

Status and trends in the European Jobboard market

Who's in the heart of the candidate?

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October 13th, Jobboard conference, London

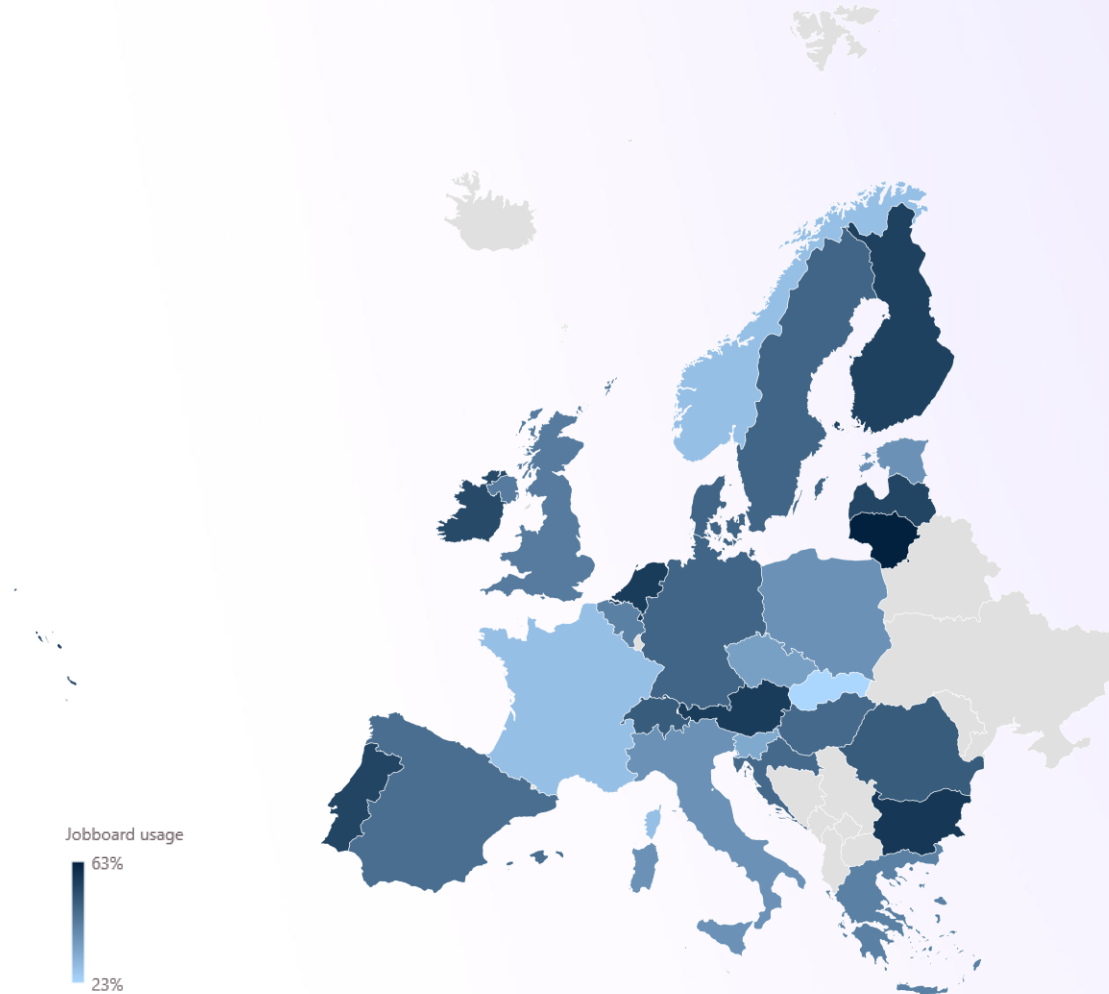
The candidate perspective

- We question 125.000 persons every year in Europe (27 countries) for Talent Intelligence Data, including
 - Orientation behaviour on the labour market
 - Preferences on sourcing media
 - Preferred jobboards
 - If using online/mobile channels to look for a job, we ask people open
“Which site or mobile app do you use to find a job”
- We identify recode over 4.000 nice jobboards, and 12.000 sites/apps in Europe

