

**Executive Summary**

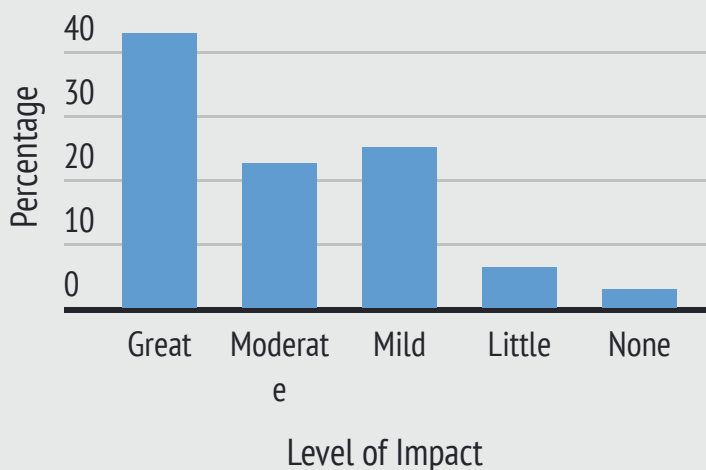
This is the second installment of our Recruiter Index® survey, and the results indicate marked improvements in the job market since our first installment in April. In our previous survey, recruiters largely reported that COVID-19 had significantly reduced their job requirement loads. However, recruiters were also optimistic they would see recoveries within the next 90 days. The results of our latest survey suggest these recruiters were right: **Across nearly every industry, recruiters are reporting upticks in job requirement loads – and predicting further improvements over the coming months.**

**Key Takeaways**

- In April, only 16.4 percent of recruiters said they felt the job market was staying stable or improving. Today, that number has jumped to 41.3 percent.
- In April, the average recruiter was working on 12 jobs. That number jumped to 15 in May.
- A clear majority of recruiters across industries – 60.4 percent – believe their job requirement loads will increase in the next 90 days, compared to 38.5 percent in April.
- In April, 58.6 percent of respondents said COVID-19 had a "great effect" on their recruiting efforts. This time around, that number dropped to 42.8 percent.
- Recruiters expect particularly powerful recoveries in healthcare (89 percent see demand increasing in the next 90 days) and IT (72 percent).
- Recruiters have also become optimistic about a few industries that seemed to have gloomy prospects just a month ago. Sixty percent of recruiters in construction expect increasing demand in the next 90 days, while 67 percent of recruiters in manufacturing said the same of their vertical.

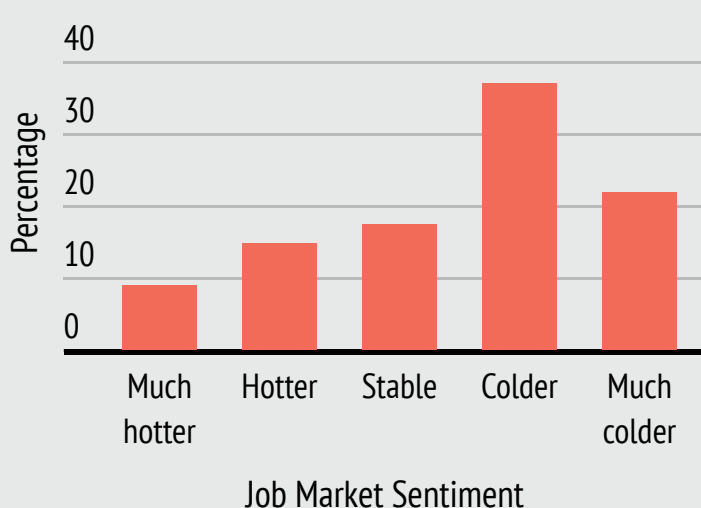
**How Has the Outbreak of COVID-19**

**Directly Affected Your Recruiting Activities?**



**Overall, How Do You Feel About**

**the Job Market Right Now?**



The majority of recruiters are still feeling the effects of the pandemic on their recruiting activities. However, the intensity of those effects has lessened: 42.8 percent of recruiters report being "greatly affected" by COVID-19, compared to 58.6 percent saying the same in April. This is reflected in an increasing optimism about the job market: 41.3 percent of recruiters feel the job market is staying stable or improving, compared to 16.4 percent in April.

