



EAP Meeting FRBNY

April 1, 2022



Medium-term Implications for LFP in the Post-pandemic world

Labor Force Participation

Factors we observe

Women

Access to childcare, maternity leave and general workplace flexibility

- Remote - Women are 24% more likely to search for remote jobs
- Entrepreneurial activity - The rate of women founding companies outpaced that of men in 2021.

Aging Populations

We see evidence that older generations changed their behavior since the pandemic

- Older works transition far less than expected and have become less dynamic in hiring

Technological Skills

Automation \leftrightarrow Tech advances and rising educational attainment can increase returns to work.

- Jobs performed by those with lower educational attainment (high school diploma and associate degree) have changed more than those with higher educational attainment (for bachelor, masters and doctoral degree).

In March 2020 only every
1 in 67 paid jobs

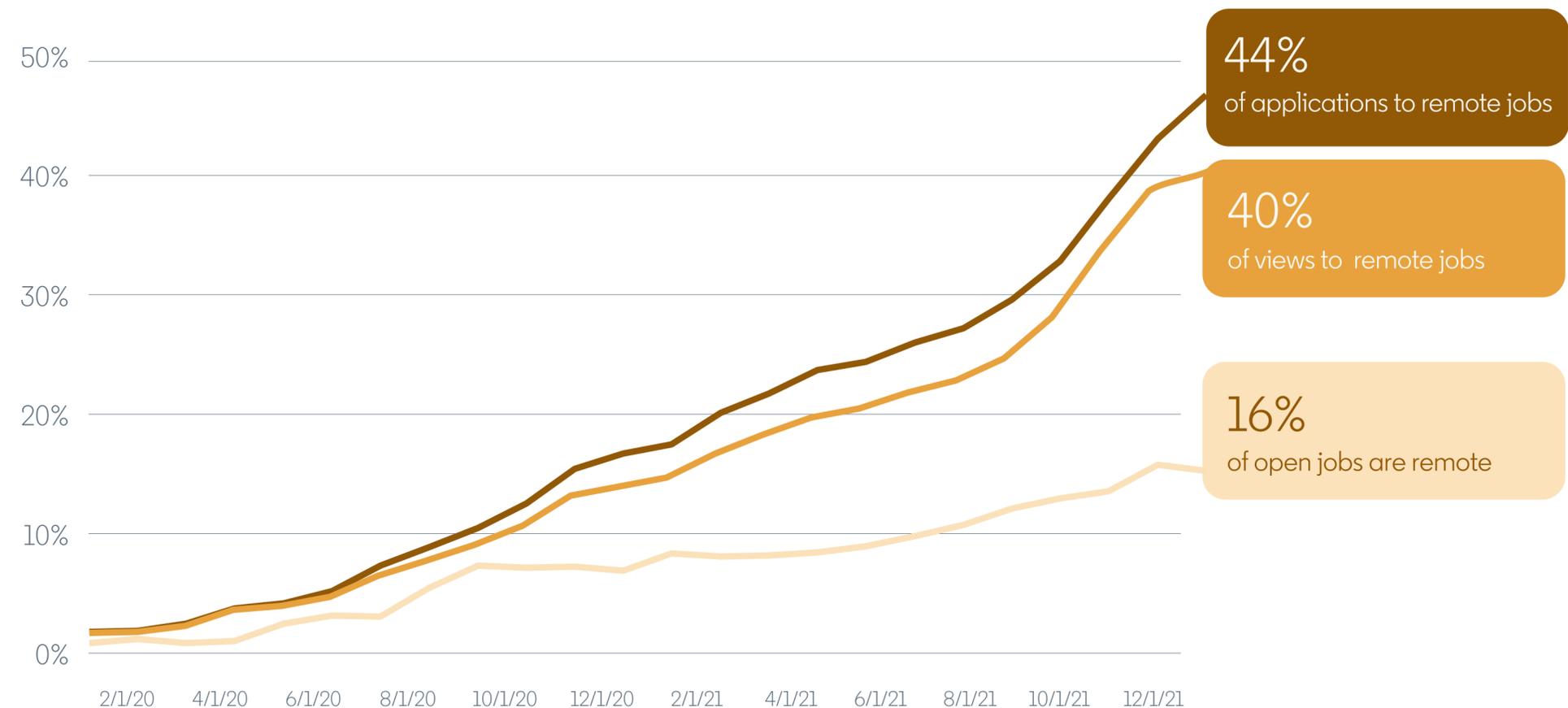
in the U.S. offered remote work. By
the start of 2022 that number
ballooned to

nearly 1 in 5

- Remote jobs attract over 2.5 times the share of job applications compared to on-site jobs.
- Given a choice, job seekers will search hybrid 65% of the time over remote or on-site.
- LinkedIn Glint survey data indicate 87% of employees would prefer to stay remote at least half of the time, (Summer 2021).
- Women are 25% more likely than men to apply to remote work.

