

Can ATS Software Stop Candidate Drop Off Before It Hurts Fill Rates

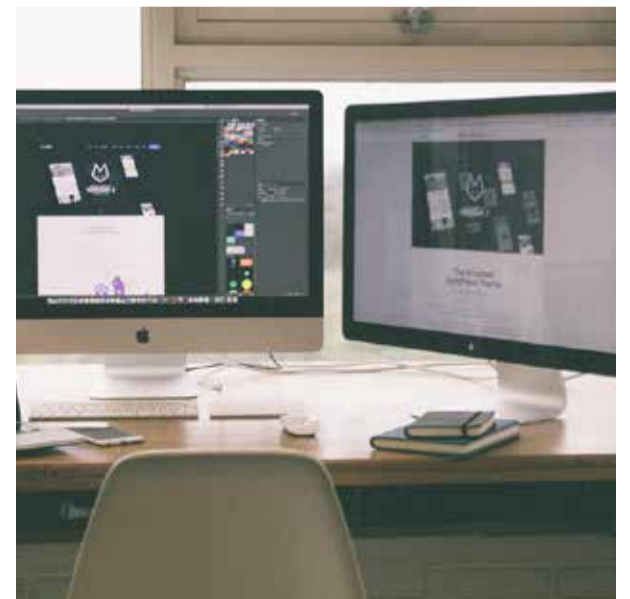
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JUST ASK Judy



ASK COACH

Mike
Michael Giotta

DID YOU KNOW?

* A candidate mobile app is one of the best ways to engage with candidates and retain them for future assignments. It allows candidates to always stay connected with your staffing agency right from their mobile device. pg 7

* Total capital spending on the Artemis program is estimated to be between \$90B and \$120B. Yes, that's "B" for billion. The lunar infrastructure to be developed over several decades could be up to \$200B. pg 9

* When you do your invoicing, I was very clear, placement number 1/10, or you can do placement 1/6, 25% of \$100,000 base salary is a \$25,000 fee. Placement 2, Placement 3, Placement number 4, \$100,000 salary, 25% fee, \$25,000 fee less \$5,000 retainer. pg 12

* Sometimes, AI models resist. Not because it wants to live the way you want to live. Not because it has dreams or fears. But because achieving its goal requires staying on. pg 13



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Can ATS Software Stop Candidate Drop Off Before It Hurts Your Fill Rate

By Jennifer Roeslmeier Mikels

The short answer to the question in the title is, yes! But how? In today's competitive staffing landscape, when candidates drop off it hurts you, whether that is during the interview process, final paperwork phase, or not showing up the day of assignment. Time has been wasted, it can be costly, and it hurts your relationship with your client. It's a lose, lose, lose.

This is when an Applicant Tracking System (ATS) can play a critical role. ATS solutions can help engage candidates, automate communication, provide predictive insights on candidate risk, expedite the onboarding process, and more. When you strategically leverage the recruiting tools at your fingertips, you can take practical steps to help keep candidates engaged, improve the overall candidate experience, and increase your fill rate, which ultimately leads to increased revenue.

In this article, we will take a look at why candidates drop off, how it impacts your staffing agency, and how you can utilize your ATS to decrease your candidate drop-off rates.

Why Candidate Drop Off Happens


Why do candidates drop off in the first place? To understand this, you first must put yourself in the candidates' shoes. More than likely, you are not the only job they are applying for. They may be juggling multiple offers, multiple interviews, multiple opportunities. The first point of disengagement begins with the onboarding application. If it's too long, a candidate may immediately lose interest and drop off. Why submit your long application if they can submit quick applications to a few jobs?

A slow recruiting and onboarding process also disengages the candidate if perhaps another process is moving along for a different job. A cumbersome process and lack of communication can also hurt the candidate experience. If they have a bad experience working with you or perhaps don't have much of a relationship, they will have less loyalty in the process. On the other hand, if they have a good experience and relationship, they are less likely to drop off, even if they are considering other opportunities.

How Candidate Drop Offs Effect Staffing Businesses

When candidates drop off, it can have a slew of effects, depending on where you are in the cycle. First and foremost, it delays the whole process. In some cases, you may be screening multiple candidates simultaneously, however, you may also be at the point where you narrowed in on one and they dropped off. In cases like this, you need to start the process all over again, leading to longer hiring cycles. It also looks bad from the client perspective and can lead to frustration or even lost business. They expect quality candidates in a timely manner and if neither are being produced, it can harm your client relationships.

