

LinkedIn Talent Drivers Survey Reveals Hiring Dynamics

LinkedIn's recent global survey of members compares hiring and talent preferences pre- and post-COVID.

Read more at [LinkedIn](#).

What employers want

Demand for recruiters in the U.S. has increased 11% between Q2 2020 and 2021, signaling a race for talent everywhere.

Demand for in-person service providers is leading the increase with a 14% increase. Demand for digital specialists has grown 10%.

Jobs with the fastest-growing demand

Q2 2021 vs. Q2 2020 (US)

1. Teller +41x
2. Tax Specialist +17x
3. Animal Groomer +15x
4. Care Specialist +15x
5. Retail Specialist +14x
6. Technical Recruiter +11x
7. Oracle Specialist +10x
8. Online Specialist +9x
9. Relationship Banker +8x
10. Wealth Manager +8x

What employees want

While the top considerations for individuals contemplating a job transition have not changed, flexibility, inclusivity and work-life balance are rising in importance.



Top priorities when considering a new company (US)

June 2021, LinkedIn Talent Drivers Survey

1. Compensation & Benefits
2. Work Life Balance
3. Open and Effective



Priorities growing more important Since the pandemic began (US)

April 2020 vs. June 2021

1. Flexible Work Arrangements **+24.5%**
2. Inclusive Workplace **+22.6%**
3. Work-Life Balance **+6.0%**

Top priorities when considering a new company

- Work-life balance
- Compensation and benefits
- Colleagues and culture
- Effective management
- Challenging work
- Flexible work arrangements

Company performance according to employees

- Flexible work arrangements
- Challenging work
- Colleagues and culture
- Effective management
- Compensation and benefits
- Work-life balance



Head off burnout

Data shows the pivot to flexible work arrangements has been largely successful.

Meanwhile, burnout indicators globally are growing with a 9% spike in recent months and employee happiness falling 3%.