Jobboard preference by active job seekers

EU	42%
AT	59%
BE	29%
BG	53%
CH	48%
CZ	38%
DE	42%
DK	42%
EE	35%
ES	46%
FI	56%
FR	31%
GR	42%
HR	52%
HU	46%
IE	51%
IT	42%
LT	63%
LV	52%
NL	60%
NO	29%
PL	42%
PT	56%
RO	51%
SE	42%
SK	23%
SL	34%
UK	38%

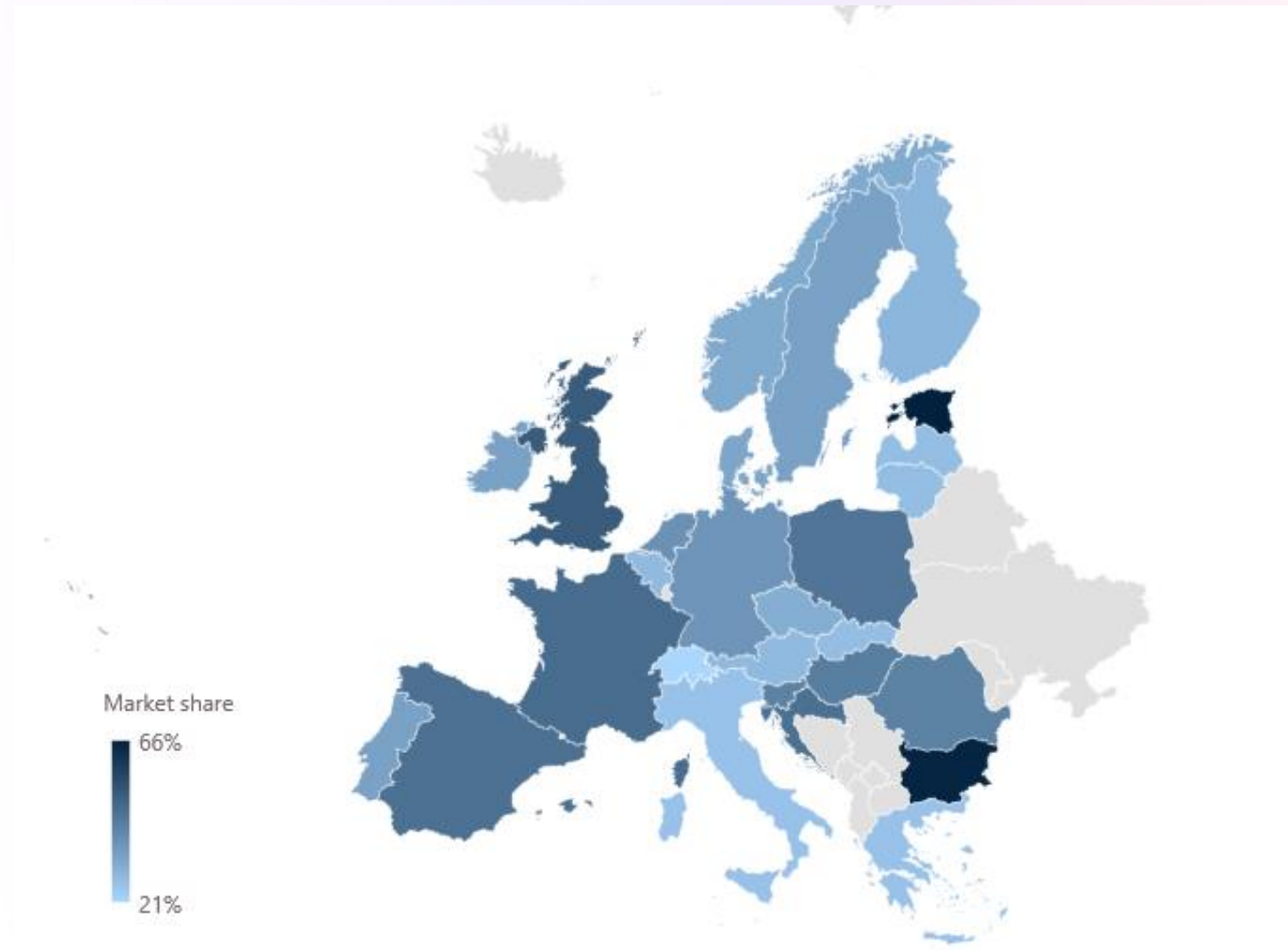
Jobboard usage among active job seekers



- Jobboards are the most preferred way to look/find a new job for the (active) job seeker. **In 17 out of 27 countries jobboards are 1**
- In 3 countries it's uploading a CV into a database (IT, ES, NO)
- In 6 countries the number 1 is a search engine (Google)
- In 1 country this is the personal Network

Market share/dominance by the market leader

	Active Jobseeker
AT	karriere.at
BE	indeed.be
BG	jobs.bg
CH	jobs.ch
CZ	prace.cz
DE	indeed.de
DK	jobindex.dk
EE	cvkeskus.ee
ES	infojobs.es
FI	monster.fi
FR	indeed.fr
UK	indeed.co.uk
GR	kariera.gr
HR	moj-posao.net
HU	profession.hu
IE	indeed.ie
IT	linkedin.it
LT	ldb.lt
LV	cvmarket.lv
NL	indeed.nl
NO	linkedin.no
PL	pracuj.pl
PT	net-empregos.com
RO	ejobs.ro
SE	arbetsformedlingen.se
SL	mojedelo.si
SK	profesia.sk