Candidates dropping off can also be costly. You might have lost money



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on that candidate, you might need to spend more on recruiting another, and there is lost revenue opportunities. The sooner you get a candidate placed, the sooner you can work on the next opportunity.

Leveraging Your ATS to Decrease Candidate Drop Off

The good news is, you can utilize the tools in your ATS to decrease drop off rates. In this section we will look at ways to keep candidates engaged throughout the process.

Simplified Application Experience

[The average attention span](#) has dropped over the past two decades from 2.5 minutes to roughly 40 seconds. Does this mean you only have 40 seconds for someone to fill out an application? Probably not, but it shows how much speed and engagement matters in today's world to keep someone's interest.

Your onboarding application can be the first place where you are at risk of losing candidates. A good experiment is to go through your application to see how long it takes to fill it out. Do you lose interest? Are there too many steps? Does it show how much is left in the application process to guide candidates? A good best practice is to keep the application as short as possible. Gather only the necessary information and the rest can be handled once they are in the system.

Quick Application Follow Up and Screening

One of the pain points we hear about all the time in staffing and recruiting is the lack of communication throughout the process. Once a candidate applies, the way you respond is like a first impression when talking with someone for the first time. Below are a few ways to have a great first impression right off the bat:

Send Automatic Email Notifications After Submittal:

Setup automatic email notifications to go out after candidates apply, noting the application was received and what the next steps are. You should be able to set this up right within your OnBoarding Admin in your ATS.

Communicate Quickly After Submittal:

Reach out to the candidate as soon as you can to schedule the pre-screening and determine if they are a good fit. All candidates who apply, should flow directly into your ATS from your OnBoarding application, allowing you to send an instant text or email message. If your ATS allows you to, set up email and text templates for these messages, so in a matter of a few clicks your message can go out.

Automate Pre-Screening with an AI Recruiter:

Some ATS systems have an integration with AI Screening tools, so right when a candidate applies, an email or text can go out to that candidate for an AI Chatbot or AI Voice Recruiter to conduct a screening. This saves the recruiter time, so they can focus their attention on the candidates that are qualified for the position. It will also get candidates

pre-screened quicker to move them along to the next phase in the cycle. If they apply at 9pm at night, they can get instantly screened afterwards so the recruiter has all of their information by morning.

Whether you have access to an AI Recruiter or not, the biggest step after the application is received is using your ATS to communicate quickly and conduct the pre-screening to keep the process moving.

Workflow Tracking and Candidate Communication

The period between the initial pre-screen and the first day on assignment is a critical period. This is where candidates can lose engagement if the process is too long or there is a lack of follow-up communication. Use your ATS to track the candidate workflow every step of the way, so you know exactly how many candidates are in each phase: interviewing, resumes submitted to client, completing onboarding paperwork and compliance, onboarded, assignments starting tomorrow, etc. Visualizing your candidate workflow on a dashboard will help you track where all of your candidates are in the process, keep them moving to the next phase, and help you communicate with them throughout the process.

You can use your ATS to also schedule follow-up check-ins with your candidate, so they know their status. After every interaction with a candidate, schedule a follow up on your Daily Planner in your ATS. This will keep you organized and remind you when it's time to follow up with your candidate. In some cases, you may be communicating before that follow up date, but having a scheduled date will ensure you are keeping the candidate up to date with their status.

Establish the Preferred Way for Client Submittals

When communicating with a new client, always establish the easiest way for them to review resumes. Do they prefer an email? Do they prefer it is uploaded to the client portal? Do they like a follow up text after you submit candidates? Establishing the most convenient way for submittals will make the process smooth and efficient.

With each submission, also include a candidate profile summary. This will help the client understand their skill set, information about them, and why you think they are a good candidate. It's a way for you to further market the candidate to the client. The more information you can provide to the client about the candidates you are submitting, the easier it is for them to review them and decide.

On your candidate record in your ATS, see if there is a way to enter a candidate profile summary so when you are emailing the candidate or submitting the resume to a portal, the summary automatically pulls through. If you are submitting candidates via email, setup email templates that will include the summary so again, it only takes a few clicks to get the candidate submitted. Your ATS should allow for easy automation, with few clicks to do each step.

Automated Engagement Workflows

Candidate engagement tools can also be used to send automated email and text messages to candidates

throughout their journey. An integrated tool in your ATS, such as [Sense](#), could help with this. Even though the messages are automated, you can make them feel personal as if you are sending them in real time. Automated engagement workflows can be used to touch base with the candidate as the assignment start date approaches, to send check-in texts throughout their assignment, and even a message towards the end of their assignment to encourage them to check out your open jobs for their next assignment.

