DataFest 2018
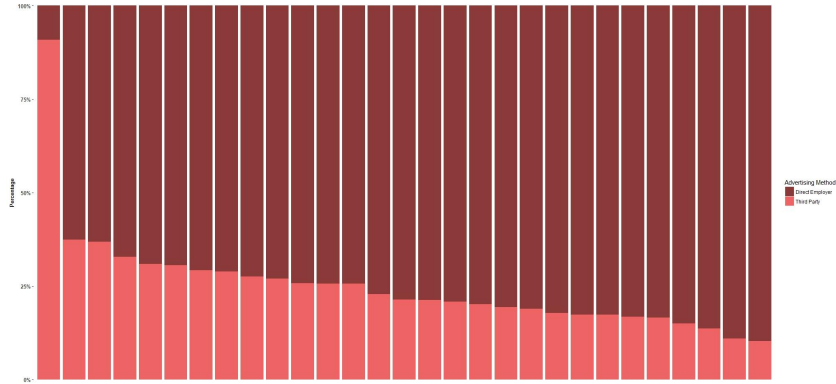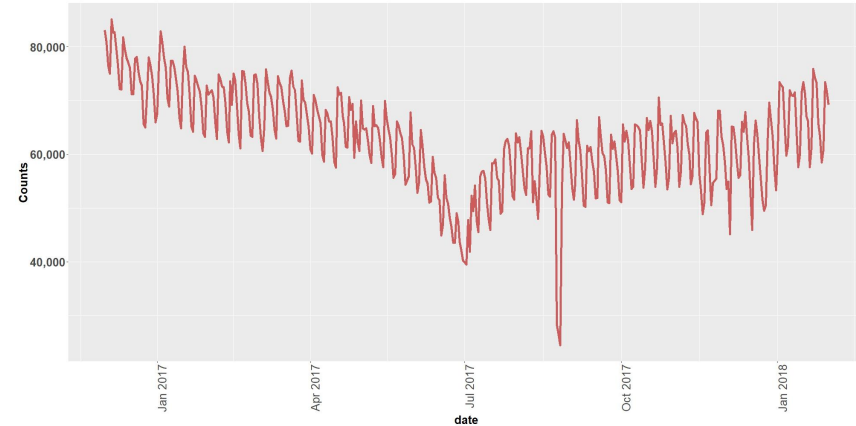
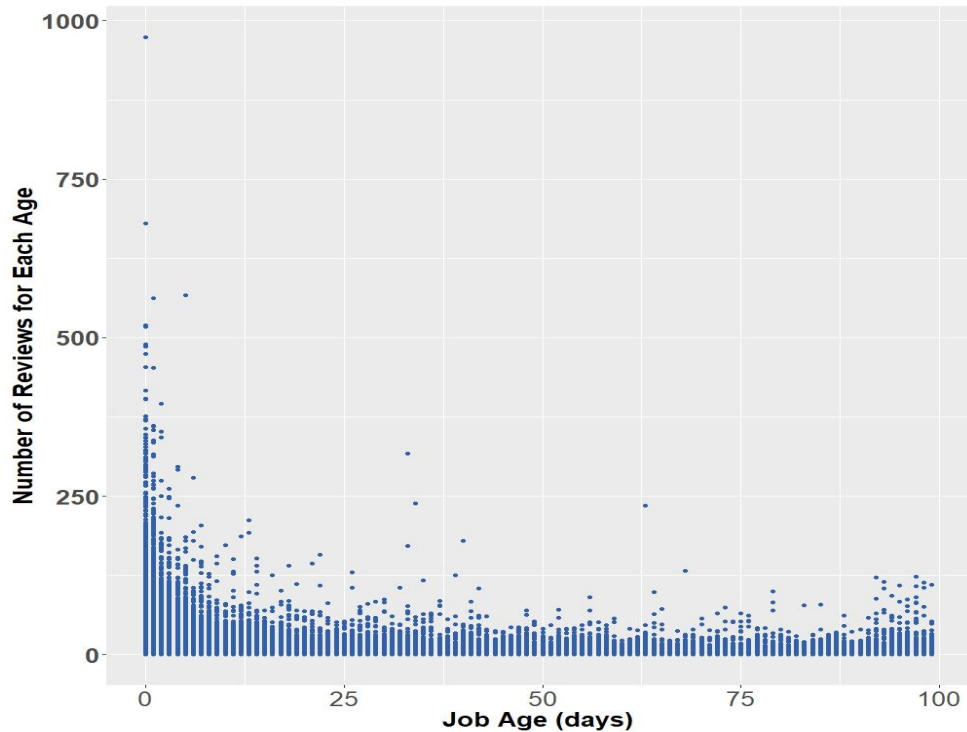## The indeed® User: Employers and Job Seekers