Remote roles are highly attractive

making up only 16% of open jobs, but attracting over 40% their share of job views and 44% of applications



Remote Work:

20% of jobs

50% of applications

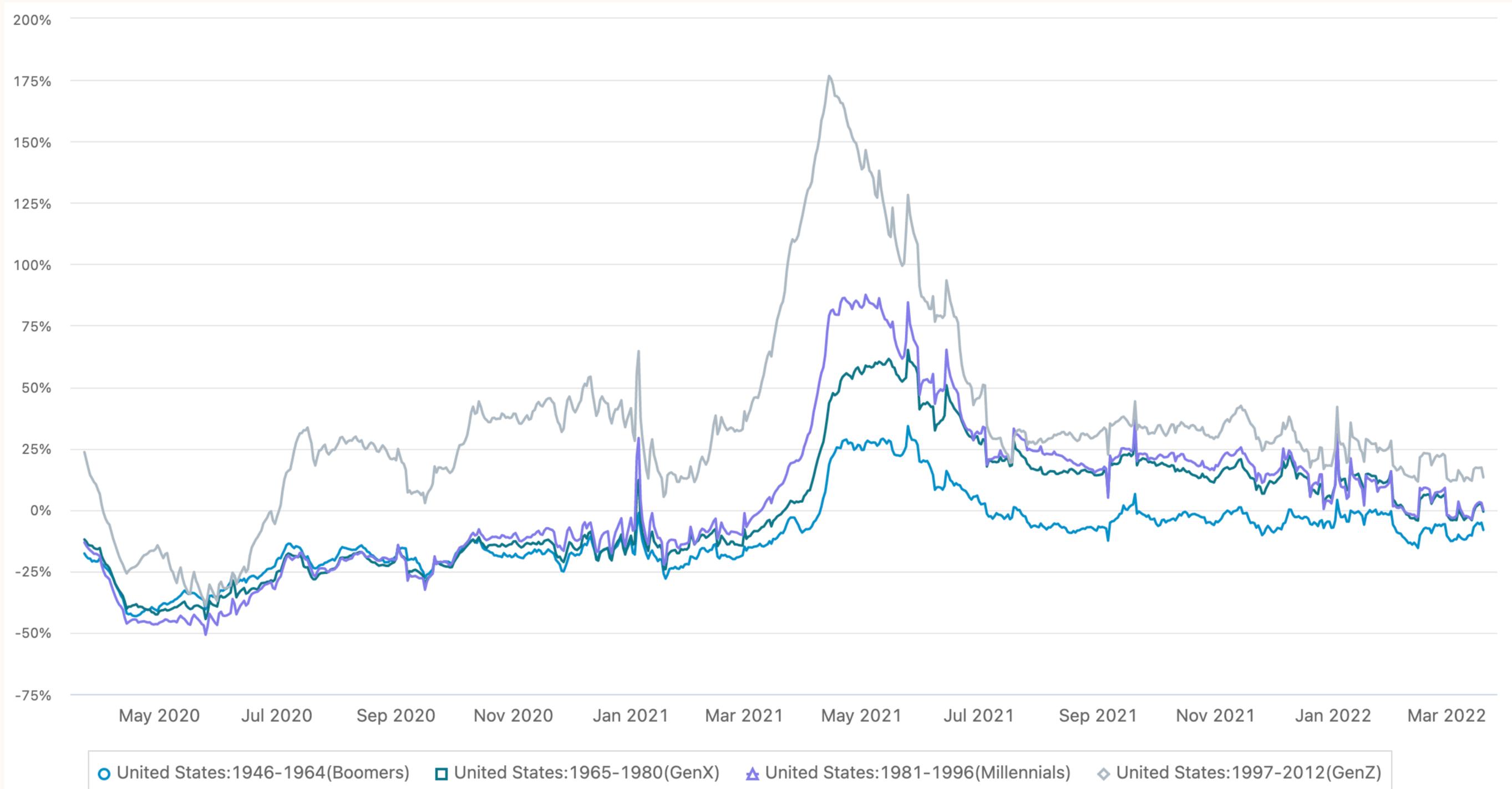


As of Feb 2022:

- 20% of all paid jobs on LinkedIn.
- attract a 50% of applications for the first time and 45% of views as compared to on-site jobs.
- 34% of US companies offered open remote jobs, an increase from 26.6% in February 2021.
- Technology, Information, and Media (40.5%), Professional Services (32.2%), and Education (30.5%) industries had the largest percentage of remote job postings.
- Retail (1.1%), Accommodation Services (2.4%), and Construction (3.1%) industries had the lowest percentage of remote job postings.

LinkedIn Hiring Rate by Generation

Hiring has gapped out for older workers.