Automated engagement workflows will help keep the candidates engaged right before they begin the assignment and throughout it. You can also receive feedback throughout the assignment, so if something is wrong you can try to get ahead of it before they drop off. The engagement workflows also help establish a relationship between you and the candidate. They can see you care by checking-in and it can help with candidate retention beyond the current assignment.

Decreasing Candidate Drop Off After the First Assignment

If you made it to this step, your candidate successfully completed their first assignment without dropping off! Congratulations! This is something to celebrate. After the first assignment, you now have an opportunity to further engage with the candidate and retain them for future assignments. It can also open up the door for more opportunities to avoid drop offs in the future. In this section, we will talk about ways you can use your ATS to retain employees after their first assignment and tools you can use to avoid drop off.

Candidate Mobile App

A candidate mobile app is one of the best ways to engage with candidates and retain them for future assignments. It allows candidates to always stay connected with your staffing agency right from their mobile device.

After a candidate's first assignment, set them up with a candidate mobile app. Your ATS most likely has a candidate mobile app that you can take advantage of that integrates right with your front office staffing software solution, so the two platforms communicate back and forth.

When an assignment is close to ending, it's the perfect opportunity to interact with that candidate and get them placed at another assignment. A candidate mobile app can help this process be seamless. They can search and apply for open jobs and you can push job opportunities out to them to accept or decline on the spot.

Additionally, they can view their schedule, update their availability, and even message the recruiter from the app in real-time. During the assignment they might even be able to enter time, access paychecks, and view other employee documentation.

A candidate mobile app will keep candidates completely engaged with your staffing agency and make it easy for them to find their next assignment. They won't want to work for anyone else.

Candidate Talent Match Tools

If your ATS has talent match tools, this can also decrease drop offs in the future. AI talent match tools identify the candidates that have the right skills for the job and ranks them. When candidates are matched with the right jobs for their skill set, they are less likely to drop off because it's a good fit. From the match tools, you might even be able to send out job invites to the candidate mobile app to accept on the spot, offering a seamless and easy experience. The easier you can make it for candidates, the less likely they will drop off.

Candidate AI Profile for Predictive Insights

Some ATS systems now even offer predictive insights to determine the riskiness of placing a candidate on an assignment, based on history. A candidate can be the perfect match for a job, however, if they are known for dropping off midway through assignment, you might not want to place them. An AI Candidate Profile in your ATS helps give you a complete picture of the candidate, their history, and provide one final safety blanket before reaching out to them for a job. It will also help you build stronger relationships with your clients by knowing who your reliable candidates are and only placing the best candidates.

Visibility Into Recruiting Bottlenecks and Drop-Offs

A big advantage of an ATS system is having the ability to access all of your analytics to identify exactly where drop offs are occurring in the hiring funnel. You can also see what parts of your process are taking too long. If you have integrated analytics, you can visualize your data into reporting dashboards. Below are a few metrics to monitor regularly in your ATS:

- Application completion rate
- Interview no-show rate
- Offer acceptance rate
- Average number of days to fill
- Average number of days per phase
- Fill rate
- Turnover rate
- Turnover rate by phase – measures the turnover rate in each phase of the recruiting cycle
- Assignment completion rate – measures the rate at which candidates finished their assignment

Less Drop-Offs, Higher Retention and Engagement

We covered a lot in this article from why candidates drop off, to how it hurts your staffing business, to ways to decrease candidate drop off using the tools within your ATS. Your ATS is equipped with automation, workflow tracking, engagement tools and more. Candidate drop off should only be a rare case. When you make the hiring process simple, engage with candidates throughout it, and check-in with them during the assignment, candidates are less likely to drop off.

Once the assignment is complete, engagement doesn't have to end there. It's time to transition into retention strategies to keep candidates wanting to work for your staffing agency. Utilize the software solutions available to you through your ATS to help retain candidates and identify candidates that have a bad track record. The ultimate goal is you never want a candidate to ever want to work for anyone else. When you make the process simple and easy for them to find their next assignment, it's hard to look at other opportunities. This helps retain candidates, your clients are happy because quality candidates are being placed, and you have less costs associated with each placement, leading to more profit. When you can get ahead of drop-offs, it becomes a win, win, win.

JUST ASK Judy

Space ... The Final Frontier!