Job Requirement Loads Are Increasing

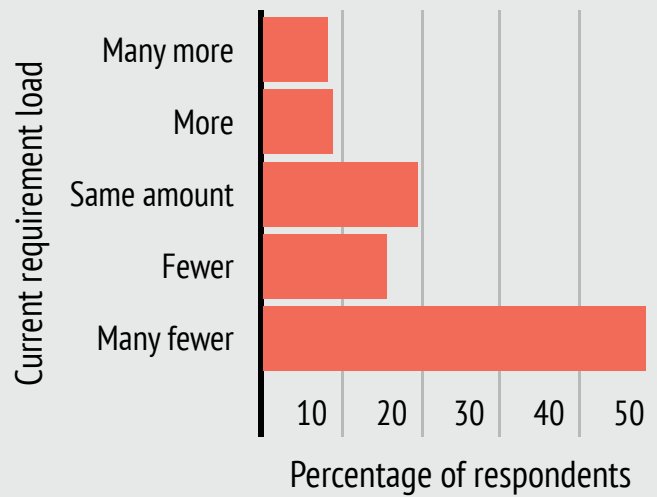
The majority of the recruiters we surveyed (63.7 percent) are working on fewer jobs now than they were six months ago. That represents a small but significant improvement over April, when 67.8 percent said the same.

We also saw improvements in the average number of job requirements: **While the average recruiter was working on 12 jobs in April, that number moved up to 15 in May.**

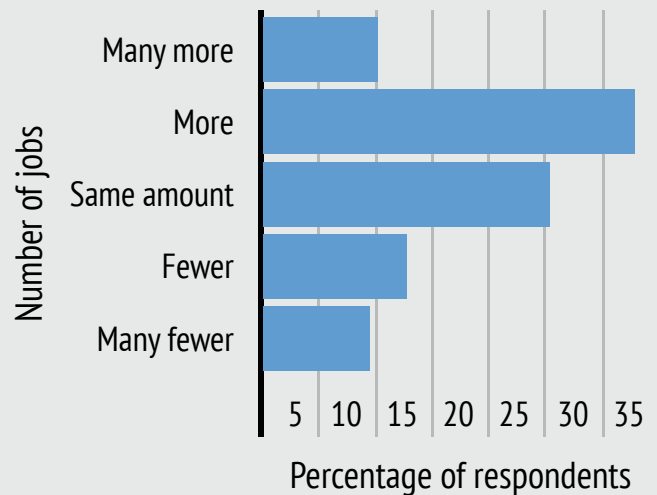
In April, recruiters predicted that the worst effects of COVID-19 would be limited to the short term. Our May survey results suggest the recruiters were right.

This time around, 42.8 percent of recruiters predicted increasing job requirement loads in the next 30 days, compared to 23 percent in April. Longer-term forecasts are even sunnier: a whopping 60.4 percent expect their workloads to pick back up in the next 90 days, compared to 38 percent in April.

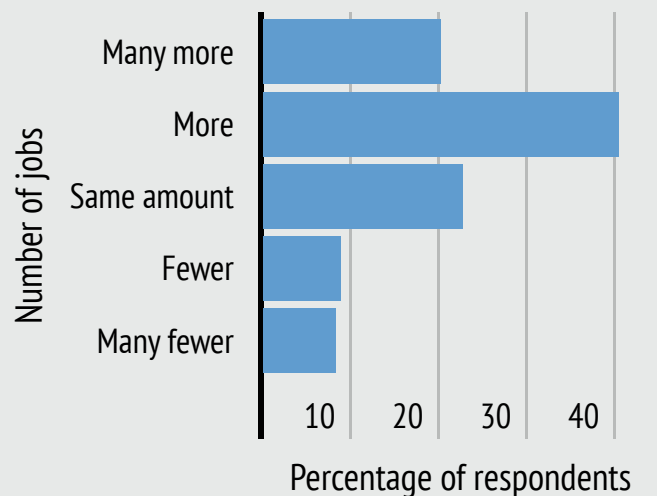
Compared to Six Months Ago, How Has Your Job Requirement Load Changed?



How Do You Expect Your Job Requirement Load to Change Over the Next 30 Days?



How Do You Expect Your Job Requirement Load to Change Over the Next 90 Days?



Top Industries

Manufacturing



67% of recruiters in this vertical believe demand will increase in the next 90 days

IT



72% of recruiters in this vertical believe demand will increase in the next 90 days

Healthcare



89% of recruiters in this vertical believe demand will increase in the next 90 days