through such shifts. Here are three top-level takeaways from our analysis.

1. Create your own supply channels

For many organisations, finding candidates who leave university and enter the workforce with the skills their business needs is no longer realistic. Instead, leading companies have created internal and external programs that help existing employees and potential recruits develop resumes that are relevant to today's labour market. These programs can support the community and the education system and work to promote both skills development as well as employer brand for the companies who back them.

2. Source candidates from new markets

Previous research from the Indeed Hiring Lab revealed potential pockets of talent in untapped markets. Employers may find candidates by looking outside their typical talent pool:



3. Redefine when and where work takes place

Today's technologies have made it possible for more work to take place outside the office, offering flexibility for workers of all kinds and new talent opportunities for employers. Evaluating the part-time, remote, or flexible jobs that your organisation can offer widens to the pool of people you can recruit from.

Data Sources

The focus of this report is job seeker interest in occupations based on which generation each job seeker belongs to. Our main source of information was aggregated and anonymised data from Indeed Resume, in combination with a collective view of each resume owner's search activity. Our sample was drawn from job seekers who have resumes posted on Indeed and conducted at least one job search on Indeed via desktop or mobile during our sample month of July 2014.

We estimated job seekers' ages based on the information supplied in each resume, and used this information to divide our sample into generational categories. Millennials are job seekers aged 21 to 30 years, Generation Xers are aged 31 to 50 years, and Baby Boomers are aged 51 to 70 years. We then examined how each of these generations search for jobs on both mobile and desktop.

To measure each generation's interest in various occupations, we used the US Department of Labor's Standard Occupational Classification (SOC) categories. This internationally-recognised system classifies workers based on the work they perform, rather than the industry in which they perform it. While we could have used the International Standard Classification of Occupations (ISCO), this system contains a smaller number of major groups than the US classifications. For this reason, we used the SOC to compare across all the English-language markets in our data set.

We used Indeed's data on job postings, which includes millions of jobs from thousands of sources, to estimate each occupation's share of the total Australian labour market. It is important to note that Indeed job postings do not reflect the precise number of jobs available in the labour market, as an opening may be listed on more than one website and could remain online for a period of time after it has been filled. Moreover, employers sometimes use a single job posting for multiple job openings. However, the data do represent a broad measure of each occupation's share of job openings in the labour market.

Measuring Relative Interest

Similar to using the share of job postings as an approximate measure of available jobs, click activity can be used as a measure of job seeker interest in an occupation. To determine where each generation's interest in the labour market ultimately lies, we examined each generation's clicks to jobs in each of the standard occupational categories, and ranked those click shares to determine the most popular occupations for each generation. We measured relative interest across occupations for each generation and also measured mismatch for each occupation by comparing the share of total job postings in that occupation against the share of clicks that occupation receives from each generation. We divided the occupation's share of total job clicks from a particular generation by the occupation's share of total job postings. A reading of 1 would indicate that the level of interest in an occupation is in line with the number of available jobs, when both figures are considered as a share of the total labour market. A reading greater than 1 indicates more interest than available job postings, and vice versa.

Distinctive Queries

We defined each generation's most distinctive query as the query that is searched more by one generation than it is searched by our overall job seeker population in Australia. This is not the most popular query used by each generation but rather the query that is used more by one group than by job seekers at large.



About the Author

Tara M. Sinclair, PhD, is an associate professor of economics and international affairs at The George Washington University in Washington DC and chief economist at Indeed. Her research focuses on examining historical patterns in data to understand both the current and past structure of the labour market and to forecast future movements. As Indeed's Chief Economist, Tara is developing original research using proprietary Indeed data to uncover exclusive insights into the labour market.

In addition to her research, Tara is frequently invited to brief the media on economic and labour trends as well as offer commentary. She has been quoted in the New York Times, the Wall Street Journal, and the Washington Post, and she has appeared on CNN, C-Span, NPR, Fox Business, Bloomberg Radio and TV, and many other local and international news programs.