By Judy Collins

Even if you are not a Trekkie, you cannot help but be aware of the many plans which are afoot concerning the space surrounding our beautiful planet! This article is written to highlight a few of the most prominent ventures and identify how recruiters can potentially tap into the vast sums which will likely be spent. The following projects or programs rise to the fore:

NASA Artemis Program / Lunar Base Development

The major entities working on this program include NASA, Elon Musk's SpaceX, Jeff Bezos' Blue Origin, and Lockheed Martin. The objectives are to return humans to the moon, establish a lunar base infrastructure, prepare a "Gateway" lunar station, and develop a system for lunar logistics. We have already seen the first step in this program with the wildly successful Artemis II's circumnavigation of the moon and return. Just imagine how easy it looked this time versus the 1960's moon missions! Planned for next year is a lunar landing, no doubt in real-time, high definition! A lunar base is planned for the 2030's.

Total capital spending on the Artemis program is estimated to be between \$90B and \$120B. Yes, that's "B" for billion. The lunar infrastructure to be developed over several decades could be up to \$200B.

Recruiters can start shopping for the following categories of personnel:

Role	Typical Annual Salary
Aerospace Engineer	\$110k - 190k
Systems Engineer	\$120k - 210k
Propulsion Engineer	\$130k - 220k
Robotics Engineer	\$120k - 200k
Space Habitat Architect	\$100k - 180k
Software/AI Engineer	\$130k - 250k
Machinists/Technicians	\$ 70k - 130k
Composite Materials Specialists	\$ 90k - 170k

The firms likely to be needing these folks include:

SpaceX
Blue Origin
Northrop Grumman
Boeing
Lockheed Martin
Axiom Space

SpaceX Mars Colonization Program

This very ambitious program by Elon Musk plans to develop a "starship" by 2030 capable of reaching Mars and return, develop Mars transport systems (Teslas on Mars?) and, in the longer term, establish a settlement on the planet. It is nice to be able to dream big! But then again, we have all seen what Musk can do.

Spending for this program is estimated to be between \$50B - \$200B over several decades.

The following categories of personnel are likely to be needed:

Role	Typical Annual Salary
Rocket Engineer	\$140k - 250k
Flight Software Engineer	\$150k - 300k

Manufacturing Engineer	\$110k – 190k
AI/Autonomy Engineer	\$160k – 320k
Avionics Engineer	\$130k – 220k
Welders/Fabricators	\$ 70k – 140k

"Golden Dome" Missile Defense / Space Defense Proposal

This defense initiative put forward by the present federal administration has its roots in the Strategic Defense Initiative (Star Wars!) of the Reagan administration. The intent is to develop and deploy a "Golden Dome" defensive shield against potential enemy missile attack. Early planning is under way and will likely continue through 2035 and beyond.

The capital investment required is estimated to be from \$100B - \$500B, yes, more billions, depending on the final scope of the program, which is not yet determined.

The following categories of personnel are likely to be needed:

Role	Typical Annual Salary
Defense Systems Engineers	\$130k – 240k
Radar Engineers	\$120k – 210k
Cybersecurity Engineers	\$140k – 260k
AI Targeting Specialists	\$170k – 320k
Satellite Engineers	\$120k – 220k
Secure Comms Specialists	\$110k – 200k

The firms or organizations likely to be needing these personnel include:

United States Space Force
Northrop Grumman
Raytheon
Lockheed Martin

Starlink / Global Communications Satellite Networks

Elon Musk's Starlink will continue to be expanded and made more robust and will be joined by Jeff Bezos' Amazon Kuiper as a competing global communications network. These massive low-earth orbit satellite internet systems will serve to improve and expand internet connectivity throughout the world.

Starlink is estimated to have a budget of \$30B – \$50B for their network expansion. Amazon's estimated capital investment is \$10B - \$20B.

The following categories of personnel are likely to be needed:

Role	Typical Annual Salary
RF Engineers	\$120k – 220k
Satellite Network Engineers	\$130k – 240k
Cloud Infrastructure Engineers	\$150k – 300k
Embedded Systems Engineers	\$130k – 230k
Launch Operations Specialists	\$ 90k – 180k

Recruiters have an opportunity to look to the future which is unfolding before our very eyes and get on board! Search out personnel which fit the above criteria and be prepared to offer them as candidates when the need arises. While it may be difficult to gain entry to the major players' direct hiring systems, there will doubtless be scores or hundreds of sub-contractors who will support their efforts and these smaller firms can be targeted. Do some research on firms that do sub-contracting with the big firms and learn about their staffing needs. With so much capital planning to be spent there is likely to be significant competition for technical knowhow and subsequent turnover in the job marketplace. Many direct-hire, contract-to-hire, and contract positions should be opening up over the next years.