Most job postings are **small firms** (< 1000 employees), especially **0-49 employees** and are **direct employers**

The recruitment season is **late fall to early spring**

Average number of applies per job across top 5 jobs

Most app reviews are done during the first 15 days of the lifetime of the jobs → applications submitted **within the first 15 days has higher chance of getting reviewed → APPLY EARLY!**
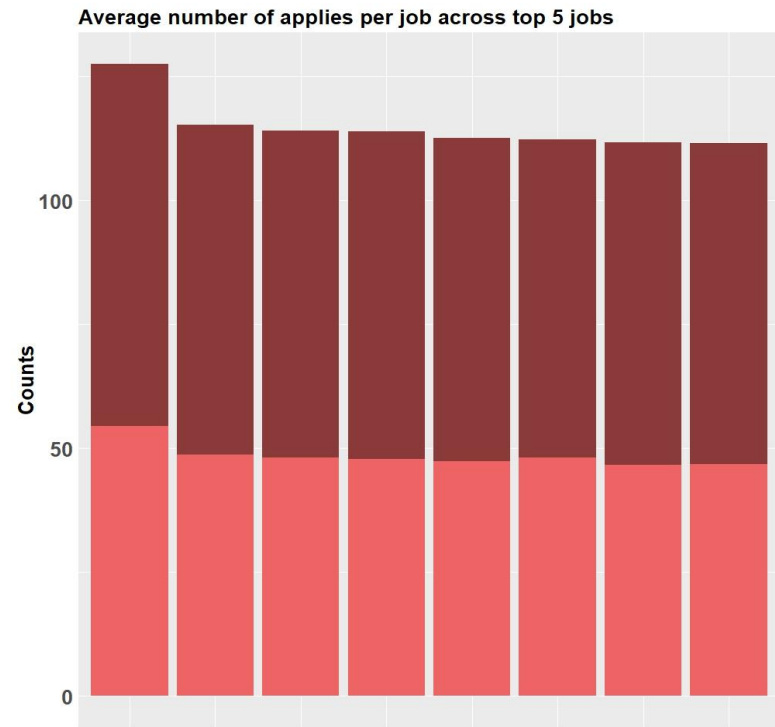
Number of apps submitted and apps reviewed across all job categories is relatively **consistent = ~115 job app/job opening** and **~40% get reviewed →** same for **most industries**

Further Insight into Indeed Job Seekers - When in Doubt, Get a License!!!

