

Manchester[®] White Paper

**Career Transition Management and
Length of Search Study:**
Why Some People Get Jobs Faster
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Length of Search Study – Highlights

Length of search (LOS) is an important benchmark for both job seekers and labor analysts alike. For job seekers, LOS provides an estimate of about how long it will take to secure or land a new job. For analysts, LOS is a measure of labor movement leading to trends in downsizing and unemployment. *The Wall Street Journal* and *American Management Association* reported that unemployed workers in the year 2002 took an average of 5 to 6 months or 20 to 24 weeks to find a new job.

A recent Manchester study revealed that candidates using Manchester's *Career FasTrak*, a blended technology-career coaching outplacement solution, found jobs with a median search time of 22 weeks, thereby supporting the research of industry analysts. The following are highlights of the 2002 Manchester LOS study that offers a summary of the findings valuable to both job seekers and industry watchers.

LOS figures are aggregated across all job seekers and therefore hide differences between job seekers in terms of age, gender, salary expectations, self-marketing, and industry preference. Accordingly, Manchester's 2002 study set out to detect any differences between job seekers on the above attributes. Using tracking reports and exit interviews, data from 3,500 Manchester career transition candidates were analyzed using advanced statistics software.

Results indicated that in terms of gender there was very little difference between LOS for males (median = 13.3 weeks) and LOS for females (median = 13.1 weeks). With respect to age, there were significant differences for those age 30 and under (median = 12.7 weeks) compared to those age 41-50 (median 16.6 weeks). Differences between job seekers based on salary showed that those less than \$50,000 per year took a median of 12.6 weeks while those making more than \$100,000 per year required a median of 25.9 weeks to land a new job.

Candidate Attribute	Length of Search
Males	13.3 weeks
Females	13.1
Age 30 and under	12.7
Age 41 – 50	16.6
Salary less than \$50,000	12.6
Salary more than \$100,000	25.9

Candidate Attribute and Length of Search

In terms of self-marketing techniques, job seekers using Manchester's online career management tools showed a median LOS of 10.4 weeks, followed by networking tactics (13.3 weeks), compared to broadcast mailings that increased LOS to nearly 20 weeks.

Self-Marketing Technique	Length of Search
Online career management tools	10.4 weeks
Networking	13.3
Broadcast mailings	20

Self-Marketing Technique and Length of Search

Across industries, job seekers in business services found jobs fastest (median 8.4 weeks), followed by public utilities (median 9 weeks), government and non-profit (median 17 weeks), Banking and Finance (median 18 weeks), and finally Aerospace and Defense (median 47.93 weeks).

Industry Type	Length of Search
Business services	8.4 weeks
Public utilities	9
Government & non-profit	17
Banking & finance	18
Aerospace & defense	47.9

Industry Type and Length of Search

Other Manchester LOS findings indicate that candidates who were willing to relocate decreased their LOS from a median of 16 weeks in 2001 to 13 weeks in 2002. Furthermore, candidates who were willing to add another 5 weeks to their search time ended up with higher starting salaries. Finally, candidates using Manchester’s new *Career FasTrak* blended technology-career coaching outplacement program landed jobs faster in 2002 than in 2001. Across all career transition programs, *Career FasTrak* actually reduced length of search time from a median of 23 weeks in 2001 to 22 weeks in 2002. This decrease of one week is a notable statistic given current rates of unemployment and increasing competition for jobs.

Summary

In summary, the Manchester 2002 LOS study demonstrates that the length of time it generally takes an unemployed worker to land a new job depends on several factors, and gender is not one of them. However, age is a factor as younger workers command less compensation and consequently land jobs faster supporting research that age and salary level are highly correlated. Moreover, those job seekers willing to wait a few more weeks received a higher salary. How job seekers market their skills and abilities also affects LOS, as those using Manchester’s online career management tools and networking had a shorter LOS, and higher success rates.

This study has demonstrated that Manchester job seekers who are provided with expert career coaching combined with online career management tools reduce their LOS, regardless of gender, age, salary, or industry.

About Manchester

Manchester is a human capital management-consulting firm that assists companies in aligning strategic objectives with practices related to the acquisition, deployment, development, retention, and transition of talent. Manchester offers state-of-the-art product and service delivery technologies that provide a full range of solutions for career transition, performance management, intelligent hiring, leadership development, and executive coaching. For more information, visit www.ManchesterUSA.com