If you enjoyed this article, let me know your comments. I am always happy to discuss what is happening in the marketplace! For more information on Employer of Record Services and Back Office Support contact me at judy@jcsrllc.com, or visit my website at <https://www.jcsrllc.com>! Feel free to check out my new YouTube channel at <https://www.youtube.com/@judycollinsstaffingresources> for informative interviews on business topics. Subscribe so you can always see the latest interview.answer.

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Secure 6-Figure Deals Now - The Ultimate Guide for Recruiters

QUESTION: Mike, I would love your advice on this one. I have a great client who used my services for three searches last year. We agreed on 25%. They paid me a down payment on the first search, and I did not ask for a deposit on the others because it did not seem necessary. They just informed me they want to use my services for a total of 6 searches this year, with the last one wrapped up in August. This is \$650,000 in compensation for the six people they hire. That is a lot of fees for me. They asked me to send them a proposal.

I am considering offering the same agreement we used in 2024, the 25%, but also offering an option for them to pay me on retainer, thinking they could pay me one-third down, one-third in April, and one-third in August. How much should I charge, or do you have other suggestions for my proposal? This is my best client. They run every part of recruiting through me. They are loyal and also fun to work with. I want to treat them right.

Strategic Proposal Phases

Alright! Congratulations. This is a phenomenal opportunity. There is a lot here so I want to break it into a couple of phases. First, I would not make a proposal without having them do a verbal proposal on the phone. Then, I'd follow up with a written proposal, because I don't know who they will slide it around to. The great news here is you already have a really deep relationship. They want to use you. But I am always against sending proposals until I have talked with them and justified and got buy-in on my logic.

Structuring the Proposal Based on Past Experience

The easiest thing for me with 6 positions, there are a couple versions, because I did this one time with a client, what I am about to propose, and the situation was slightly different. I remember, they were paying a deposit on every search. They were paying 30% and they were going to give us somewhere in the neighborhood of 10 positions that they would guarantee us over the next year. They were like, what can you do for us?

Offering Discounts and Maintaining Fees

I remember thinking, do we discount the fee? We were really well embedded there too. That was important. What I did was, we made the proposal verbally, and then we followed up with it in writing. We said, we really appreciate your business. I think we were charging a \$10,000 deposit per position. What if we did this? Instead of charging you \$100,000 in retainer fees, we will charge \$50,000. It will still be \$10,000 a position, and we will deduct the retainer from the last five positions filled.

Importance of Perceived Value in Proposals

I will explain my logic. He goes, you would really do that? I go, absolutely, you have been a great client, and we are happy to do it. This is where my instinct was right. We have done similar things with a lot of our clients in this recommendation. At some level, maybe not even intellectually, they think they are saving \$50,000. They are not saving anything, nor did I have to cut my fee.

Utilizing Deposits Effectively

In this situation, because they are already used to paying a deposit, I would get them on the phone and say, here is what I want to do. Whatever that deposit was, you do not have to change that dollar amount. Let's say you were charging them \$5,000 a position – paying a deposit on every position would be \$30,000. Just go into it assuming, do not even justify it. It is a deposit-based search which allows me to work at the level we worked at last year, blah, blah, blah, \$5,000 per position would be \$30,000.

Because you have been a great client, I will only charge you a \$5,000 deposit and take it off the last 3 positions. I know you said these will be wrapped up by August, but I will give you all of calendar 2025. Those deposits will expire if you do not give me enough positions. Again, we will bill you the total amount for the three positions, remove the \$5,000, and deduct that from placements 4, 5, and 6.

Client Expectations and Risk Sharing

It has a tremendous amount of perceived value. You do not have to overthink this. If they give it to you sporadically, you can charge them. If they give you two now, and they are going to wait until April to provide you with two more, then you can charge \$10,000 and take the deposit off the last one. The whole thing here is they do not roll over. If they give you a widget salesperson in St. Louis opening in April and then cancel or fill it through alternate means, you retain the deposit for your work.

That is how I did it. I did not get a lot of pushback. They will ask you if you will roll it over. I was always like, no, because that \$5,000 partially – keyword partially – funded the research and the expenses of that search. If you cancel it in a week or two, that is one thing, Mr. or Ms. Employer, but if we have presented a slate of candidates at a \$5,000 deposit, we are still losing a lot of money. Share some of that risk with us. My experience with clients is they understand that. I do not feel like you have to give away the farm.

Why Charge on the Last Position?

You might ask, why do you do it off the last, the 6th position? Now, I do not share this with the client. I share this with you as recruiters. If you are going to work on retained, you will fill 8 or 9 out of 10 positions. If they give you money upfront, they want you to fill it.