Supervised Jobs
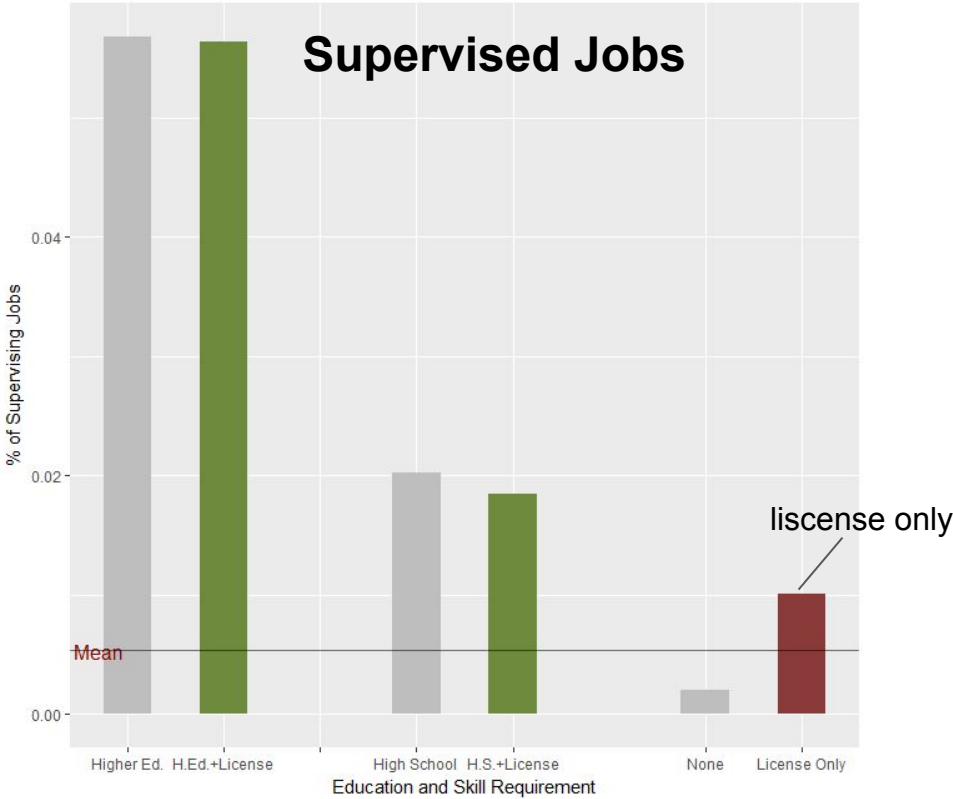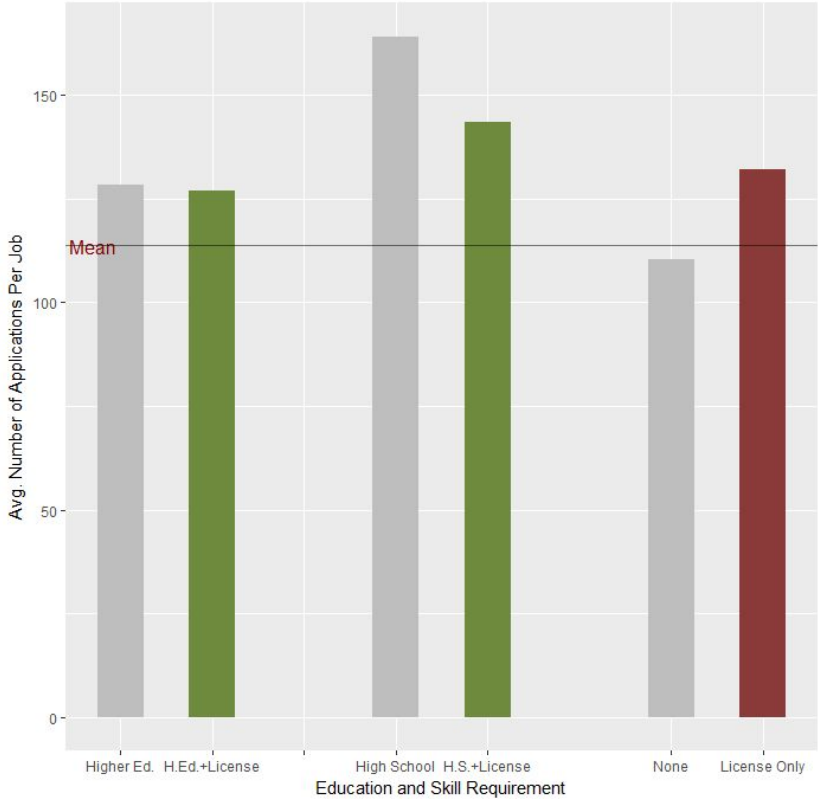
```
Call:
lm(formula = avg_app ~ licenseRequiredJob + edutype + jobcategory +
    advtype, data = supply_data)

Residuals:
      Min        1Q    Median        3Q       Max
-0.006037 -0.003270 -0.001615  0.001562  0.283652

Coefficients:
                                     Estimate Std. Error t value Pr(>|t|)
(Intercept)                         5.102e-03  2.064e-04  24.721  < 2e-16 ***
licenseRequiredJob                 -1.025e-03  8.983e-05 -11.412  < 2e-16 ***
edutypehighschool                  -5.277e-05  7.957e-05  -0.663  0.50720
edutypenone                        -1.446e-04  5.657e-05  -2.556  0.01060 *
jobcategoryClerical support workers 6.109e-04  2.100e-04   2.910  0.00362 **
jobcategoryElementary occupation    1.104e-04  2.037e-04   0.542  0.58771
jobcategoryManagers                 1.024e-04  2.000e-04   0.512  0.60881
jobcategoryProfessional            -3.830e-05  1.999e-04  -0.192  0.84804
jobcategoryService and sales workers 1.887e-05  2.007e-04   0.094  0.92510
jobcategorySkilled Workers         -8.251e-05  2.018e-04  -0.409  0.68261
jobcategoryTechnicians              2.523e-05  2.048e-04   0.123  0.90196
advtypeJob Board                   -5.352e-04  7.077e-04  -0.756  0.44949
advtypenone                         4.688e-04  2.761e-05  16.977  < 2e-16 ***
advtypeOther                       -1.410e-03  1.568e-04  -8.991  < 2e-16 ***
advtypeStaffing Agency             -1.181e-03  2.810e-05 -42.044  < 2e-16 ***
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Residual standard error: 0.005434 on 232032 degrees of freedom
  (3981 observations deleted due to missingness)
Multiple R-squared:  0.01317,   Adjusted R-squared:  0.01311
F-statistic: 221.2 on 14 and 232032 DF,  p-value: < 2.2e-16
```

- **License significant**
- **Advtype significant**
- **Education requirements offset by other factors**

Recommendations for Indeed, Employers, and Job Seekers