

WORKDAY



THE ENTERPRISE DATA WAREHOUSE

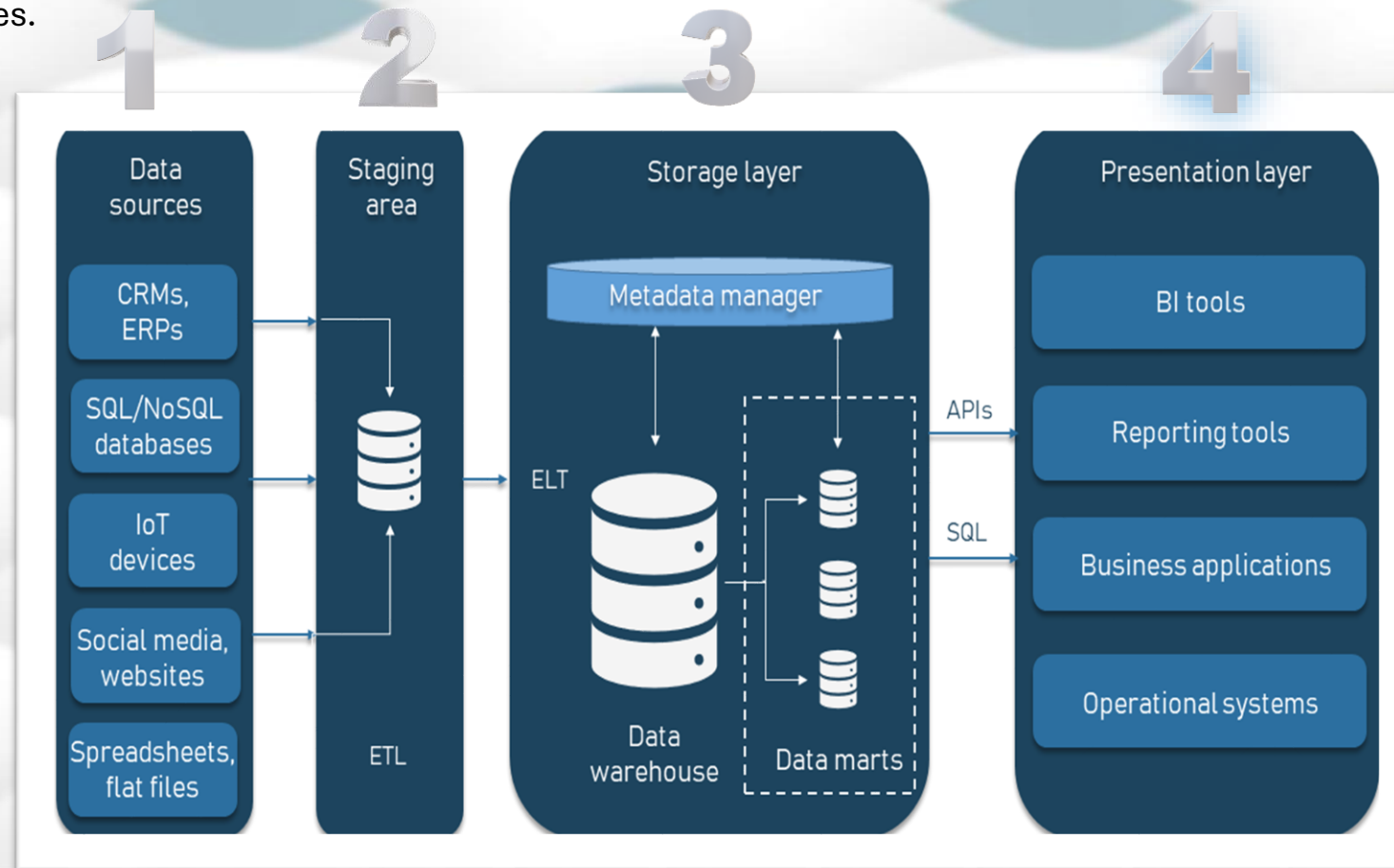
"Open Skills Intelligence Foundation"

Enterprise Data Warehouse

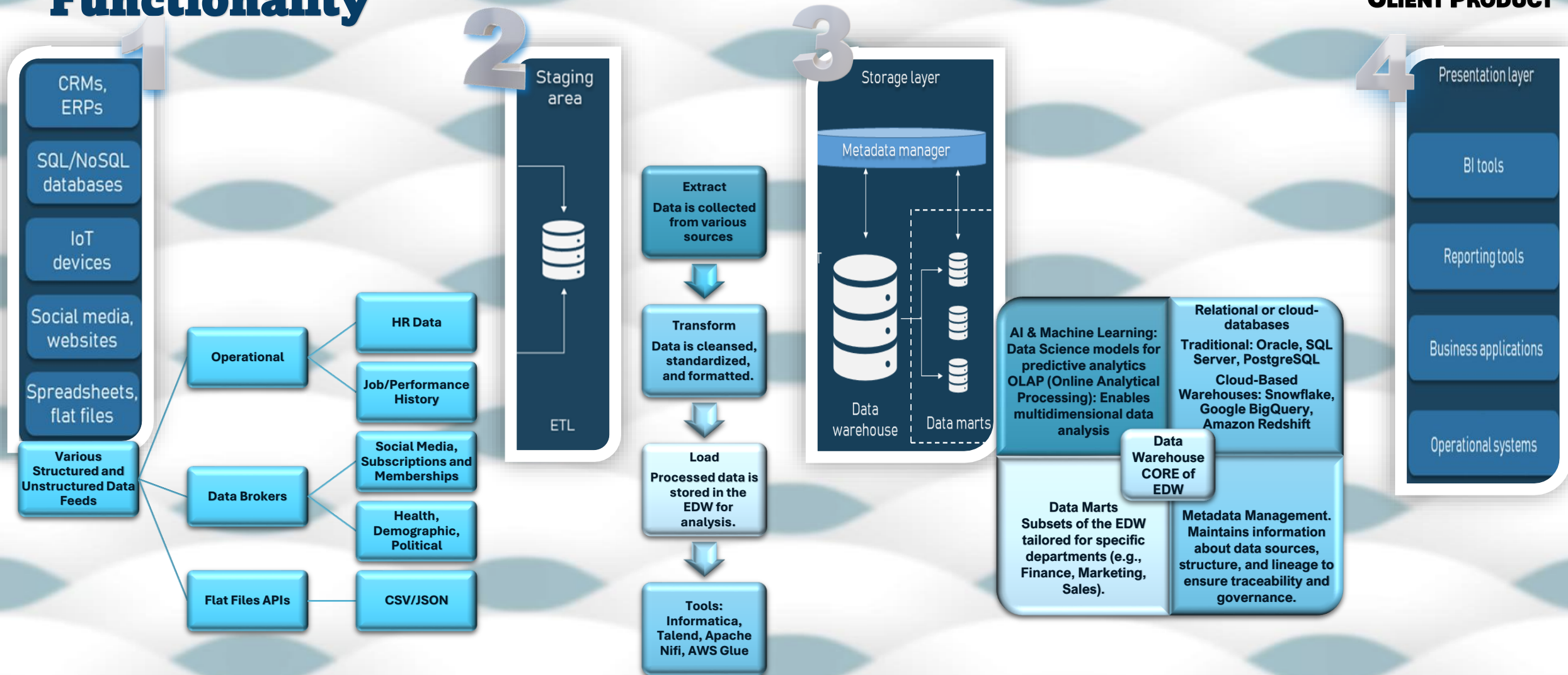
What is an Enterprise Data Warehouse (EDW)?

An **Enterprise Data Warehouse (EDW)** is a centralized repository that stores and manages large volumes of structured data from various sources across an organization. It enables businesses to consolidate, analyze, and report data for decision-making, business intelligence (BI), and analytics.

EDWs are designed to support complex queries, historical analysis, and data integration, providing a **"single source of truth"** for enterprises.



Enterprise Data Warehouse Components, and Functionality



Workday Data Warehouse

While Workday advertises these activities as client capabilities, as a Human Capital Management software provider, this process is how the software was developed by Workday whereas the algorithmic programming would make those decisions and provide a “Worker Profile” (Data Brokers use the term Shadow Profile). The “Worker Profile” is provided with a score attached.

The option is available for a “blinded review” where the applicant’s name is hidden, however the score is still visible. Workday offers the optional customization of automatic disposition of applications that have a failing “HiredScore”.

The analysis and queries are already programmed in the systems. According to Workday’s press release, all Enterprise customers were migrated to the skills cloud platform simultaneously for consistency.

Single source of truth.

The skills platform provides a cohesive data model in Workday Skills Cloud—an open skills intelligence foundation with embedded AI that helps you understand the skills your people have today, the skills you need for the future, and how to close the gap so you can optimize your workforce, improve business agility, and drive employee experiences that enable workers to put their best skills to use while growing their careers.

- **Ontology:** How do I manage millions of skills and skills variants across multiple languages?
- **Inference:** How do I understand skills information about employees if they don’t enter it?
- **Interoperability:** How do I create a cohesive skills ecosystem where I can simply import and export data?
- **Verifications / leveling:** How do I know someone truly has a certain skill and their skill level/strength?
- **Administration:** How do I manage skills, including proprietary skills and duplicate and synonymous skills, and clean up tooling?

By building a common and reusable set of business object representations, we are able to

What is an Enterprise Data Warehouse (EDW)?