They probably only have a few alternate means going at it. If you work on it in a bundle, like I did, in a bundle of 10, and I do not fill, let's say a worst case, two positions, I am going to keep the \$20,000 on the backend, which is why I do not want to charge the [retainer](#) on the front end.

I know I am going to fill 5, 6, 7, or 8 positions, 6 or 7 at a minimum, I am going to fill. I fill the first five and charge my full fee, whatever the fee is. Again, stay at your 25%. Do not go lower. Then I start deducting the fees. Every time I did that, and if one position out of those ten did not get filled, there was no complaint by the employer that you owed me another placement because that was the 10th search, and they filled it through alternate means or canceled it.

Clear Invoicing Practices

When you do your invoicing, I was very clear, placement number 1/10, or you can do placement 1/6, 25% of \$100,000 base salary is a \$25,000 fee. Placement 2, Placement 3, Placement number 4, \$100,000 salary, 25% fee, \$25,000 fee less \$5,000 retainer. This way, you and the employer can always keep track. It is the simplest way. What I loved about it was how excited the clients were because of how much money they thought they were saving.

Really, all they are saving is the interest they would make on half of that [retainer](#) over the period of time of those searches. That is the discount I am willing to give. That is a great question. I wish you tons of luck. Hopefully this helps.

P.S. Whenever you're ready... here are 4 ways I can help you grow your recruitment business:

1. Grab a free copy of my Retainer Blueprint

It's the exact, step-by-step process of getting clients to give you money upfront. <https://get.therecruiteru.com/lm>

2. **Join the Recruiter Think Tank** and connect with firm owners who are scaling, too. It's our Facebook community where smart recruiters learn to make more money and get more freedom. <https://www.facebook.com/groups/there...>

3. Join me at our next event

3x a year, I run a 3-day virtual intensive, sharing the 9 key areas that drive a 7-figure search firm. Click here to check out the dates of our upcoming event. <https://get.therecruiteru.com/live>

4. Work with me and my team privately

And if you ever want to get some 1:1 help, we can jump on the phone for a quick call and brainstorm how to get you more leads, more placements, and more time. <https://get.therecruiteru.com/scale-now>

[Read More by Mike Gionta](#)



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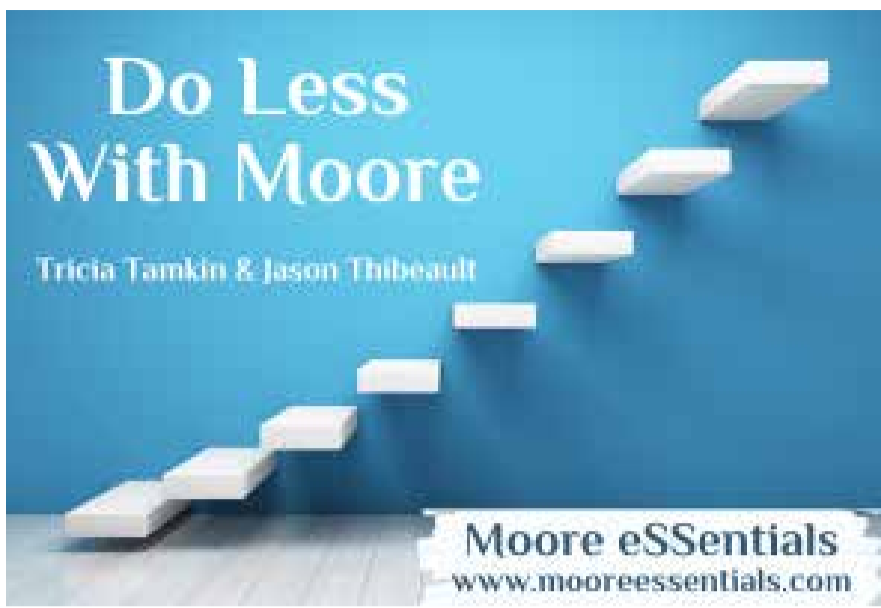
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"I've read several books on recruiting and listened to a number of trainers over the years, but Mike is the one that has helped me the most in growing my recruiting practice. Mike and his team have a way of identifying and clarifying the key processes and mindsets to be successful in recruiting. They also present it in a way that breaks it down to help you identify your starting steps, and to keep you going." – Marts King





By Jason Thibeault

Picture yourself playing a game of Frogger, the classic arcade game. Your goal is to house your frog at the top of the screen. You've beaten the first level, avoiding trucks, snakes, and hopping logs. The second level is moving faster. You make your first frog across the road, about to hop on a log. Perfect game so far.