How Jobs Predominantly Performed by Holders of Education degrees between 2015-2020

Education Attainment	Top Job predominantly performed by holder (relative to others)	Average Similarity for		
		Top 5	Top 10	Top 100
High School Diploma	Truck Driver	65%	56%	67%
Associate Degree	Electronic Technician	63%	67%	68%
Bachelor Degree	Search Consultant	75%	75%	77%
Masters Degree	Legal Officer	79%	78%	75%
Doctoral Degree	Surgeon	75%	76%	74%

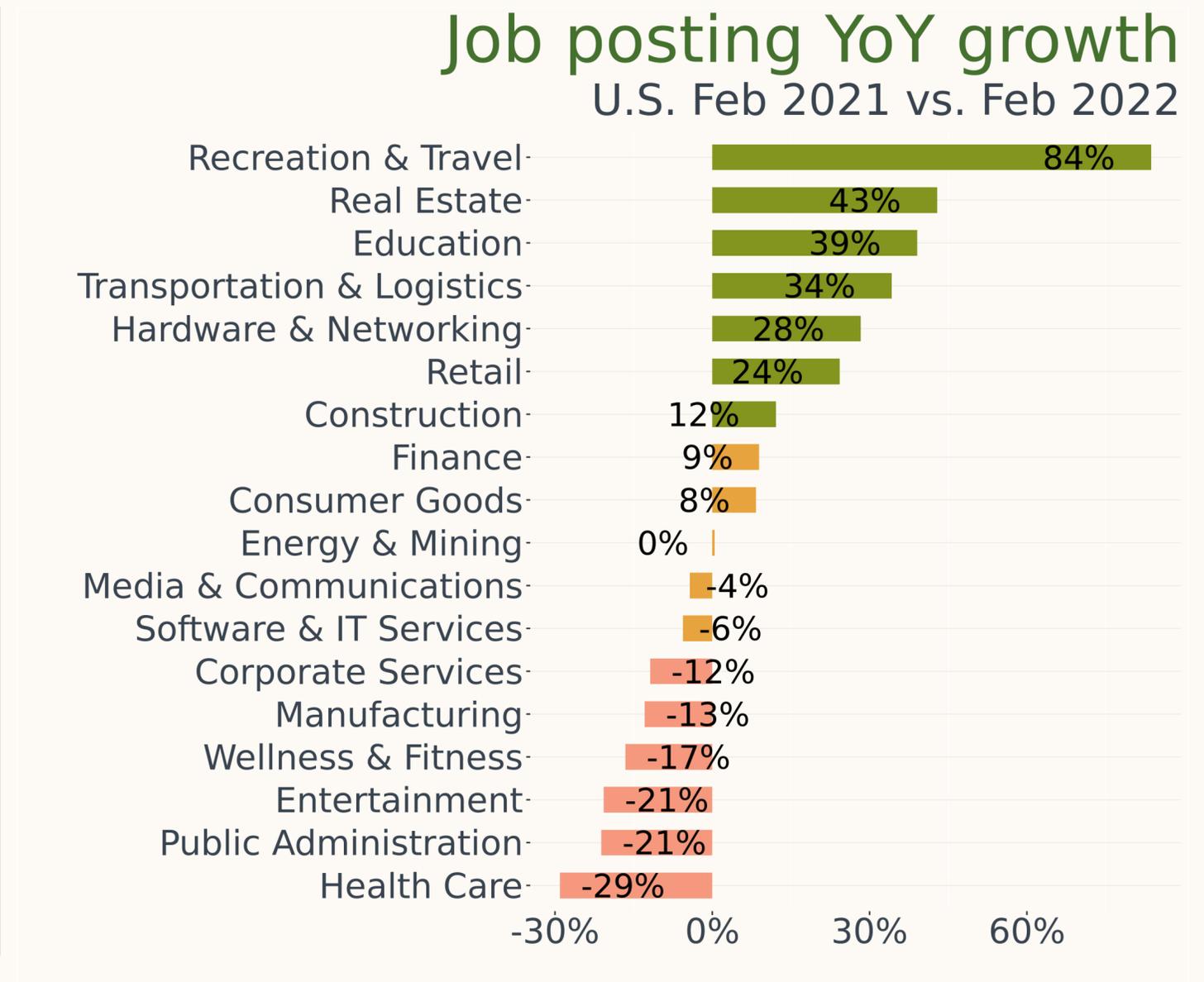
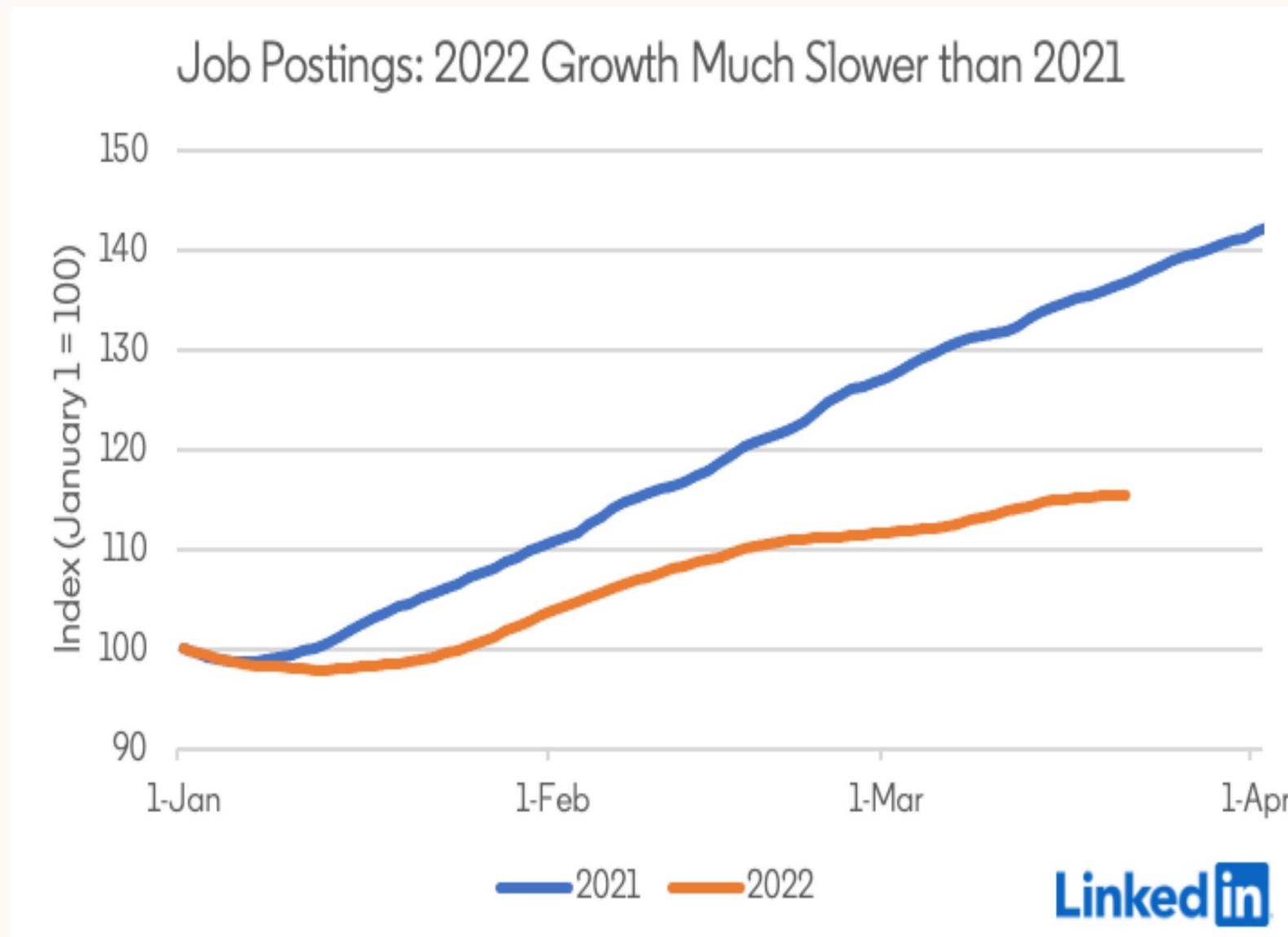
Jobs performed by those with lower educational attainment (skill similarity < 70% for high school diploma and associate degree) has changed more than those with higher educational attainment (skill similarity > 70% for bachelor, masters and doctoral degree)