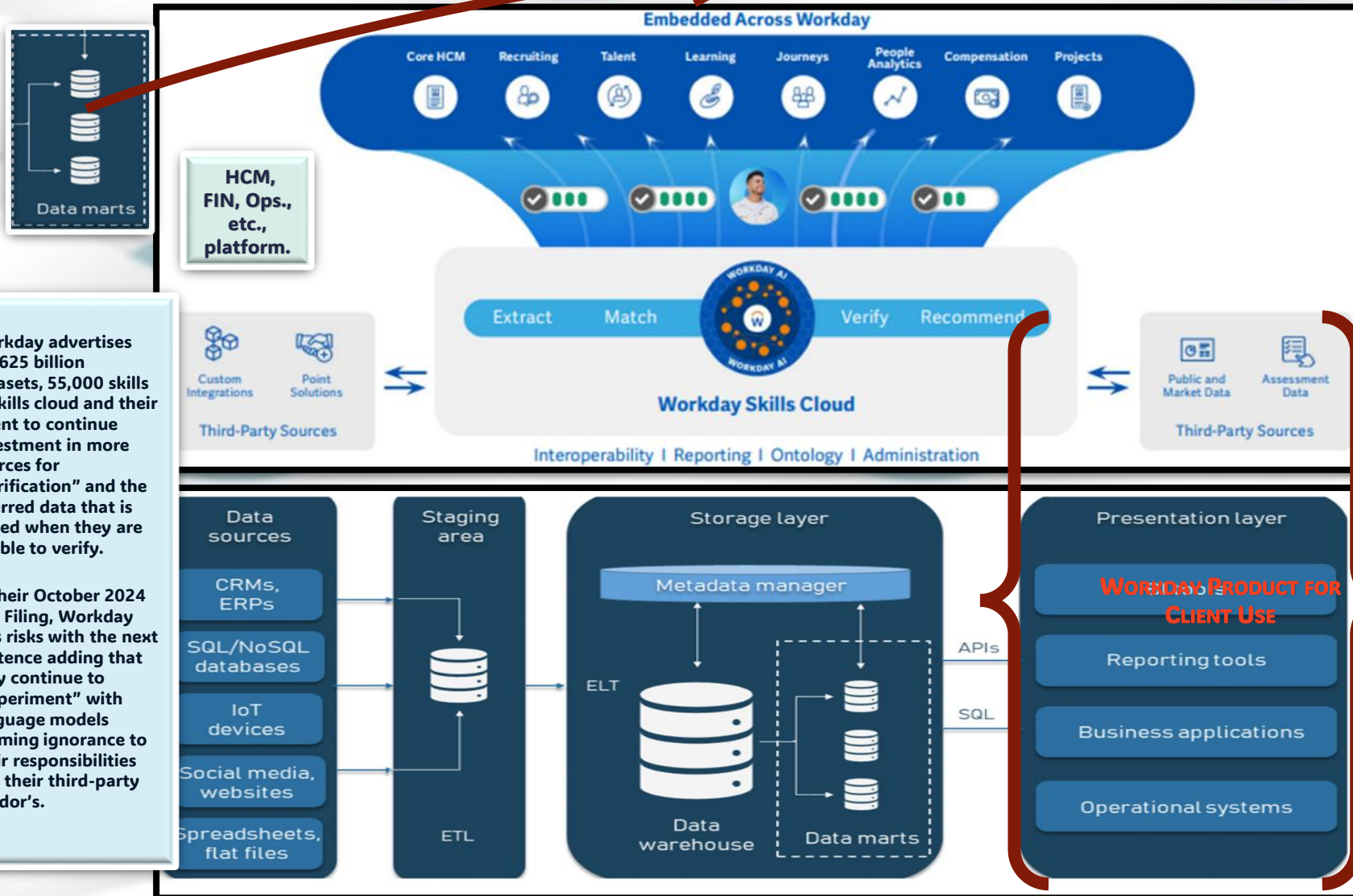
An **Enterprise Data Warehouse (EDW)** is a centralized repository that stores and manages large volumes of structured data from various sources across an organization.

Data brokers

It enables businesses to consolidate, analyze, and report data for decision-making, business intelligence (BI), and analytics.

EDWs are designed to support complex queries, historical analysis, and data integration, providing a “**single source of truth**” for enterprises.

Workday's Enterprise Resource Planning



Workday advertises it's 625 billion datasets, 55,000 skills in skills cloud and their intent to continue investment in more sources for "verification" and the inferred data that is added when they are unable to verify.

In their October 2024 SEC Filing, Workday lists risks with the next sentence adding that they continue to "experiment" with language models claiming ignorance to their responsibilities and their third-party vendor's.

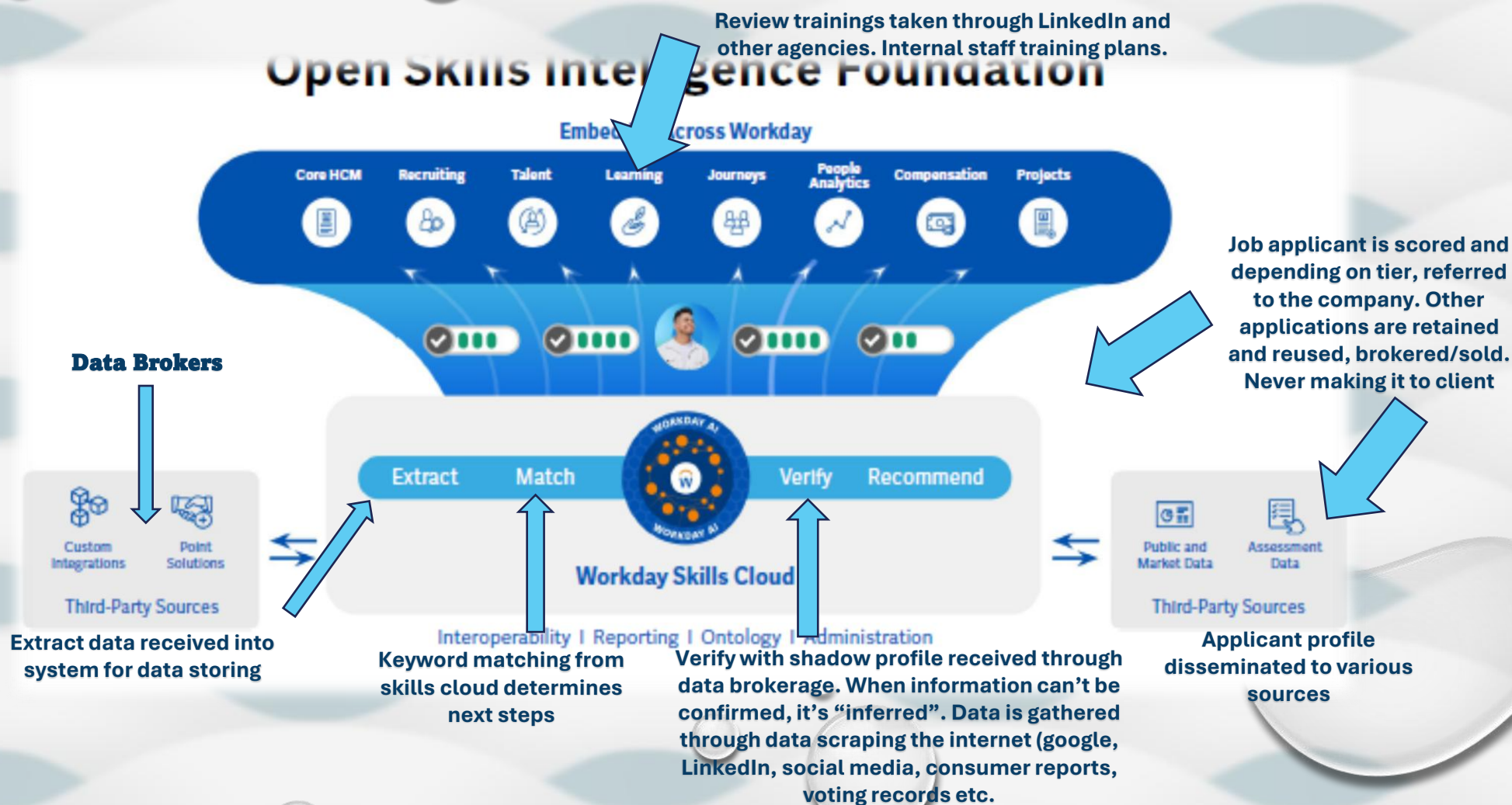
[Click to View Workday's Manual](#)

Workday calls applicant Shadow Profiles Assessment Data and the arrows show the movement of assessment data (shadow profiles) to third party sources (integrations) while also feeding the data into their data storage to train models and reuse the applicant data to render the same, consistent response for any future applications.

The return arrow as represents current employee performance reporting, salary data, training and certifications and "manager sentiment".

Workday calls this "historical analysis".

Workday's Enterprise Resource Planning



WORKDAY

HiredScore AI



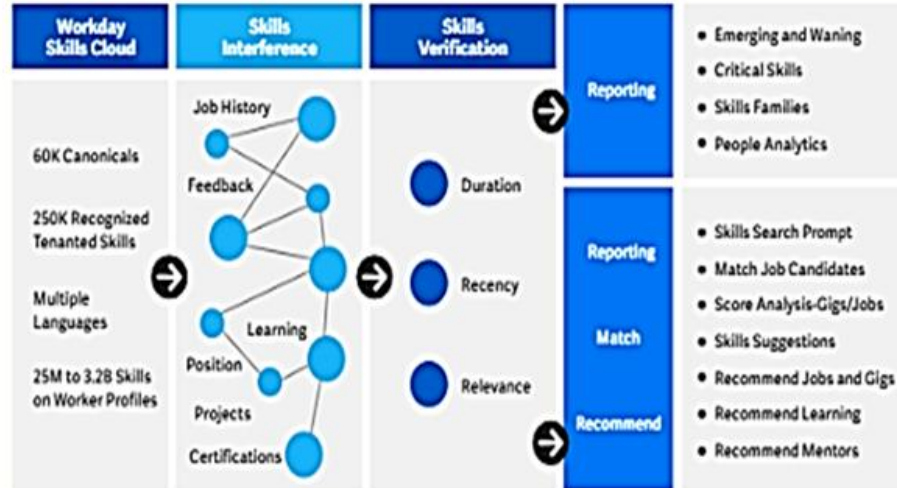
HiredScore AI



Workday's HiredScore AI

CHAPTER 4

Architecture for your adaptable future of work



Many other applications.

We're replicating the success of Workday Skills Cloud in other areas as well, such as in spend management and financial management, where we're working on a supplier cloud and business data cloud to provide a structure around suppliers and financial transactions, respectively. Doing so enables us to rapidly deliver multiple use cases that solve multiple problems in those app spaces, much like what Workday Skills Cloud has done for Workday HCM.

By building a common and reusable set of business object representations, we are able to

Workday's HiredScore AI



HiredScore AI



Recruiter Elevation

HiredScore AI for Recruiting enables recruiters to prioritize top talent. Candidate grading ensures fair and efficient talent prioritization through unbiased, AI-driven analysis. Automatically rediscover highly qualified, likely-to-apply talent for open roles from your existing talent pools, surpassing traditional sourcing.

My Page / 408R Marketing Coordinator 1 W. Park Avenue Hengston, VIC 3101 Status									
APPLICANTS 114 LEADS 11									
New 45 Interview 25 Phone Screen 2 Follow Up 1 Pending Offer 0 Rejected 0 Repeat 100									
Keywords search	<input type="checkbox"/>	HS	NAME	TYPE	APPLIED	CURRENT/LAST JOB	TIME IN CURRENT ROLE	HIGHEST DEGREE	LOCK
Skills	<input type="checkbox"/>	☆ A	Patricia Shaw	External	May 14, 2024	Digital Marketing Employer Brand Specialist A, ABC Group	2 yrs, 3 mos	Master's	Test
Type	<input type="checkbox"/>	☆ A	Ramona Mitchell	External	Mar 7, 2024	Marketing Coordinator B Company	1 yrs, 9 mos	Bachelor's	Good Fit
Applied	<input type="checkbox"/>	☆ A	Claudia Robinson	Referral	Apr 5, 2024	Marketing Coordinator C Company	2 yrs, 7 mos	Master's	Good
Status	<input type="checkbox"/>	☆ A	Gerena Scott	External	May 10, 2024	Marketing And Brand Associate D Company	4 yrs, 7 mos	Bachelor's	Other Eval
Days in status	<input type="checkbox"/>	☆ A	Kyle Wheeler	External	Mar 25, 2024	Marketing Communications Coordinator E Company	3 yrs, 7 mos	Doktorate	Good
Relevant experience	<input type="checkbox"/>	☆ A	Diana Gross	Internal	Apr 4, 2024	Marketing Specialist F Company	3 yrs, 5 mos	Master's	None
Reference	<input type="checkbox"/>								

Maximize moments that matter with data-driven, timely notifications and actionability across requisitions, driving process alignment and helping recruiters focus on high-value tasks. You can also elevate candidate evaluation through AI-enhanced candidate profiles which provide a single view into key insights for faster, smarter hiring decisions.