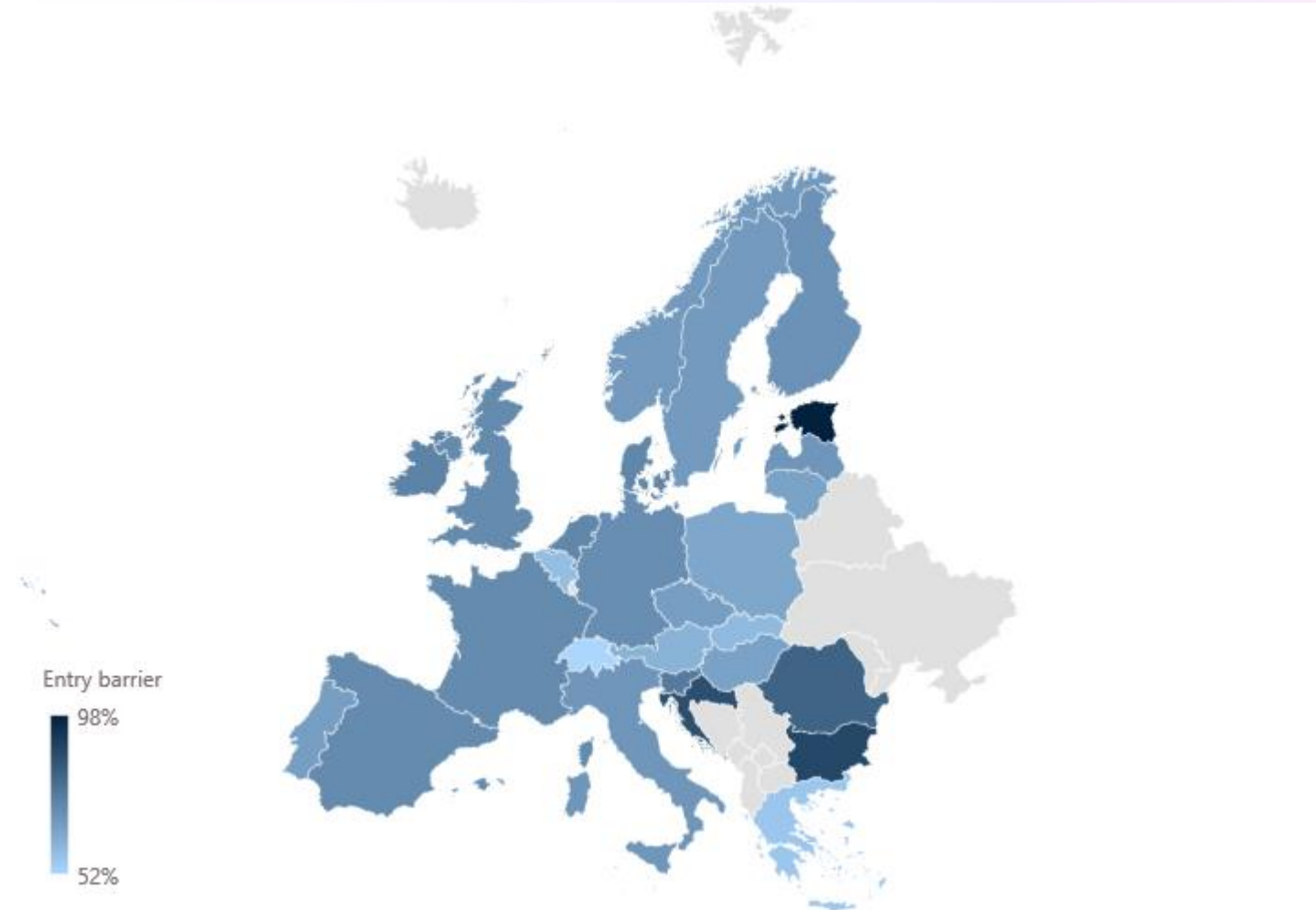


Entry barrier jobboard market EU - 2022

We took the marketshare of the first 3 job boards in a local market

Difficulty to enter:

EE	98%
BG	88%
HR	86%
RO	81%
SL	75%
IE	73%
DK	72%
NL	72%
ES	71%
FR	71%
UK	71%
DE	70%
FI	69%
IT	68%
LV	68%
NO	67%
SE	67%
CZ	66%
PT	66%
HU	65%
LT	65%
PL	64%
AT	61%
SK	59%
BE	58%
GR	56%
CH	52%



Developments

- Indeed still on the rise. Their *Achilles' heel* is local knowledge, local relevance and no BtB preference. The same for American Tech Giants
- The mobile devices that are preferred, are mostly global players and local champions
- Staffing agencies are winning preference and market share
- Platforms like jobandtalent.com are not yet mentioned and have no preferred status. Likewise from (commercial) educators/schools
- Gigs and freelance platforms are winning marketshare

Jobboards should take a step in the future

- Candidate should be the centre
 - Jobs and employers/agencies should be of quality
 - Create an equal playing field for candidates and employers
 - Pay the candidates ( for candidates/cv's)

Earn while you apply.

Own your job search. Make it easy for the right employers to find you.