Is the Great Resignation/Reshuffle
Transitory or Permanent?

Job posting trends on LinkedIn

After record growth in 2021, job posting growth is leveling off



Job Seeking Behavior

Feb 2021- Feb 2022

Applications per Job

- Job competition: the average number of applications made for each job posted on LinkedIn



Application to Jobs per Applicant

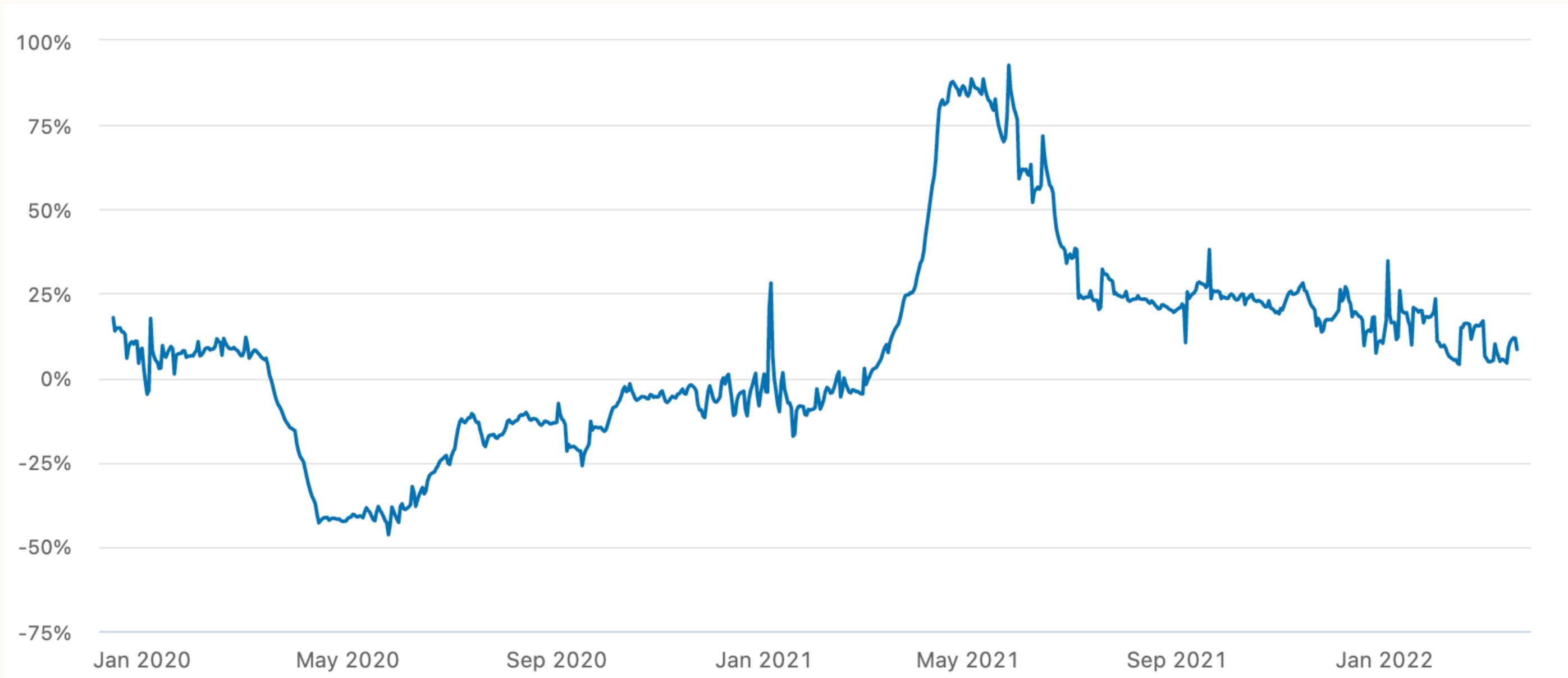
- Job seeker intensity: The higher the number, the more intense the job seeking behavior of the applicant



LinkedIn Hiring Rate

The share of US members hired, based on profile.

Hiring is running at a pre-pandemic rate but is softening from extraordinary increases in 2021.