Key Features

- Candidate grading
- Smart candidate profiles
- Candidate rediscovery
- Candidate review dashboard
- Global talent search
- Real-time notifications & guided experiences
- Hiring manager experience via MS Teams
- Hiring manager dashboard
- Diversity insights
- Admin insights & reporting

Workday has already delivered more than 30 use cases that leverage machine learning. Our vision is to have machine learning embedded everywhere within Workday, enabling our applications to naturally evolve to be more intelligent. To accomplish this, we're making machine learning invisible by building it in as a core framework upon which our applications work. Just like the applications we use in daily life, machine learning delivers that personalized experience that helps you get work done more efficiently, all while providing complete transparency and control to our customers over how it is applied.

Prepare your people for what's next.

AI-powered talent acquisition.

Workday leverages an unrivaled dataset paired with best-in-class AI in order to hire and mobilize top talent.

Dynamic skills foundation.

Utilize the only major cloud HCM that has skills embedded into its foundation, woven throughout the entire talent journey.

One place to connect the dots.

Bring recruiting, talent development, learning, and employee sentiment together on one connected foundation.

A configurable and extensible suite.

Rapidly connect and extend Workday to meet evolving

Interested in learning more about how Workday can help you stay one step ahead in business?



Workday's Partnerships for Integration



Workday partners with Lightcast to provide the most comprehensive view of skills in the labor market.

Global workforce data and insights — all in one place



Workforce
intelligence that Powers

300M+

resumes and social networking profiles

Lightcast Data is a combination of labor market information, job postings, global data, skills data, compensation data, + online profiles.

We give data the Lightcast treatment

Our team and tech clean, categorize, and draw meaning from the data. We turn millions of relevant inputs into actionable insights just for you.



Lightcast Manual



HireVue

Certified Integration

The Certified Integration Badge signifies the highest technical validation beyond Workday's core products. It meets customer expectations for top-tier performance, scalability, and reliability, ensuring cost-effective deployment with market-tested assurance.

Maximize moments that matter with data-driven, timely notifications and actionability across requisitions, driving process alignment and helping recruiters focus on high-value tasks. You can also elevate candidate evaluation through AI-enhanced candidate profiles which provide a single view into key insights for faster, smarter hiring decisions.

Customer Testimonial

They've now moved away from using CVs to assess and screen applications. A Workday profile is created which triggers the HireVue chatbot to send out the screening questions. Candidates are then sent a HireVue online assessment and self-schedule an in-person group assessment - again using the HireVue chatbot.

HireVue

HireVue for Workday

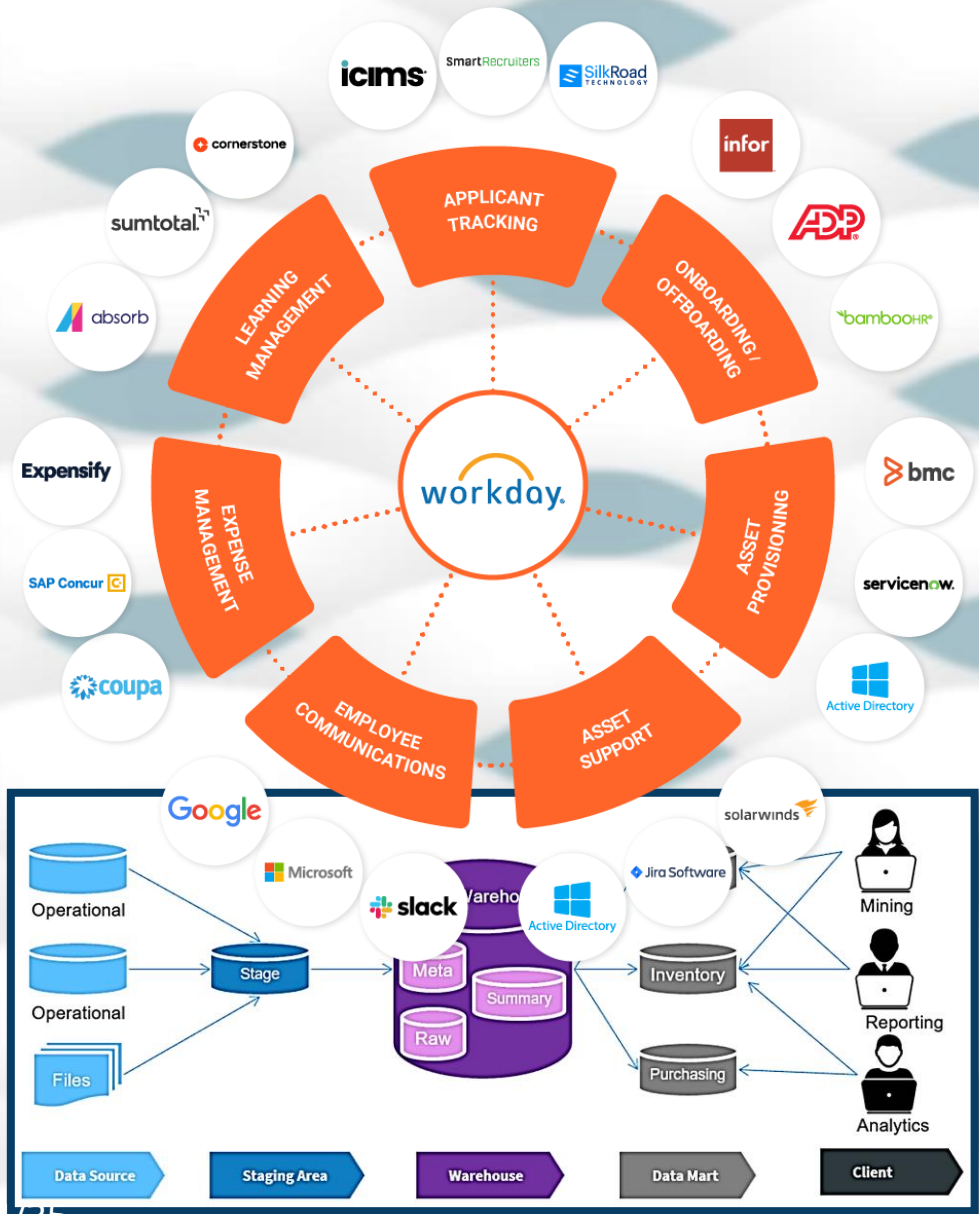
By HireVue, Inc.

A leading Workday Certified Talent Experience Platform with over 250 integrations delivering streamlined hiring

Key Features

- Candidate grading
- Smart candidate profiles
- Candidate rediscovery
- Candidate review dashboard
- Global talent search
- Real-time notifications & guided experiences
- Hiring manager experience via MS Teams
- Hiring manager dashboard
- Diversity insights
- Admin insights & reporting

Workday's Integration Platform



Executive Summary



**Faster
Fill Rate**



**Better Candidate
Experience**



**Save Time
and Labor**

Workday customers are getting extra help from a host of talent acquisition solution providers, ushering a win-win relationship for all parties involved and perhaps redefining how recruiting is done for years to come.

Workday applications customers are extending their recruiting platform by adding new tools in such areas as artificial intelligence-based talent assessment, chatbots and video interviewing in order to drive sustainable HR process improvement for both hiring managers and candidates, according to a new study.

Early results demonstrate tangible business process improvements and customer value across a full spectrum of high-velocity organizations with demanding recruiting requirements.

With the tight labor market not showing any sign of easing since 2020, the latest survey of 225 Workday Recruiting customers reveals that after integrating next-generation talent acquisition softwares, many organizations are now capable of generating better results in terms of faster fill rate, a more satisfied experience for job candidates, and less attrition among new hires.

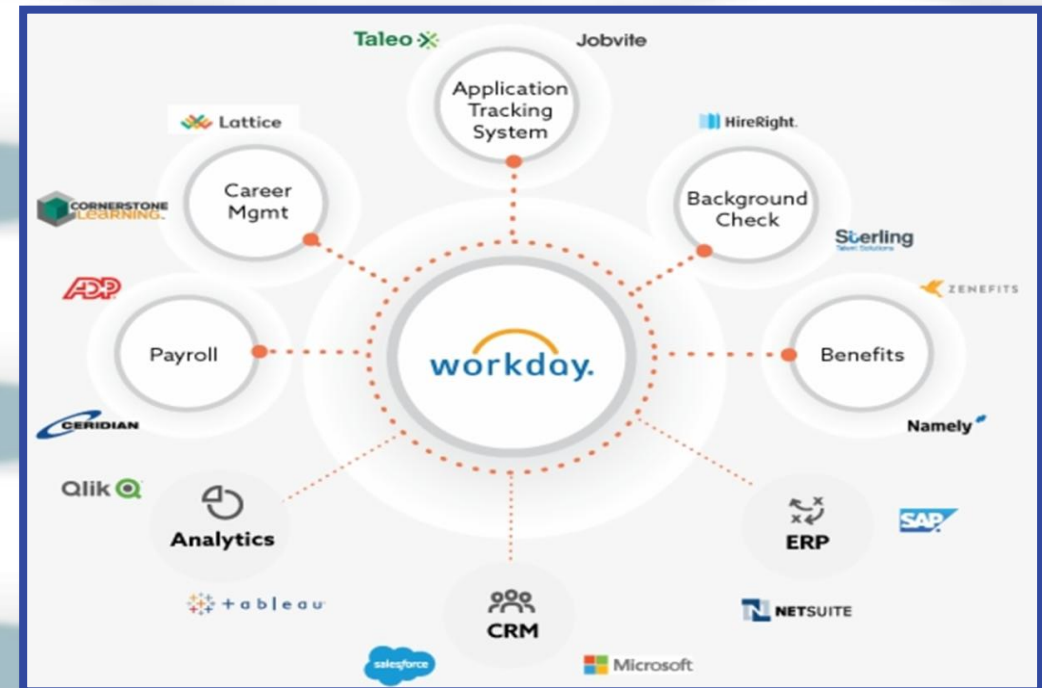
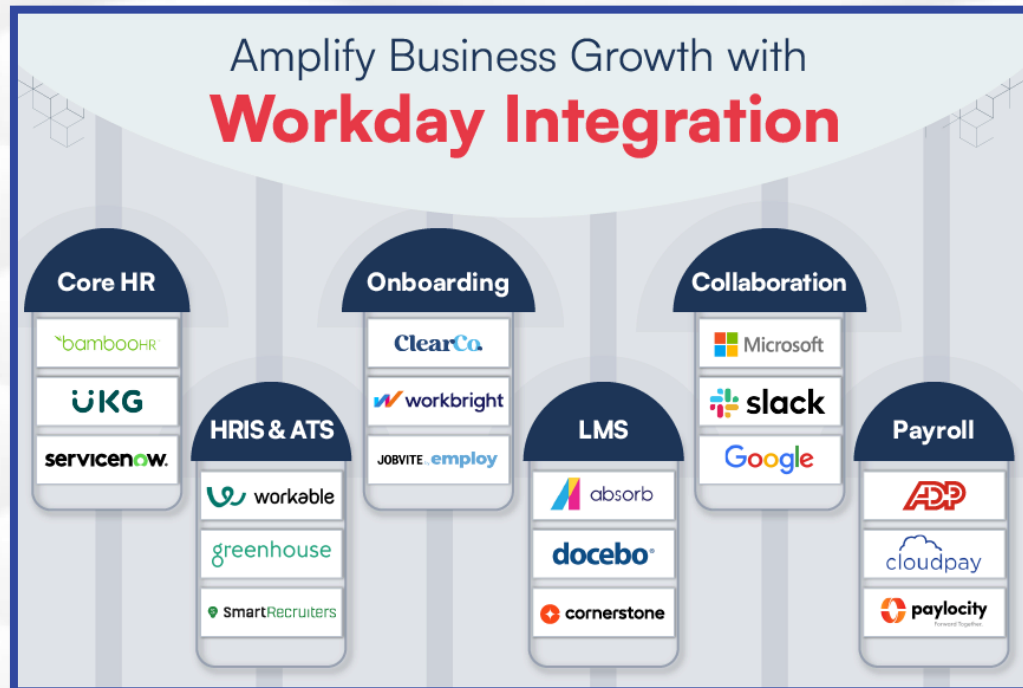
Ultimately, these benefits mean substantial time and cost savings for employers, in addition to a more efficient recruiter experience and closer collaboration among key stakeholders across the business.

