Job Search Knowledge Among Recent Grads & Experienced Workers

**Legend**
- **Students & Recent Grads** (less than 5 years experience)
- **Experienced Professionals & Skilled Workers**

**Areas Most Needing Improvement**
- Value and purpose of vocational interest surveys.
- Working effectively with career guidance professionals.
- Using most current search methodologies.
- Identifying one’s talents and skills and linking them to examples where they were used.

**Percent correct in GEPA and JSRA job search assessments**

- **Career Research**
  - 51.62%
  - 57.34%

- **Career Search Preparation**
  - 49.72%
  - 57.34%

- **Interview Preparation**
  - 26.07%
  - 35.51%

- **Effective Interviewing**
  - 31.59%
  - 37.84%

- **Interview Follow-Up**
  - 22.77%
  - 30.18%

**Areas Most Needing Improvement**
- Creating and formatting an electronic or paper resume.
- Managing all aspects of an active career search.
- Using correct content in cover letters and emails.
- Creating complete and effectively-branded profiles on the most appropriate social networks.

**Areas Most Needing Improvement**
- Developing/managing follow-up communications plan.
- Responding appropriately to letters of decline.
- Using post-interview thank yous appropriately.
- Evaluating and negotiating job offers.
- Continuing to expand one’s professional network.

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**About this study.** We analyzed more than 350,000 data points collected during 2014 and 2015 from the students, recent grads, experienced professionals, and skilled workers who completed the *Graduate Employment Preparedness Assessment™ (GEPA)* or *Job Search Readiness Assessment (JSRA)™*. GEPA and JSRA are validated, correlated, and reliable instruments which measure what someone knows about the current and emerging best practices of conducting a career and job search. Diagnostic-prescriptive by design, each assessment is completed online and includes an e-textbook that explains more than 2,500 best practices. To learn more about how to use these tools to close a job seeker’s knowledge gap in a higher ed, institutional, or career advising setting, please contact us at info@boyermanagement.com. Copyright ©2015 by Boyer Management Group. All Rights Reserved.