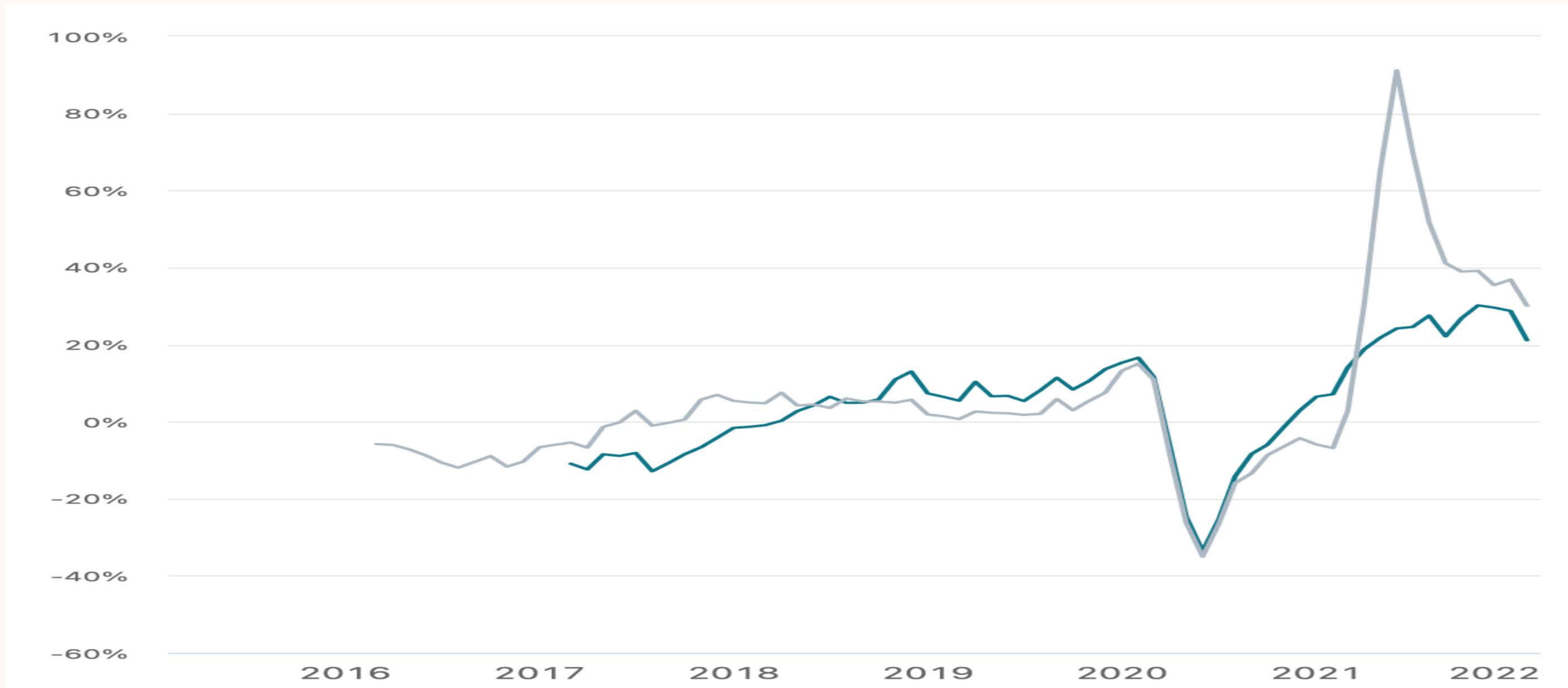


LHR represent the daily seasonally adjusted hiring of members into new roles

Job Transitions Overall

The share of US members changing jobs rose +30.0% Y/Y and +21.1% Y/2Y.

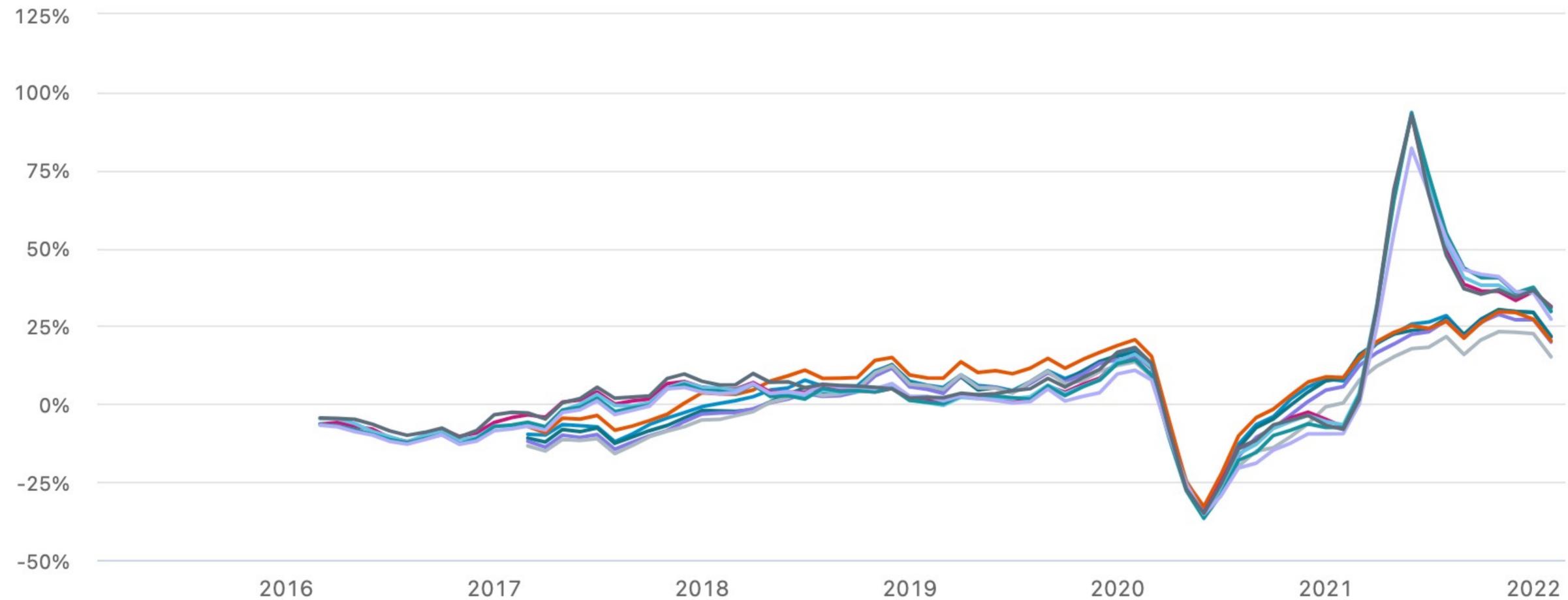
This increase was slower than the +36.9% Y/Y and 28.7% Y/2Y seen last month. This marks the eleventh straight month that the Y/Y rate has remained above +30%.