Such developments are significant because of the leadership position of Workday in the human capital management software market (No. 1 market share in overall HCM applications worldwide and No. 3 in the applicant tracking segment within HCM [based on our latest market-sizing reports](#)).


With more than 3,000 Workday Recruiting customers around the world, any contribution from other talent acquisition vendors that add value to the Workday platform will have direct impact on tens of millions of candidates.

Workday's Anticompetitive Strategy to Escape Monopoly Classification

1. Workday strategically **positions itself as an "integrator"** with other top Human Capital Management (HCM) systems and Enterprise Resource Planning (ERP) **providers** (including SAP SuccessFactors, Oracle HCM, and ADP) to avoid being classified as a monopoly.
2. By **acting as a data-sharing hub rather than a standalone entity**, Workday effectively **becomes the "one source of truth" for hiring and workforce data**, giving it unparalleled influence over the job market.
3. This **creates an illusion of competition**, while in reality, Workday controls **the majority of workforce analytics, hiring decisions, and employee records across multiple platforms**.
4. **Impact on Consumers:** Job seekers may find their data shared across multiple hiring platforms without their consent, making it impossible to correct errors or control their employment reputation.



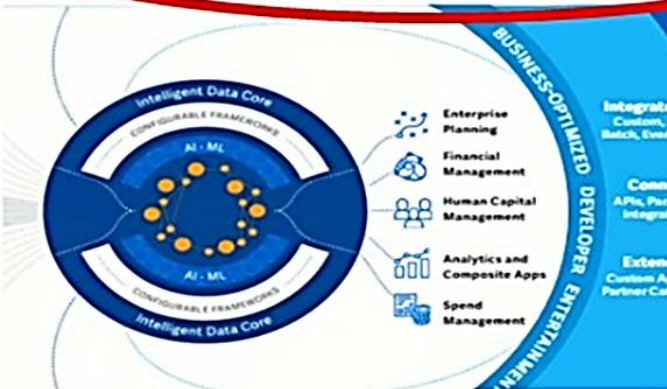
Workday's Historical Analysis



CHAPTER 1
Introduction to the
Workday Tech Strategy

CHAPTER 4
Architecture for your adaptable future of work

Our strategy of embedding a machine learning platform into the very core of Workday applications has proven to be a great way to leverage our intelligent data core. Embedding machine learning at the core enables ML to be applied as solutions through the lens of Workday applications, not a "build your own" tool bench that requires an IT team to procure, customize, and maintain. We leverage a unified machine learning platform, within which we embed machine learning across all use cases in a product area. We call this the



Back: Architecting The Future Of Work

CHAPTER 4

Architecture for your adaptable future of work

A prime example of leveraging reusable machine learning components is how Workday approaches the structure of data to be used in models. We structure that data so we can apply multiple use cases in different contexts to solve multiple problems, all working off the same, structured data. Getting the data structure right is 85 percent of the effort, so this approach allows us to quickly deliver more value to our customers.

Case study: Workday Skills Cloud.

We believe that user behavior on Workday encodes information about the unique structure of each customer's business. Our approach to modeling revolves around that idea, using best-of-breed pattern analyses for producing reusable machine learning features that can be applied to multiple product use cases. An example of this is Workday Skills Cloud—the underlying platform that contains a cohesive data model upon which Workday HCM machine learning use cases are based. Workday Skills Cloud was created by using machine learning neural probabilistic language models to build our skills graph.

In other words, machine learning read and analyzed countless documents to understand and graph the interrelatedness of more than 250,000 skills. This serves as the basis for delivering multiple machine learning capabilities that enable customers to connect the right candidate to the right job, the right employee with the right gig, the right learning content or mentor to the right employee, and much more.

Back: Architecting The Future Of Work

Next: Delivering AI And Machine Learning Services




CHAPTER 4

Architecture for your adaptable future of work

Machine learning services.

The apps that we use every day—ridesharing, shopping, navigation, streaming services—are becoming increasingly intelligent and able to provide highly personalized and accurate recommendations. Most of these applications are leveraging some form of ML, and specifically, machine learning (ML). And in almost all cases, that machine learning is invisible to the end user.

Machine learning enables Workday to accomplish far more than we could before, and with greater efficiency. We've invested in machine learning in three main areas:

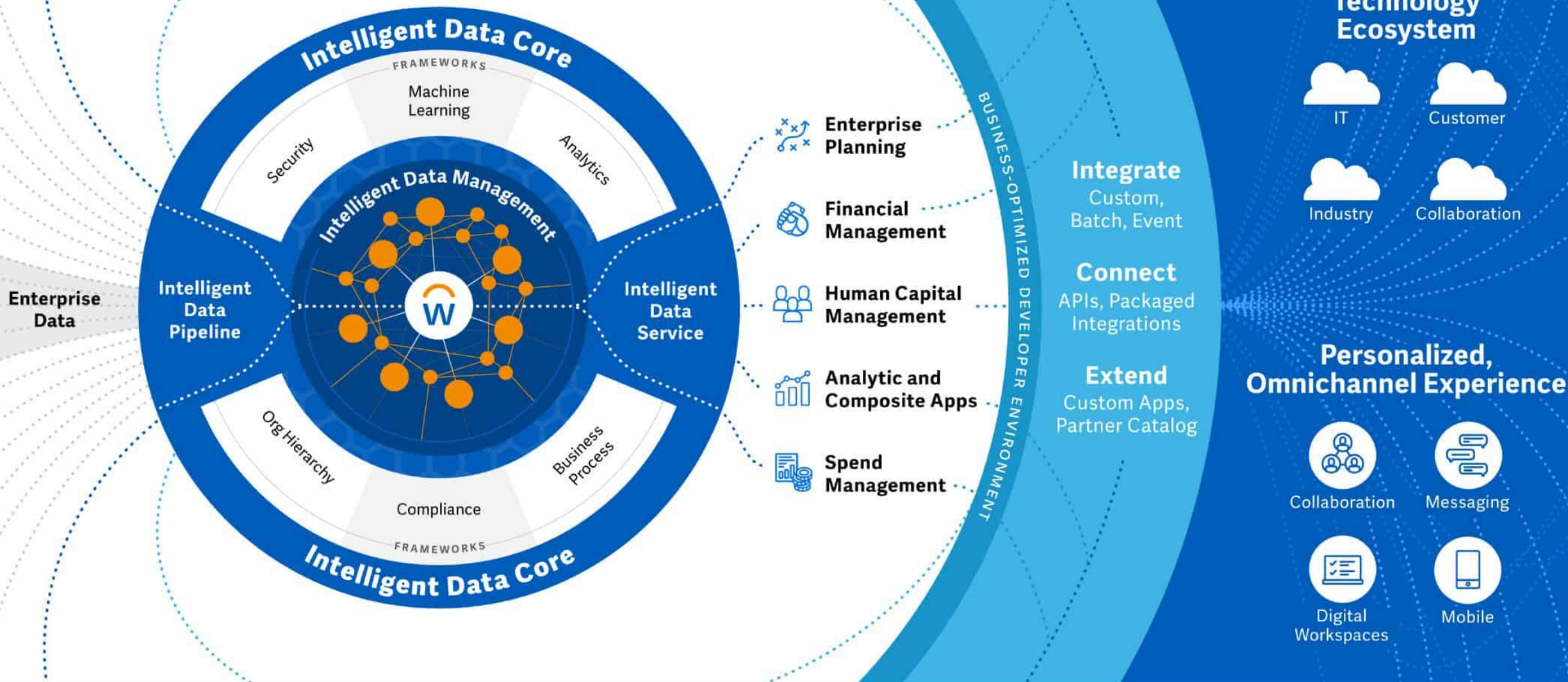
-  Delivering engaging experiences, tailored to each person and organization, that produce more relevant digital services that help improve the employee experience
-  Enabling touchless automation for repetitive, predictable tasks to improve accuracy, reduce the cost of doing business, and increase productivity while reducing business risks
-  Equipping people with AI-assisted insights and recommendations for faster, better decision-making that helps to shore up production and free up scarce, high-cost talent to focus on value-adding tasks

Back: Architecting The Future Of Work

Next: Delivering AI And Machine Learning Services

Workday Enterprise Management Cloud Platform

The Power to Adapt



True Cloud Scale • Elasticity • Performance • Availability • Continuous Delivery of Innovation • Single Version

WORKDAY



10-Q

Securities and Exchange Commission Filing

December 5, 2024



Workday's Reported Risks to the SEC

Pages 42-63

Empathy: What It Means for an AI-Driven Organization
Workday Blog Dated March 10, 2025



2. Potential for Manipulative Use

Adobe Acrobat
Document

Empathetic AI relies on analyzing emotional data like tone, sentiment, and behavior patterns, which can be exploited if used irresponsibly. There is a risk of leveraging insights to manipulate user decisions, such as upselling products or influencing actions in ways that serve company goals rather than user interests.

If this happens, it can erode trust and damage brand reputation, especially if users view empathetic AI as a tool for exploitation rather than support.

PwC research found that only 11% of enterprises have achieved complete and responsible AI implementation.

Entire Fortune 1000 at Risk:
Lightcast's Workforce Risk
Outlook Reveals Impending
Global Impact of Talent
Shortfalls



Implementation is complex and requires highly skilled professionals per SEC, however a recent blog suggests on 11% of clients have implemented responsibly.