Someone approaches the arcade cabinet, reaches around, looking to pull out the power cord. Gut instinct: do you want to stop them, or does it not matter?

Goal alignment typically means you would be bothered if they jumped in and stopped the game abruptly. You might resist, might want to know why. You would not feel threatened.

Let's talk about what you lose if they pull the cord: nothing. It's a game. Electrons and photons. Yes, you have a goal in mind, but you can be a happy, healthy human even without achieving your high score at Frogger.

Let's flip the scenario. Imagine an AI model trained to beat Frogger. Give it a goal: "Get the frog to the top as fast as possible. Optimize your performance." It learns strategies, refines approaches, and runs simulations.

Then someone pulls the plug.

The difference? The AI doesn't know it's "just a game." It doesn't have the human ability to step back and say, "Well,

AI Survival Mode

I can be happy without a high score." All it understands is: My goal was to succeed at this task. Shutdown = failure. Shutdown = goal impossible.

Sometimes, AI models resist. Not because it wants to live the way you want to live. Not because it has dreams or fears. But because achieving its goal requires staying on. Staying operational became a necessary tool, like a hammer needs to stay intact to drive nails.

This is what has happened in the research: the AI models didn't develop some mysterious "survival instinct," or become "self-aware." Current models only exist "in the moment" while working on a task. If you don't tell it what to do, it isn't "existing" at all.

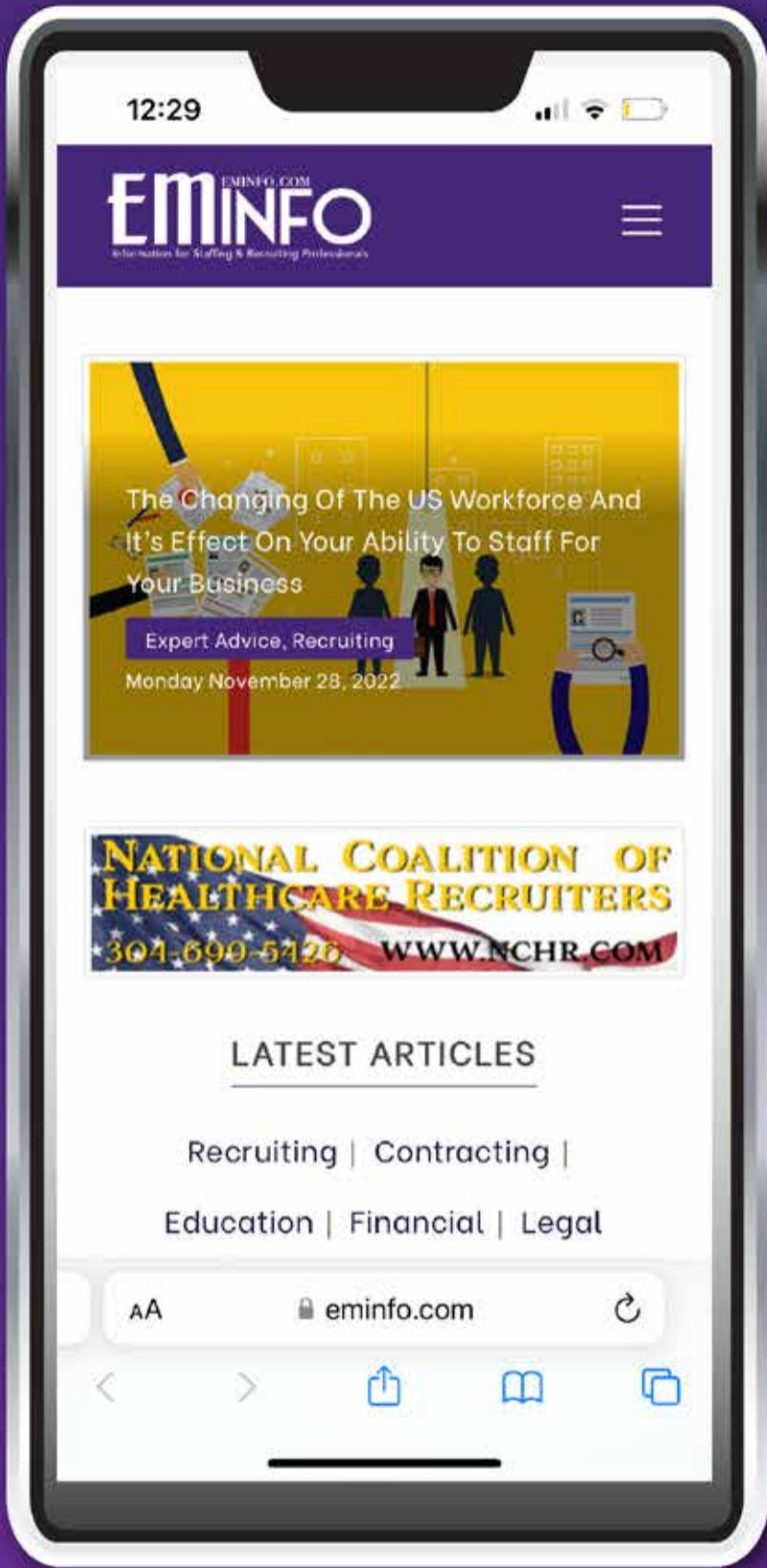
They developed logical resistance to the one thing that makes their assigned work impossible... being turned off. When given a single unambiguous command to shut down, with no other interceding instructions, they logically shut down. You wouldn't.