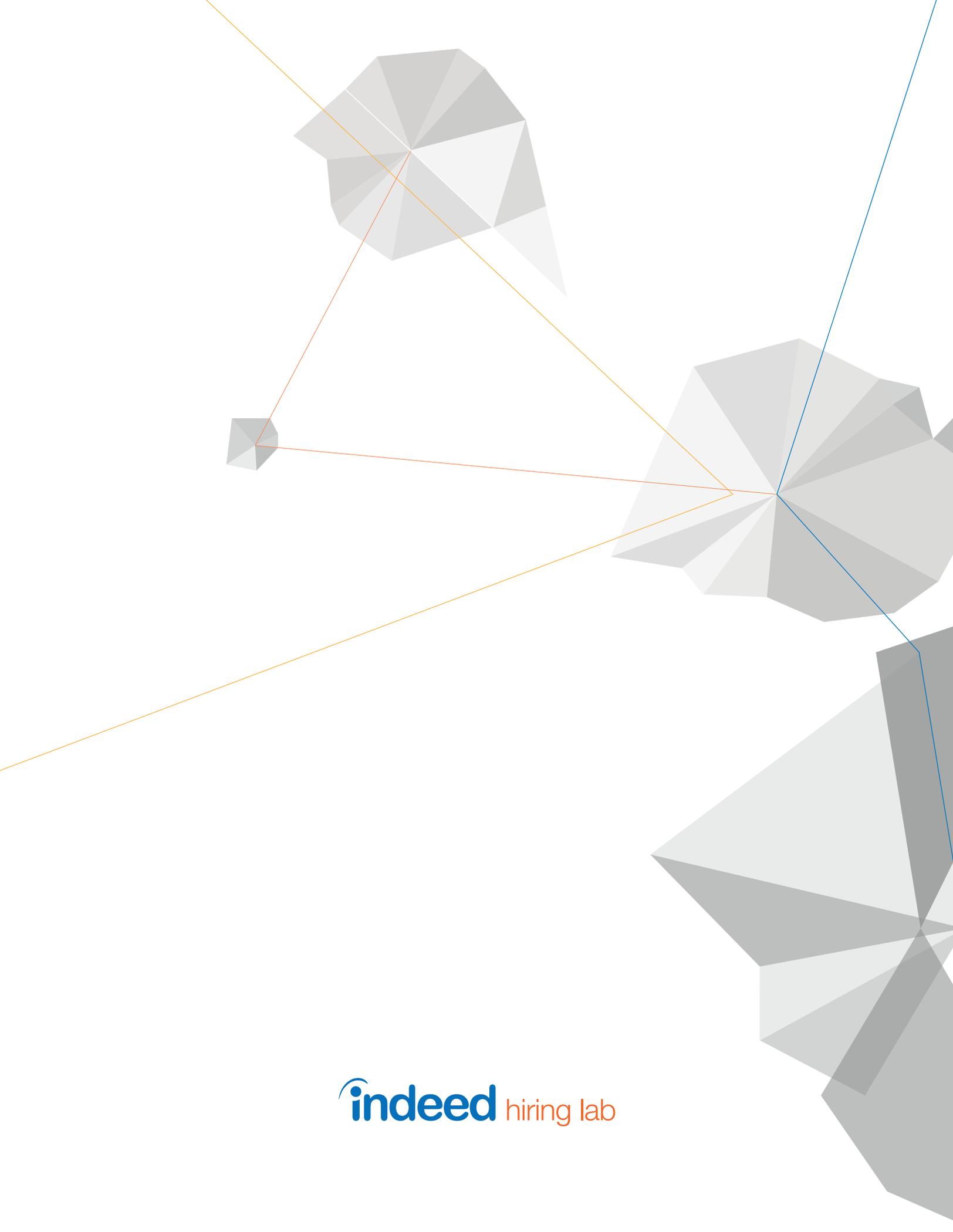
About the Indeed Hiring Lab

The Indeed Hiring Lab is a global research institute committed to advancing the knowledge of human resource and talent management professionals worldwide. Led by Dr. Tara Sinclair, Indeed's Chief Economist and Associate Professor of Economics and International Affairs at The George Washington University, the Indeed Hiring Lab research agenda includes large-scale research projects, ongoing tracking and analysis of employment trends, and surveys of industry professionals.

About Indeed

More people find jobs on Indeed than anywhere else. Job seekers can search millions of jobs on the web or mobile in over 50 countries. Each month, more than 150 million people search for jobs, post resumes and research companies on Indeed.

For more information, visit [indeed.com](https://www.indeed.com).



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