Our business could be adversely affected if our users are not satisfied with the deployment, training, and support services provided by us and our partners.

Implementation of our applications may be technically complicated because they are designed to enable complex and varied business processes across large organizations, integrate data from a broad and complex range of workflows and systems, and may involve deployment in a variety of environments. Incorrect or improper implementation or use of our applications could result in customer and user dissatisfaction and harm our business and operating results.

In order for our customers to successfully implement our applications, they need access to highly skilled and trained service professionals. Third parties provide a majority of deployment services for our customers, but professional services may also be performed by our own staff or by a combination of the two. If customers are not satisfied with the quality and timing of work performed by us or a third party or with the type of professional services or applications delivered, or if we or a third party have not delivered on commitments made to our customers, then we could incur additional costs to address the situation, the revenue recognition of the contract could be impacted, and the dissatisfaction with our services could damage our ability to expand the applications subscribed to by our customers. Negative publicity related to our customer relationships, regardless of its accuracy, may further damage our business by affecting our ability to compete for new business with current and prospective customers both domestic and abroad.

Customers and other users also depend on our support organization to provision the environments used by our customers and to resolve technical issues relating to our applications. Increased demand for these services, without corresponding revenues, could increase costs and adversely affect our operating results. Failure to maintain high-quality technical support and training, or a market perception that we do not maintain high-quality support or training, could adversely affect our reputation, our ability to offer and sell our applications, our renewal rates, and our business and operating results.

We depend on data centers and other infrastructure operated by third parties, as well as internet availability, and any disruption in these operations could adversely affect our business and operating results.

We host our applications and serve our customers and users globally from data centers operated by third parties and rely upon third-party hosted infrastructure partners to operate certain aspects of our services. We control our applications and data but we do not control the facilities, operations, and physical security of these locations. Disruption of or interference at our data centers or hosted infrastructure partners has and could in the future impact our operations and our business could be adversely impacted. For example, we have experienced disruptions at certain of our data centers in the U.S. due to high temperatures and power outages that resulted in a brief temporary outage of our services for a subset of our customers. Our data center and hosted infrastructure partner facilities may also be subject to cybersecurity breaches, capacity constraints, financial difficulties, break-ins, sabotage, intentional acts of vandalism and similar misconduct, natural catastrophic events, as well as local administrative actions, changes to legal or permitting requirements, and litigation to stop, limit, or delay operations, and our disaster recovery planning may not account for all eventualities.

Workday's Reported Risks to the SEC

Pages 42-63



Adobe Acrobat
Document

lack of experience in new markets, products, or technologies;

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

Form 10-Q

Mark One

☒ Quarterly report pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934
For the quarterly period ended October 31, 2024
OR
☐ Transition report pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934
For transition period from _____ to _____
Commission File Number: 001-35680

WORKDAY, INC.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction of
incorporation or organization)

20-2480422
(IRS Employer
Identification No.)

6110 Stoneridge Mall Road
Pleasanton, California 94588
(Address of principal executive office, including zip code)
(925) 951-9000
(Registrant's telephone number, including area code)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class
Class A Common Stock, par value \$0.001

Trading Symbol(s)
WDAY

Name of each exchange on which registered
The Nasdaq Stock Market LLC
(Nasdaq Global Select Market)

The use of new and evolving technologies in our offerings at Workday, including AI, may result in reputational harm and increased litigation, and adversely affect our operating results.

page43

We are increasingly building AI into the Workday product suite. As with many cutting-edge innovations, these technologies can present new risks and challenges. A quickly evolving legal and regulatory environment may cause us to incur increased research and development costs, or divert resources from other development efforts, to address ethical, legal, or compliance requirements or other issues related to AI. For example, the European Union's AI Act puts new requirements on providers of AI technologies that will need to be addressed in alignment with various deadlines in the coming years. ~~Additionally, existing laws and regulations may apply to us in new ways, the nature and extent of which are difficult to predict and subject to change over time.~~ The risks and challenges presented by these technologies could undermine public confidence in AI, which could slow its adoption and affect our business. Many of our products are powered by AI, some of which include the use of large language models and generative AI, for use cases that could potentially impact human, civil, privacy, or employment rights and dignities. Our developers are also experimenting with the use of large language models provided by third parties for domain-specific use cases, and at this stage the line between developers and deployers of these technologies, including their respective responsibilities and liabilities, remains largely unclear. Any failure to accurately identify and address our responsibilities and liabilities in this uncertain environment, and adequately address relevant ethical and social issues that may arise with such technologies and use cases, as well as failure by others in our industry, or actions taken by our customers, employees, or end users (including misuse of these technologies), could negatively affect the adoption of our offerings and subject us to reputational harm, regulatory action, or litigation, which may harm our financial condition and operating results.

We depend on relationships with third-party technology and content providers and other key suppliers, and are also dependent on third parties for the license of certain software and development tools that are incorporated into or used with our applications or used to help improve our own internal systems, processes, or controls. For example, we leverage software and services for development tools and to deliver applications from many third-party suppliers including AWS and Google LLC. If the operations of these third parties are disrupted, our own operations may suffer, which could adversely impact our operating results. Additionally, if we are unsuccessful in establishing or maintaining our relationships with these third parties, or if the quality of their products or performance is inadequate, our ability to compete in the marketplace or to grow our revenues could be impaired and our operating results may suffer.

page49

Workday's Reported Risks to the SEC

Risks Related to Our Business and Industry

Any slowdown or failure in our technical operations infrastructure or applications may subject us to liabilities and adversely affect our reputation and operating results.

We have experienced significant growth in the number of users, transactions, and data that our operations infrastructure supports. If we do not accurately predict our infrastructure requirements or fail to adapt and scale, we may experience service outages or delays, or significant increases in operating costs, which may adversely affect our business and operating results.

We have experienced, and may in the future experience, defects, system disruptions, outages, and other performance problems, including the failure of our applications to perform properly. These problems may be caused by a variety of factors, including infrastructure and software or code changes, vendor issues, software and system defects, human error, viruses, worms, security attacks (internal and external), fraud, spikes in customer usage, and denial of service issues. All of these issues may result in increased operational costs, delays in new feature rollouts, customer loss, reputational damage, and legal or regulatory liability, including liability under customer contracts.

Such issues have, and may in the future, result in certain parties having unauthorized access to data, which could increase the scope of our liability. For example, in November 2023, we discovered that an issue in our product affecting certain customers resulted in document notifications and PDF documents being sent to unintended recipients within the same organization. Because of the large amount of data that we collect and process in our systems, and the sensitive nature of such data, it is possible that these issues could result in significant disruption, data loss or corruption, or cause the data to be incomplete or contain inaccuracies that our customers and other users regard as significant.

We rely on sophisticated information systems and technology, including those provided by third parties, for the secure collection, processing, transmission, and storage of confidential, proprietary, and personal information, and to support our business operations and the availability of our applications. In the past several years, supply chain attacks have increased in frequency and severity. As we are both a provider and consumer of information systems and technology, we are at higher risk of being impacted either directly or indirectly by these attacks. The control systems, cybersecurity program, infrastructure, physical facilities of, and personnel associated with third parties that we rely on or partner with are beyond our control. Our customers may authorize third-party technology providers to access their customer data and any unauthorized use of the third-party technology may result in unauthorized access to such data. The audits we periodically conduct of some of our third-party vendors do not guarantee the security of and may be unable to prevent security events impacting the information technology systems of third parties that are part of our supply chain or that provide valuable services to us, which have resulted and could result in the unauthorized access to data of Workday, our employees, our customers, our third-party partners, or other end users; acquisition, destruction, alteration, use, tampering, release, unavailability, theft or loss of confidential, proprietary, or personal data of Workday, our employees, our customers, our third party partners, or other end users; or the disruption of our operations and our ability to conduct our business or the availability of our applications; or could otherwise adversely affect our business, financial condition, operating results, or reputation.

The financial and personnel resources we employ to implement and maintain security measures, including our information security risk insurance policy, may not be sufficient to address our security needs. The security measures we have in place vary in maturity across the organization and may not be sufficient to protect against security risks, preserve our operations and services and the integrity of customer and personal information, and prevent data loss, misappropriation, and other security breaches. Our logging may also not be sufficient to fully investigate the scope of an incident. Our information systems may be compromised by computer hackers, employees, contractors, or vendors, as well as software bugs, human error, technical malfunctions, or other malfeasance.

Workday's Reported Risks to the SEC

Taken together, the costs of compliance with and other obligations imposed by data protection laws and regulations may require modification of our services, limit use and adoption of our services, reduce overall demand for our services, lead to significant fines, penalties, or liabilities for noncompliance, or slow the pace at which we close sales transactions, or otherwise cause us to modify our operations, any of which could harm our business. The data protection laws set forth requirements impacting how personal data must be stored, accessed, and deleted within the products. The perception of privacy concerns, whether or not valid, may inhibit the adoption, effectiveness, or use of our applications or otherwise impact our business. Compliance with applicable laws and regulations regarding personal data may require changes in services, business practices, or internal systems that result in increased costs, lower revenue, reduced efficiency, or greater difficulty competing with foreign-based firms which could adversely affect our business and operating results.

Risks Related to Cybersecurity, Data Privacy, and Intellectual Property

If our information technology systems are compromised or unauthorized access to customer or user data is otherwise obtained, our applications may be perceived as not being secure, our operations may be disrupted, our applications may become unavailable, customers and end users may reduce the use of or stop using our applications, and we may incur significant liabilities.

Our applications involve the storage and transmission of our customers' and other users' sensitive and proprietary information, including personal or identifying information regarding our customers, their employees, job candidates, customers, prospects, and suppliers, as well as financial, accounting, health, and payroll data. Additionally, our operations and the availability of the services we provide also depend on our information technology systems. As a result, a compromise of our applications or systems, or unauthorized access to, acquisition, use, tampering, release, alteration, theft, loss, or destruction of sensitive data, or unavailability of data or our applications, has and could disrupt our operations or impact the availability or performance of our applications; expose us and our customers to regulatory obligations and enforcement actions, litigation, investigations, remediation and indemnity obligations, or supplemental disclosure obligations; damage our reputation and brand; or result in loss of customer, consumer, and partner confidence in the security of our applications, an increase in our insurance premiums, loss of authorization under the Federal Risk and Authorization Management Program ("FedRAMP") or other authorizations, impairment to our business, and other potential liabilities or related fees, expenses, or loss of revenues.

Privacy concerns, evolving regulation of cloud computing, cross-border data transfer, and other domestic or foreign laws and regulations may reduce the adoption of our applications, result in significant costs and compliance challenges, and adversely affect our business and operating results.

Legal requirements related to collecting, storing, handling, retaining, and transferring (collectively, "processing") personal data are rapidly evolving at both the national and international level in ways that require our business to adapt to support customer compliance. As the complexity of our products grow, the regulatory focus on privacy intensifies worldwide, and jurisdictions increasingly consider and adopt privacy laws, the risks related to processing personal data by our business also grow. In addition, possible adverse interpretations of existing privacy-related laws and regulations by governments in countries where our customers operate, as well as the potential implementation of new legislation, could impose significant obligations in areas affecting our business or prevent us from offering certain services in jurisdictions where we operate.