Transitions represent the 3-month moving average of US members, changing jobs and excludes first jobs, student jobs, side jobs, and internships

Job Transitions by Income

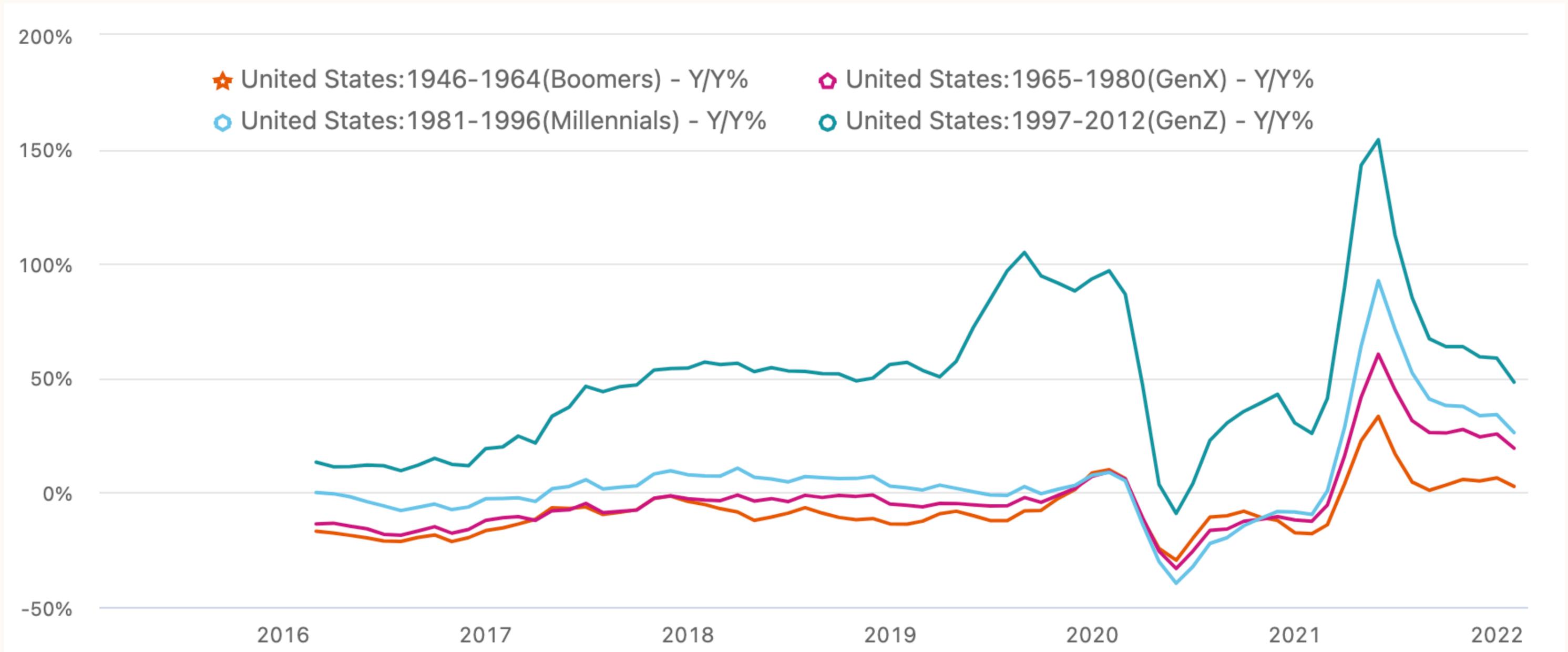
By Income members job transitions are closely associated. Lower incomes strata often exceeded higher income strata, particularly early on in the pandemic.



- United States:\$55,000 to \$70,000 - Y/2Y%
- United States:\$85,000 to \$110,000 - Y/2Y%
- United States:Less than \$55,000 - Y/2Y%
- United States:\$70,000 to \$85,000 - Y/Y%
- United States:Greater than \$110,000 - Y/Y%
- United States:\$70,000 to \$85,000 - Y/2Y%
- United States:Greater than \$110,000 - Y/2Y%
- United States:\$55,000 to \$70,000 - Y/Y%
- United States:\$85,000 to \$110,000 - Y/Y%
- United States:Less than \$55,000 - Y/Y%

Job Transitions by Generation

The Y/Y increase in Gen Z job transitions (+48%) exceeds that of Millennials (+26%), Gen X (+19.4%), and Boomers (2.7%) from December 2021 to February 2022 compared to pandemic levels in December 2020 to February 2021.