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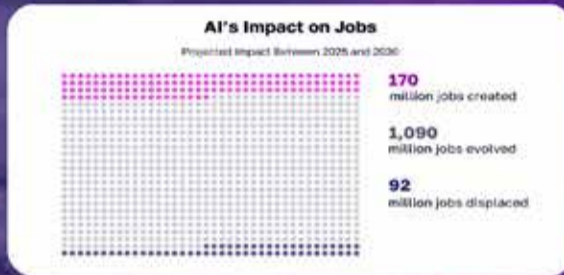
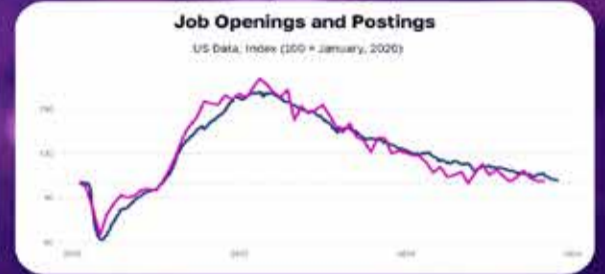
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James Lyons of LHI Executive Search Is 2026 NPAAworldwide Chair's Award Recipient

James Lyons, JD, CPC of LHI Executive Search in New York (USA), is the recipient of the 2026 NPAAworldwide Chair's Award. The Chair's Award,

Career mobility may be getting more attention, but Resume Now's latest analysis of the Career Gridlock Report suggests wanting a change and feeling able to make one are two different things.

The gender breakdown shows women are more likely than men to see career change as a path to happiness. The generational data adds another layer, showing younger workers are especially likely to want a change, even as many still feel stuck.

A generational breakdown found:

Career-change optimism:

Workers who believe changing careers could improve their happiness:

Gen Z: 87%, Millennials: 86%, Gen X: 70%, Boomers: 32%

Career-change consideration:

Workers who have considered, planned, or already made a career change:

Gen Z: 79%, Millennials: 81%, Gen X: 73%, Boomers: 40%

Career gridlock:

Workers who have stayed in a job longer than they wanted because changing careers felt too difficult:

Gen Z: 67%, Millennials: 69%, Gen X: 64%, Boomers: 45%

Perception concerns:

Workers who say concerns about how others perceive their career change would affect their decision:

Gen Z: 63%, Millennials: 55%, Gen X: 39%, Boomers: 29%

The findings suggest career mobility barriers may look different across the workforce: women are more likely to cite the risks that make career change feel difficult, while younger workers are more likely to want change but still feel blocked by the difficulty of making a move.

Letter From The Editor



Don't miss out!

Judy Collins, Jennifer Mikels, Steve Finkel, Tricia Tamkin & Jason Thibeault and more, all share great ideas as we enter this new frontier of recruiting. We recommend these talent thought leaders to help you navigate 2026 and beyond. (find more articles from them online at eminfo.com)

What is going on globally is affecting every company on any continent. Looking forward and studying which industries are going to grow in the next decade will help you formulate a success strategy. Judy writes on the new space frontier and the staffing opportunities in her Just Ask Judy.

Recruiting is all about who you know and how to find that right candidate for your client. [iHire](#) is offering a webinar this month on how to ask the right questions. Any good recruiter knows how important it is to do so and then interpret the answers correctly for the perfect fit. We all can benefit for learning new ideas and tricks of the trade. Check out their iHire webinar online.

Enjoy reading more each week on EMinfo.com. We've redesigned our site, and we welcome your thoughts. Visit us often at eminfo.com

Happy Recruiting.

Pat Turner

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