Machine Learning
Skills Foundation

Best-in-Class
User Experience

Talent Experience
in Context



Build the Foundation

Build understanding with Skill Cloud

A dynamic Skills Ontology

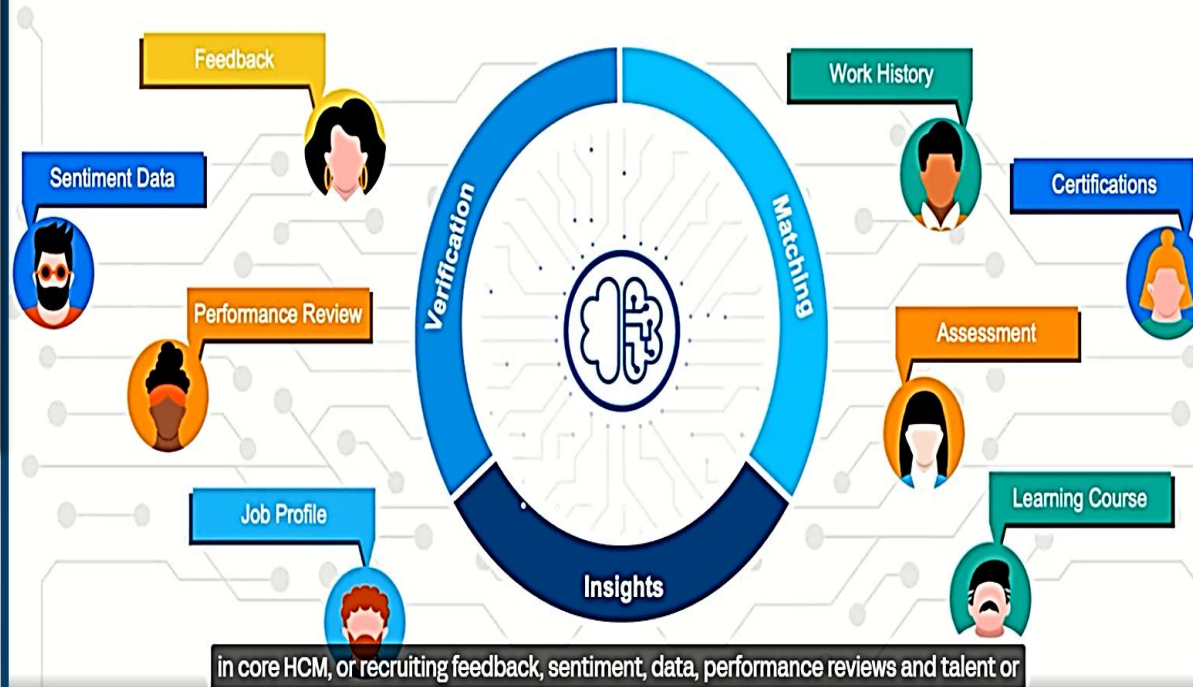
Skills Inference

Intelligent Skills Suggestions

Enhanced Worker Profiles

So but you will understand their

Data Drives Skills-based Talent Optimization



in core HCM, or recruiting feedback, sentiment, data, performance reviews and talent or

So but you will understand their skill level or proficiency based on quantitative feedback and

WORKDAY

Destruction



Fortune-1000-at-risk

Entire Fortune 1000 at Risk: Lightcast's Workforce Risk Outlook Reveals Impending Global Impact of Talent Shortfalls



NEWS PROVIDED BY
Lightcast →
Feb 11, 2025, 09:00 ET

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Labor Market Data Shows No Company or Industry is Immune from Looming Talent Shortage & Skills Disruption; Suggests Urgent Action for Leaders to Mitigate Business Risk

MOSCOW, Idaho, Feb. 11, 2025 /PRNewswire/ -- With an impending talent shortage on the horizon and massive skills disruption already underway, new analysis from [Lightcast](#)—a provider of global labor market data, analytics, and expert guidance—reveals the entire Fortune 1000 could be at severe competitive disadvantage if C-suite leaders don't take urgent action to build a better talent strategy.

The landmark [research](#), "The Lightcast Workforce Risk Outlook," finds the "[rising storm](#)" of labor shortages and rapid pace of [skills disruption](#) are already impacting businesses, and it scores over 1000 multinational companies based on the magnitude these risks pose to their operations.

Destruction

Entire Fortune 1000 at Risk: Lightcast's Workforce Risk Outlook Reveals Impending Global Impact of Talent



— Closing Another 9 Months of Being #opentowork Has Become the Most Draining

"I truly thought I would never have to write another post like this but closing another 9 months of being #opentowork has become the most draining, and defeating experience I've encountered in my life. I've learned that this job market is beyond competitive and brutal in every aspect and at times leaves me doubting myself and abilities."

Meet [REDACTED], former Analyst [REDACTED] provided operational support by streamlining sales workflows, connecting clients with top executives for market research, and creating custom reports and visualizations to enhance decision-making and performance.

She was impacted by the layoffs 9 months ago and has been seeking her next role since then.

"I've applied to over 800 jobs within #recruiting, #TA, #hr, #administration, and beyond. Countless screen calls, dozens of interviews, being ghosted left and right and still have not found the right role...yet. I am optimistic this new year there will be a job for me that I can learn from and that I can contribute my best [REDACTED] in her most recent open-to-work post."

She added, *"So I am asking again, even if you may not have a job for me, if you would kindly like, comment, and share this, it could reach your connections and others. I'm hashtag #opentowork for remote, onsite, or hybrid roles in the Chicagoland area for recruiting, talent acquisition, human resources, administrative, and sales roles!"*

[REDACTED] urges everyone to help her in any way possible. You can send the right opportunities her way, recommend her to someone who is hiring, share her open-to-work post in your network, or write her a recommendation if you know her professionally.

[REDACTED] and exploring the opportunities we have been posting daily. We hope you'll find the opportunities you have been looking for.

[REDACTED] dedicated and results-oriented talent acquisition professional with 2 years of full-cycle recruiting experience in diverse settings, including agency roles, with a focus on tech. She holds an AIRS certification in Diversity and Inclusion recruiting. Allison is passionate about providing an excellent candidate experience and collaborating with hiring managers to identify top talent.

She excels in building and promoting company culture, enhancing employer branding, connecting with talent, and talent pipelining and sourcing. She is eager to expand her HR expertise and develop new skills to enhance her success in both recruiting and broader HR functions.

[REDACTED] seeking a full-time Recruiter role in the Greater Chicago Area. She is open to working on-site or in a hybrid capacity, bringing flexibility and dedication to her next opportunity.

[REDACTED] hopes that this feature will help your job hunt journey and you'll find your next employment venture very soon.

— The Job Market is Tough—And It's Personal

"Today was one of those tough days when being unemployed felt particularly heavy. When the job search lasts longer than anticipated, it is easy to get caught up in self-doubt or frustration. But in these moments, I remind myself: this is temporary. It's an opportunity to reflect, grow, and prepare for the next chapter of my professional journey."

Meet [REDACTED] former Field Application Scientist at [REDACTED] Sciences, Inc. She was impacted by the layoffs in October 2024 and has been actively searching for her next role.

"Lately, I've been feeling the weight of how hard it is to get noticed in today's job market. I've poured hours into perfecting my resume, tailoring cover letters, and [REDACTED] only to hit "submit" and... wait. The silence can be soul-crushing. Even with years of experience in cell therapy, a strong skill set, and a passion for what I do, I feel like the odds are stacked against me. Some days, I wonder: What am I missing? Why can't they see what I bring to the table,"

[REDACTED] wrote in one of her open-to-work posts.

[REDACTED] urges everyone to help her in any way possible. You can send the right opportunities her way, recommend her to someone who is hiring, share her open-to-work post in your network, or write her a recommendation if you know her professionally.

[REDACTED] you can also consider creating your profile on www.lightcast.com and exploring the opportunities we have been posting daily. We hope you'll find the opportunities you have been looking for.

[REDACTED] is a trained research scientist committed to advancing knowledge in the development of high-value products that enhance patients' quality of life.

With strong planning and organizational abilities [REDACTED] excels in effective communication and interpersonal relationships. Known for problem-solving skills and critical thinking, Dominique has a proven track record in managing collaborative projects and leading cross-functional teams. Emphasizing ethics and integrity, Dominique thrives in fast-paced environments and demonstrates a self-motivated attitude, taking initiative and embracing constructive criticism.

As a dedicated STEM educator and mentor, [REDACTED] actively supports outreach programs, fostering learning and inspiring students to pursue careers in science, technology, engineering, and mathematics.

[REDACTED] seeking full-time opportunities as a Product Manager or Marketing Manager. Open to remote roles across North America, [REDACTED] is ready to begin immediately and is actively applying for suitable positions.

[REDACTED] hopes that this feature will help your job hunt journey and you'll find your next employment venture very soon.

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u/Stunning_Sentence830 • 4 hr. ago

Mental health

The job market is so bad that i believe these companies aren't really hiring. It's like they post ads just to get your interest then ghost. All i can say is keep your sanity at all cost. once you lose that you're unemployed and mentally broken. I know its hard im currently dealing with it too but try to have hope...best of luck to everyone struggling to hold on

15 1 Share

u/m_scorer • 5 hr. ago

I understand you're desperate like me, but why apply for a job that you know you will never get!

Applicants for this job

3,914 Applicants

58 Applicants in the past day

u/Ok-Transition-3226 • 5 hr. ago

Grateful for this subreddit

Just wanted to come on here and say thank you to this subreddit and all the members. I felt so alone in this. I've been trying to find employment for 6 months now. I have applied almost every day. A lot of "unfortunately we've decided to go with another candidate" emails. And jumping through hoops for interviewers. I've been feeling down and like a loser. It really hits your sense of self worth when you don't see yourself providing for your family. But it's encouraging to know that I'm not alone. Gives me motivation to keep on trying. Thank you all and for sharing your experiences

junbi_ok • 18h

The longer I'm unemployed, the worse my mental health gets. The worse my mental health gets, the harder it is to get employed. My anxiety disorder turned into a full-blown disability and I can barely leave the house without having a panic attack. Tried medication and it made things worse. Can't afford therapy. I don't know how all this ends without me being homeless and dead.

53



Weak-Positive4377 • 6m

Yes it's just as bad if not worse. At least with unemployment you just feel useless. Being underemployed is painful, you just feel so down on yourself seeing not enough money come in to cover basic expenses, all while knowing you could be doing so much more

Vote



spidermanrocks6766 • 13h

m at my lowest point ever rn

18



Weak-Positive4377 • 13h

Oh I get it. I actually have a hard time seeing a future, short term or long term.

All I see is that employment gap growing day after day and the

Mountain-Avocado79

Feeling completely lost—any unemployment support groups or advice?