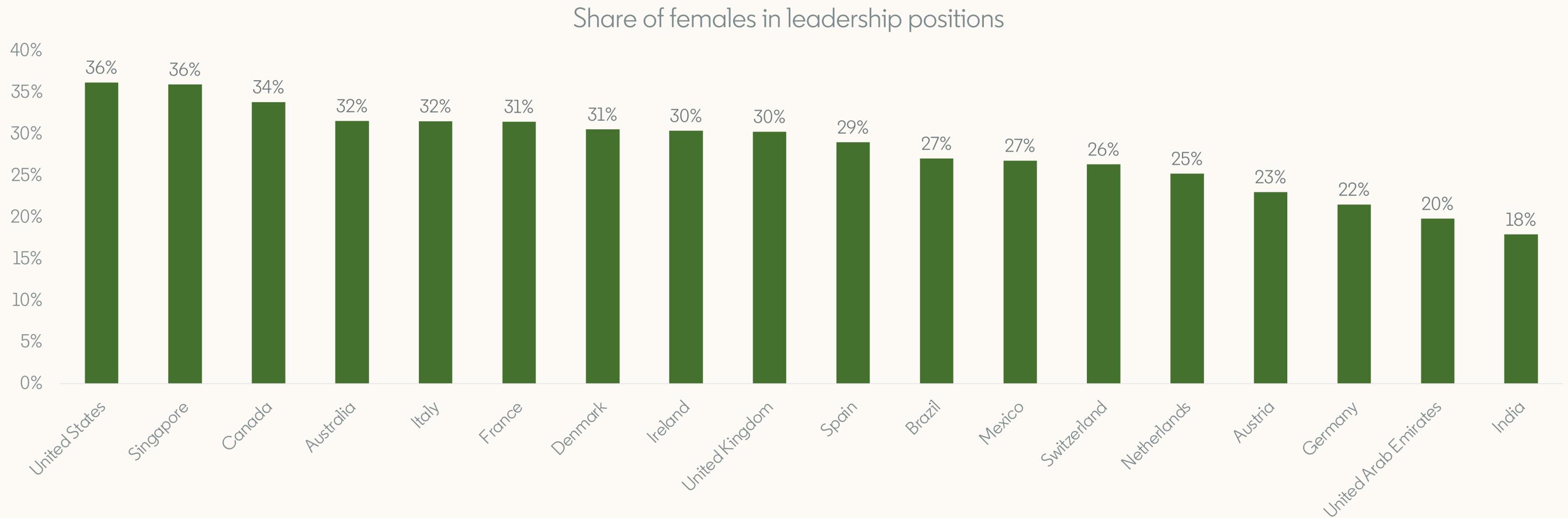




Fewer women hold leadership
positions than men

Leadership Suite Gender Imbalance by Country

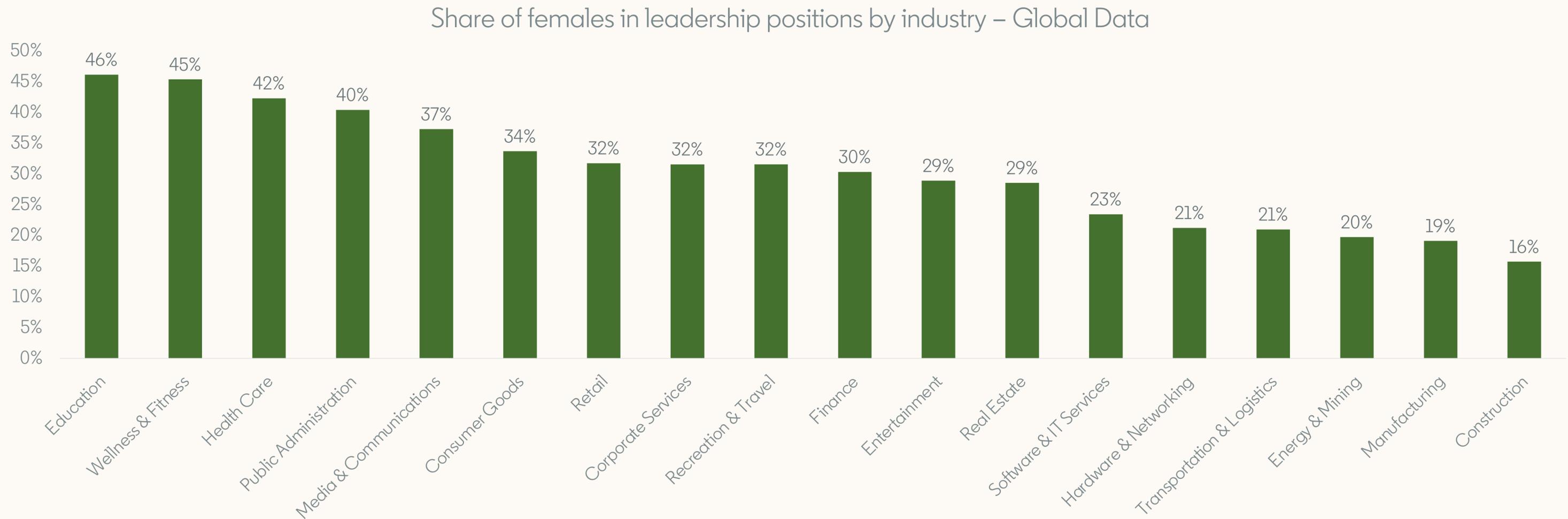
Out of the countries considered, United States has the highest share of women in leadership (36%), while India has the lowest (18%).



Leadership represents Director+ positions

Leadership Suite Gender Imbalance by Industry

This Share of women leaders varies across industries, from the Education industry (46%) to Construction (16%)



Leadership represents Director+ positions

Women make it to leadership
faster than men...



...but they have a shorter window
of opportunity to get there

Thank You