

Avenica Candidate Survey (at BBI Stage): Responses during February-March 2019

	All Respondents (N=254)	By Current Job				
		Prof job using my eductn (N=61)	Non-profsnl job (N=82)	Not working (N=86)	Internship, Volunteer (N=6)	Other (N=19)
Stats regarding your job search						
How long has your job search been (mos)	3.0	2.7	3.7	2.5	2.2	3.6
How many jobs have you applied for	32.5	25.4	32.9	39.7	10.7	28.3
How many initial interviews conducted	3.5	2.5	3.7	3.9	2.0	4.9
How many job offers have you received	0.8	1.0	0.7	0.9	0.2	0.9
Top 2 obstacles in your job search						
I don't know what positions are a fit for me	84%	84%	84%	85%	100%	74%
I don't know what to do with my major	46%	56%	50%	35%	17%	63%
I don't know how to network	28%	25%	29%	29%	17%	32%
I don't interview well	19%	15%	20%	21%	17%	21%
I don't know how to conduct a job search	17%	15%	11%	23%	33%	11%
Top 2 methods you use for job search						
National job posting sites	86%	85%	91%	84%	83%	79%
Research/company websites	37%	33%	44%	40%	50%	11%
LinkedIn	32%	36%	28%	33%	0%	47%
Personal networking	26%	33%	21%	26%	33%	32%
College job posting site	11%	5%	11%	13%	0%	21%
College career services office	6%	8%	5%	3%	17%	11%
Other social media	0%	0%	0%	0%	17%	0%
Facebook	0%	0%	0%	0%	0%	0%
When do you look at online reputation?						
Prior to applying to the company	67%	70%	67%	67%	67%	53%
After the initial contact following my application	32%	28%	33%	30%	33%	47%
Later, when things get serious	1%	2%	0%	1%	0%	0%
After a job offer from the company	0%	0%	0%	1%	0%	0%
Primary source to research company reputation						
Glassdoor	71%	80%	66%	71%	83%	63%
Indeed	24%	18%	27%	24%	17%	32%
Facebook	0%	0%	1%	0%	0%	0%
Other	4%	2%	6%	5%	0%	5%
Top 3 important factors of job offer						
Opportunity for advancement	65%	67%	61%	66%	83%	68%
Base salary	52%	56%	52%	52%	17%	53%
Office work environment	42%	48%	43%	35%	67%	42%
Company online reputation	33%	28%	33%	35%	33%	47%
Total compensation	30%	33%	30%	34%	0%	11%
Company mission	25%	20%	24%	29%	50%	16%
Quality of insurance benefits	20%	15%	24%	21%	17%	21%
Vacation/PTO program	14%	18%	11%	12%	0%	26%
Retirement savings program	5%	11%	4%	2%	0%	0%
Office social environment	4%	2%	9%	3%	0%	0%
Other	4%	0%	4%	3%	17%	11%