I'm at absolute rock bottom. I feel like a complete burden and disappointment to my husband. I'm unemployed, might lose my house, and I feel like my friends don't want to help me. I just don't know where to turn. It feels like the universe/God and the people who said they'd be in my corner have all abandoned me.

I've been through death, grief, defamation, and horrible people before, but this helplessness, shame, and isolation feel worse than anything I've experienced. I don't know how to keep going like this.

Are there any unemployment support groups or resources that could help? I'm in Florida and I'm a 32-year-old female. I just need some kind of direction or connection because this is the hardest thing I've ever been through.



MrShad0wzz

Can't get a job anywhere

Custom

so I have a bachelors in IT, and 5 years of experience as a software developer and I can't even get a interview with any company. I needed a job so I applied to Best Buy because my friend worked there and put him down as a reference. I had 1 interview and then got auto denied... I'm genuinely about to give up. Just wanted to rant

So many applications filled out.

Honestly I just need to vent. Company did mass layoff of all except about 20 people end of 2023. I have used LinkedIn, paid for premium, paid to have my resume done, consistently checked companies websites, and filled out about 200-300 applications in a little over a year.

I'm exhausted and worn out. I was told by someone that a lot of companies post job listing because they have to have some kind of interview process, even if they already have a candidate in mind.

Also, why am I submitting a resume, creating a profile with the same information, and inputting the same thing on the application. Why can't they just look at my resume and standard profile?

Sincerely, One tired chick

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r/recruitinghell • 9 hr. ago
TouhouWeasel

I'm on month 14 of being unemployed and becoming mentally unwell as fuck.

I don't know what to fucking do. This shit has gotten to the point where I am completely obsessing over it. All of my social interactions are tainted by "but I can't afford that because I don't have a job". I can't go out with friends to dinner without immense, crushing guilt and anxiety afterwards. I can't buy the groceries I want because beans and rice are cheaper and I'll eventually run out of rent money if I get brave and start trying to eat well. I couldn't buy people presents for the holidays which made me feel like a total fucking loser. My glasses are from 2014 and have accumulated a cloud of scuff marks so thick it's like they've permanently got butter smeared on them because new glasses would cost me about half a month of rent. All of my purchases are now measured to me in how much time I have left until eviction -- when I put items in my cart at the grocery store, I'm counting them off, thinking, "That's 12 hours of rent. That's 4 hours of rent. That's 16 hours of rent". It's been close to **1000 applications since my last interview** one year ago, before that I was working as a software support for a year but that contract ended.

Job applications are my own personal Sisyphean hell. I wake up each morning, shower, eat breakfast, and apply for jobs for several hours straight. Check my email every 20 minutes every hour of every day because I cannot fucking think about anything else and cannot enjoy anything else. Why won't people interview me? I've **rewritten my resume 6 times** using various professional services and/or advice from industry professionals. Did I do something bad and they're all secretly colluding to blacklist me with some clandestine database?

I can't even bring myself to progress my fucking resume anymore. I was working on all kinds of tech projects before -- a month ago I was studying Python as part of a full stack webapp I was developing on AWS but looking at VSCode makes tears well up in my eyes now because what's the fucking point if I'm just going to die on the streets anyways?

I need help. And no, I don't need therapy, the help I need is a job.

If there are any tech/office admin/customer support recruiters out there, please, I'm begging you on my knees. I will be the hungriest employee you've ever hired. I will fight tooth and nail to hold my good standing with the company. And I promise I'm not stupid! I taught myself almost everything I know about technology and I did the AWS SAA-C03 cert entirely by myself with no prior cloud knowledge and I'm building a webapp by myself without instruction. The \$75 price tag on the test almost made me cry. I also taught myself how to produce music at a semi-professional level without instruction. I will learn anything you tell me to learn! I will do whatever you say! I will be your slave! Please interview me!



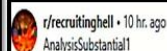
WhatsTheAnswerDude • 13h
NO shit. Been out of work since July but starting applying in October and really kicked it up come Nctober.

My mental health has been fucking wrecked since post Christmas.

Literally been freezing when I go to applications now. All the reentering the SAME fucking shit thats on my resume. Over and fucking over...and fucking OVER. Why the FUCK would you wanna keep on putting yourself through that. Its a TERRIBLE fucking feeling.

I know typically I think it takes about 10 weeks of job searching before your mental health starts to go.

Nonetheless, my UI ran out weeks ago and thats right about when my mental health started to go to shit. I've



r/recruitinghell • 10 hr. ago
AnalysisSubstantial1

How many people have committed suicide due to long term unemployment?

Graduated last spring with several years of experience from internships, applied to 600+ jobs, been on dozens of interviews and no offers. My parents try to help but are wildly out of touch. They say that I need to try this and that since how I used to get a job doesn't work anymore. They suggest things like asking people at stores, calling places and asking people I haven't talked to in over a year. They say that I need to try that over and over until I get one yes even if it takes over 100 times. In theory that could work, but fuck that. I'm not putting my energy and efforts into something with a HIGHER fail rate than what I'm already doing.

I'm exhausted. I don't have it in me to do anything beyond what I've been doing. I'm not built for hard times. I am not a fucking survivor or fighter, I'd rather just die a quick death.

People who've been employed don't understand the level of despair in this job market and how awful it really is. Why can't shit just be fucking normal? It's absolutely insane that people have to go to extraordinary lengths just to secure any employment nowadays. Having a job should be a human right, not a luxury for those who are talented at networking. What happens if a bunch of people can't find work??? Do we all just become fucking homeless and die in massive numbers?? I can't do it anymore. I WANT OUT ALTOGETHER.



Craic-Den • 11h
Every rejection chips away at your confidence. You start doubting yourself, questioning if you're even worth hiring. Over time, that doubt settles in, and you begin to accept less, expecting rejection as the norm. Meanwhile, the media pushes this fantasy about a booming economy, low unemployment, and an abundance of jobs. But the reality? The job market is dogshit, filled with fake roles, automated rejections, and recruiters who might as well be broken bots.



The thing that adds to this, that *compounds* this problem, is that the longer you are unemployed the more scrutiny you will face by potential employers. So the job hunt isn't just demanding and soul-crushing there is an element of fear and rush to it as well. And with each rejection that takes *months* to get back to a person it quickly takes its toll as weeks turn into months and then possibly a year or more.



r/jobs • 1 hr. ago

I've applied to 884 jobs through LinkedIn alone. This is worse than 2008

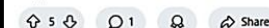
I get that complaining gets you nowhere- but I need a space to vent because I've been keeping it together for friends/ family/ acquaintances when they ask how the job search is going and I just need to scream into the void for a second... WTF!!!! I was laid off at the end of August. There was a bit of interview activity immediately and then nothing. I was told it was the election. After Nov 5, it briefly picked back up, and then again came to a halt- told it was because of the holidays. With one month down already into this year and 5 months into my job search, I'm so discouraged. I haven't kept track of how many interviews I've had but I need to. The few that got...



r/Layoffs • 6 min. ago

Im feeling quite depressed and suicidal from all this talk about AI putting me out of a job and not being able to feed my family

All I was asking for was another 20 years of employment so I can retire early but now it seems like I will be made redundant by the end of the decade I'm not sure what else to turn to career wise. In retrospect, medicine was always the most secure career choice due to regulations, licensing, and credentials required. Such a higher bar, and it's a more physicals job The people who are most excited about AI are the ones who got into AI stocks on the ground for, are retired, or already rich in general, not needing to worry about ever running out of money to support themselves



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— Can I Feed My Children This Week?

"I am so exhausted man. I have not had a full night's sleep in weeks. I just want peace and quiet. My anxiety and depression is through the roof with my mind constantly racing. Can I have a roof over my kids head this week? Can I feed them this week? I have completely failed my kids as their parent. Is it even worth trying to find work anymore? Is it even worth trying to be anything anymore? I'm so over it."

Meet Desireah Brown, former Strategic Account Manager at Yellow Diamond Logistics where she managed strategic accounts, specialized in domestic shipping, enhanced operations through industry insights, and maintained a pipeline using Salesforce and SalesDash CRM.

She has been open to work for over 6 months and is actively seeking for her next role. She became homeless with her kids and lost her car which means she needs support at this time.

"I've had many people asking if I had a fundraiser set up. I did, but they take out so many fees and they are not trustworthy sites. I have PayPal, Zelle, and Cashapp. All are linked with my email and/ or phone number if you wish to donate. Both can be found on my resume, or you can dm me. Although financial donations are much appreciated, I really just want any leads for job opportunities when I can show how great of an asset I'd be to any team," Desireah wrote in one of her open to work posts.

employHER urges everyone to help her in any way possible. You can send the right opportunities her way, recommend her to someone who is hiring, share her open-to-work post in your network, or write her a recommendation if you know her professionally.

Desireah, you can also consider creating your profile on www.employHER.com and exploring the opportunities we have been posting daily. We hope you'll find the opportunities you have been looking for.

Desireah is a customer-oriented, strategic-thinking sales professional with over 10 years of experience in building relationships, cultivating partnerships, retaining top accounts, and driving profit growth. She is a multi-tasking, self-motivated leader with expertise in expanding network connections, effectively introducing products, implementing pricing models, managing inventory and projections, and developing territories.

Her ability to uncover customer needs and deliver tailored solutions sets her apart in the field. As a tactical team builder and strategic planner, Desireah aims to leverage her extensive background in a sales representative or account management role within a progressive organization.

Desireah is applying for roles such as Account Executive, Account Manager, Sales Associate, Logistics Executive, and Customer Service Representative.

employHER hopes that this feature will help your job hunt journey and you'll find your next employment venture very soon.

— It shouldn't be THIS hard finding a GOOD job... Right!?

"My name is Olivia and I have been a Talent Acquisition professional for 10 years. My Talent journey hasn't been a conventional one, but I have enjoyed every step. I was laid off in May 2023 (due to the market) and I have been taking any contract job I could/can get since then. But having ONE W2 job, would be so wonderful."

Meet Olivia Palak, former Senior Campus Recruiter Manager at Genpact where she was impacted by the layoffs due to economic challenges. At Genpact, Olivia built a 300+ student pipeline in three months and led the 2023 summer internship program. She strengthened university partnerships, launched viral LinkedIn campaigns, and optimized campus recruiting initiatives.

Olivia has been freelancing as a Social Media Customer Success Specialist at MicroSeismic, Inc. She has been open to work since May 2023 and is actively searching for her next role.

"I can start immediately. I am open to Full-Time, Part-Time, W2 Contract work...let's connect and chat! Thank you to all who have helped me throughout this journey. Let's get help me a Full-Time job in 2025!!! I really prefer #remote but I do not mind going into the office as needed," Olivia wrote in her most recent open-to-work post.

employHER urges everyone to help her in any way possible. You can send the right opportunities her way, recommend her to someone who is hiring, share her open-to-work post in your network, or write her a recommendation if you know her professionally.

Olivia, you can also consider creating your profile on www.employHER.com and exploring the opportunities we have been posting daily. We hope you'll find the opportunities you have been looking for.

Since childhood, Olivia was unknowingly "training" as a recruiter. As her mom drove her to Broadway auditions in Chicago, she conducted candidate interviews—a realization that came years later.