🔍 Job title or keyword

City, state, zip

Search

ADD YOUR RESUME

POST JOBS FREE

📩 Message us

Jobboards should take a step in the future

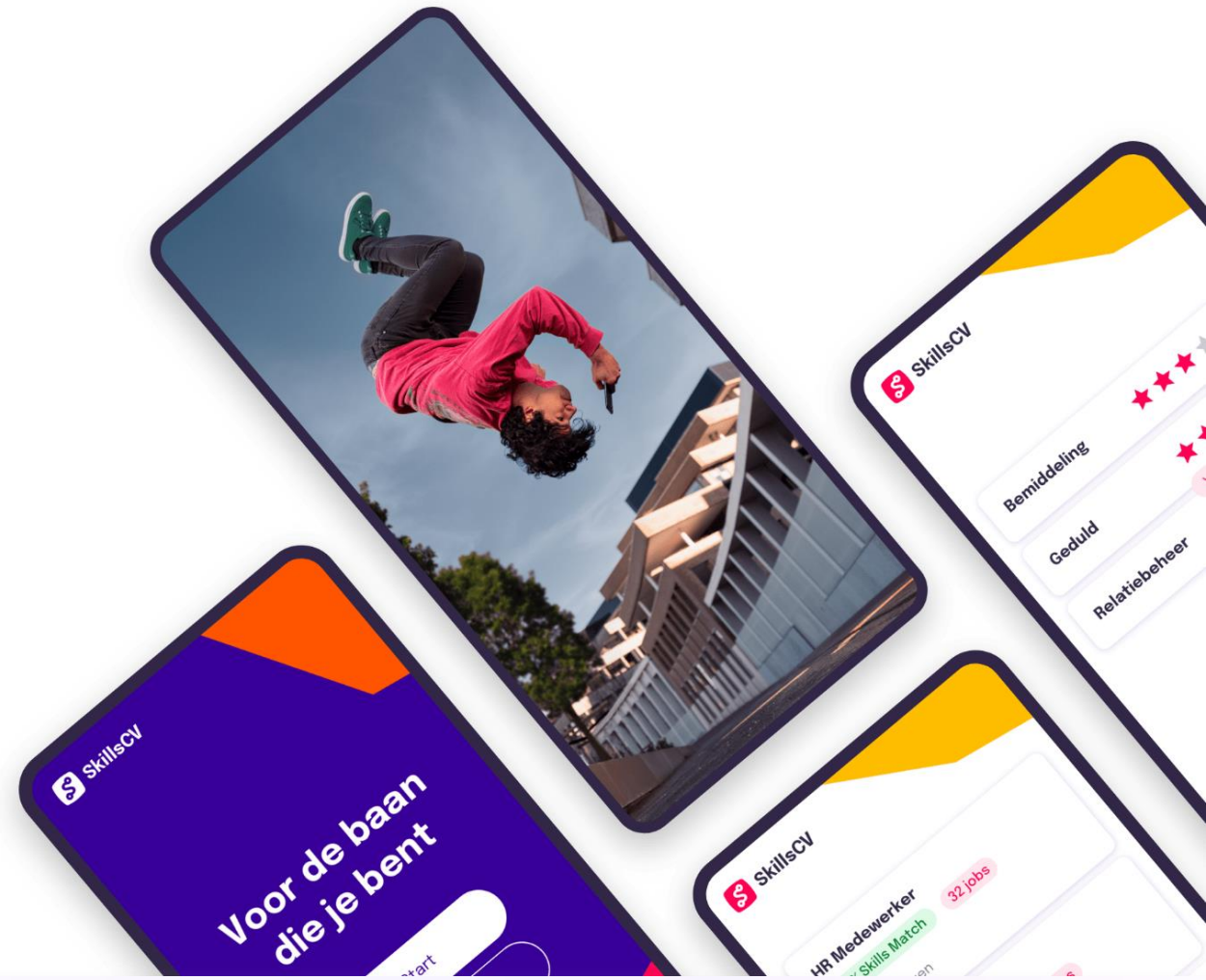
- Candidate should be the centre
 - Jobs and employers/agencies should be of quality
 - Create an equal playing field for candidates and employers
 - Pay the candidates (*onlyFans* for candidates/cv's)
 - A jobboard is a market place for
 - Better employers, hiring managers, careers and jobs
 - Better salary/benefits
 - Better matching
 - Better skills, education
- >> Integrate Talent Intelligence/labour market data in the job board process

SkillsCV

Voor de baan die je bent

Wij geloven dat je gelukkiger wordt als je werk doet wat helemaal bij je past. Daarom helpt onze app jou om op basis van jouw opleidingen, werkervaringen en skills alle vacatures in Nederland te doorzoeken. Download binnenkort de vernieuwde app in de stores en vind de baan die je bent!

 [Preview App](#)



Thank you!

Let's keep in contact



Geert-Jan Waasdorp

Making the national and European Labour
market more transparent