Now, with over 12 years of recruiting experience, Olivia is a curious and creative professional passionate about connecting talent, helping others, and exploring her interests in plants, science, and the performing arts.

Olivia's background is rooted primarily in technology, but her adaptability and quick learning have enabled her to excel across diverse industries, including finance, management consulting, oil & gas, public safety, energy, healthcare, and marketing. She firmly believes that learning a new industry is far easier than teaching the soft skills essential for a recruiter's success.

Olivia is open to roles such as Recruiter, Technical Recruiter, Senior Corporate Recruiter, Talent Acquisition Specialist, and Talent Partner. She is also flexible with hybrid, remote, or on-site opportunities in Naperville, Illinois, and Oak Brook, Illinois, United States.

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MrZJones • 8h ago
Stay pink, soft and oily! Top 1% Commenter

I get replies! ... if automated rejection e-mails count as replies.

Yesterday it only took one company two hours to reject me (application sent at 1:51 pm, rejection received at 3:55 pm).

8 0 Reply Award Share ...

fearlessfroot • 9h ago

Only started to get any sort of response (including rejection notices) once we rang in the new year

7 0 Reply Award Share ...

Sensitive_Young_3920 • 9h ago

No, not at all. I am at 110 applications on indeed and I've only had five responses so far. I have applied probably 10 different banks and still no reply

7 0 Reply Award Share ...

Crono_Sapient99 • 8h ago

I've managed to at least land a few interviews a week due to the hiring season currently being high, but the amount of jobs I've applied for that just give canned auto-rejections late at night or on the weekend is almost comical. Like yep, I'm 100% sure that a human actually reviewed my application and not an AI or bot.

5 0 Reply Award Share ...

frysjelly • 8h ago

I get the generic "unfortunately..." and "...another candidate" emails. I'm at the point where I can pretty much recite what the email is going to say with about 90% accuracy.

6 0 Reply Award Share ...

zhaoz • 6h ago

Dont worry guys, they have our resumes on file!

5 0 Reply Award Share ...

9 months later, no job offers, and I'm almost ready to give up.

Custom

[TW] Today was probably the worst day I've had during this near 9 month job search. My old company had a position open and I applied to it. I was laid off in May 2024 due to a company merger but I had great personal and professional relationships with my coworkers. One even said she'd put in a good word for me. Today I reached out to one of those coworkers and was told that the position was filled. I'll come out and say it, days like today make me wanna die. I'm questioning if I should just leave accounting as it is no longer stable as it was when I was in college in the late 2010's. My advice to anyone who goes "OMG I hate my job so much": leave. Just leave. This isn't just for accounting, but for any field of work. I have spent almost a year applying to jobs that would pay even a fraction of what I was earning and people are whining about having to go to an office pizza party or happy hour. I'd kill to be in your shoes right now. It beats staring at job search websites and rejection emails all day, wanting to chug whatever painkillers you have on hand to end your misery.

r/jobs • 5 min. ago
SubstantialRoutine99 Top 1% Poster

if i dont find a job by this week im deleting all copies of my resume, never applying for a job again, finishing filing VA disability, and becoming and alcoholic drug addict mooch like every single person in my veterans only building already

Applications

after over 3000 applications in 2 years only ever hearing that im too honest, over qualified or dont have reliable transportation as reasons for being denied jobs. ive only seen those ive trained to program get jobs thru lying, only seen people get raises by brown nosing the boss and dumping their work on me. this is it. if i dont find something this week im done

Hebridean-Black • 8h ago

Got laid off recently. Applied to ~40 positions in the last 2 weeks. So far got one request for an interview from a startup, and one recruiter reached out from a contracting company and submitted my profile with the client. It's slow, but so far at least it's looking a bit better than 2023-24.

1 0 Reply Award Share ...

Boring_Albatross_354 • 8h ago

I've done hundreds of applications. I've gotten a few interviews from jobs off indeed but probably about 3% the applications I've submitted through indeed have granted interviews. I've gotten the most interviews by applying through actual businesses websites. I'd say about 20% of those I've gotten interviews for. I've even gotten a few second interviews, but no job offers yet.

1 0 Reply Award Share ...

u/Omgusernamewhy • 13 min. ago

Are jobs not hiring millennials?

I know this is kinda a weird thought. But are jobs just not hiring millennial? My younger friends are being hired but it seems like my millennial friends are being hired pretty fast. And the people who are older already have a decent job and think people who can't find a job are just lazy. So what's going on? Something is going on. I know this question is asked 100 times here but what's going on with these jobs. Something is not right at all. I feel like something 100% shady is going on right now. Something needs to be done about it rather than just talking about it and complaining. What can we do to get to the bottom of this issue?

Job searching

PancakesTheDragoncat • 4h ago

Some of them

I even got a text message from FedEx earlier to check my email for an "important update" on my application the "important update" in my email was that I was rejected

4 0 Reply Award Share ...

blueyed4 • 8h ago

I would say that out of ~100 applications a month, I usually get one interview, two that do a pre-screen but wind up rejecting me, about five instant rejections, and the other 90+ just completely ghost me.

It's sad because I put a lot of effort into their hiring process, the least they could do is let me know I don't have a chance in hell.

3 0 Reply Award Share ...

farwisely • 7h ago

90% of the time, rough estimate, no reply to my application.

Most of the other times, it's seem leading on and then ghosting and no replies to follow ups and updates.

Most recent interview - in November - staffing recruiter says I'm a strong candidate for the role. It was a Thursday. She told me to take the weekend to think about next steps to pursue it and sends me a full job description direct from her state government agency client. I review it over the weekend as they suggested.

Next week, I reach out by email to proceed to next steps. No reply. A week later, the day before Thanksgiving I sent a follow up signaling the same interest and say I look forward to connecting the week after Thanksgiving. No reply still. I let it ride all December because the role would have started Jan 27 and I thought they would reach out after just after the New Year. Still nothing. 3rd follow up I sent was Monday Jan 13. I was tired of the ghosting, so I emailed to withdraw my application and interest. They finally responded and said their client had halted interviews. They were probably sitting on that information for some time and never apologized for not responding to my two prior follow ups to proceed to next steps.

4 0 Reply Award Share ...

mathgeek314159 • 7h ago

I am some how getting interviews, no offers.

2 0 Reply Award Share ...

phoenixsgu • 4h ago

250 applications since August, interviews at 4 companies. 2 in person 1 offer.

Offer rescinded after being accepted and then being given a lowball offer (less than half the salary) for another position because the company is hedging for Trump's tariffs.

2 0 Reply Award Share ...

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— 18 Months Since I've Been Laid Off

"The countless hours of applying to positions that I feel positive about, only to get ghosted, interviewed, no response after initial interview or just plain rejected after applying. I am putting it out there... I am extremely worried, like others in the same situation, the bills keep coming, cost of food, gas and essentials keep going up and no income. It is scary and at times it is enough to send me spiraling down a hole. Unemployment has run out, savings is gone, where does the madness stop."

Meet Ruth Garcia, former Revenue Cycle Regional Client Services Manager at North American Partners in Anesthesia where she managed client relationships for Revenue Cycle Management across North Carolina, South Carolina, New Jersey, and Southern Virginia.

Currently, she is working as a part-time Member Services Associate at Costco Wholesale. She was impacted by the layoffs from her full-time position over 18 months back and is actively looking for her next role.

"Hello all! It's been 18 months since I've been laid off and I'm keeping positive my turn is next. I won't lie it has not been easy and there are days I doubt myself and feel low but I get up and continue to network and search for an opportunity," Ruth wrote in her most recent open to work post.

[REDACTED] urges everyone to help her in any way possible. You can send the right opportunities her way, recommend her to someone who is hiring, share her open-to-work post in your network, or write her a recommendation if you know her professionally.

[REDACTED] experienced professional in healthcare and biotechnology, holding a Master of Business Administration in Health Services Management, a certificate in ISO 9001 Internal Auditing, and a Project Management Professional (PMP) certification from Alison. She has extensive expertise in electronic health records (EHR), process improvement, analytical skills, and customer/client relationship management, with fluency in Spanish.

[REDACTED] thrives in fast-paced, dynamic environments, where she can collaborate with diverse teams, learn from others, and contribute to the company's growth and success. Her goal is to make a positive impact in the healthcare industry and improve the lives of patients by applying her passion, dedication, and drive to every project and challenge.

[REDACTED] is seeking full-time roles as a Project Manager, Client Relationship Manager, Senior Program Manager, or Director of Client Services. She is open to on-site, hybrid, or remote positions, with preferred locations in Willow Spring, Raleigh, or the Raleigh-Durham-Chapel Hill area.

[REDACTED] hopes that this feature will help your job hunt journey and you'll find your next employment venture very soon.



— This Holiday Season Is Going to Be a Rough One

"Lately, I've been struggling to find the right words. For the past five months, I've been pouring my heart into job applications, spending countless hours at the computer. But as the holidays approach, I can't help but feel a sense of emptiness."

Meet [REDACTED] former Senior Vendor Compliance Analyst at LU [REDACTED] where she analyzed chargeback data and created vendor performance reports, driving insights that improved performance and reduced chargebacks. She worked cross-functionally to secure compliance waivers, reducing client budget expenses from 40% to 10%, achieving significant cost savings.

She has been open to work since July 2024 and has been actively looking for her next role.

"This holiday season is going to be a rough one, but I'm trying to spread cheer despite the challenges of job hunting. With my benefits running out next month and no income to spare, I'll be pouring my heart into every application I send," [REDACTED] wrote in one of her open-to-work posts.

[REDACTED] urges everyone to help her in any way possible. You can send the right opportunities her way, recommend her to someone who is hiring, share her open-to-work post in your network, or write her a recommendation if you know her professionally.

[REDACTED] is a logistics and procurement professional with 15 years of experience in strategic procurement and supply management. She specializes in category management, contract administration, and vendor relationship optimization, with a proven track record of supporting mission-critical projects that enhance efficiency, drive cost savings, and align procurement strategies with organizational goals.

With extensive experience in managing procurement for professional services, [REDACTED] is proficient in executing category strategies, conducting market analysis, and implementing procurement best practices to drive continuous improvement and support organizational objectives. She excels at building and maintaining strategic supplier relationships and is an expert in data-driven decision-making.

[REDACTED] is highly skilled in utilizing advanced procurement technologies and managing high-volume procurement processes, demonstrating strong communication and negotiation abilities.







Her proven success in delivering value through end-to-end planning, execution, and management of strategic sourcing and category management initiatives has resulted in significant cost savings and improved supplier performance across global supply chains.







[REDACTED] ER hopes that this feature will help your job hunt journey and you'll find your next employment venture very

Destruction

Entire Fortune 1000 at Risk:
Lightcast's Workforce Risk
Outlook Reveals Impending
Global Impact of Talent



-  **funkmasta8** • 5h ago
- Wasn't getting anything for months, then suddenly got two companies wanting to interview me. Changed absolutely nothing. Luck of the draw I guess. No offers yet but at least one seems pretty serious
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **03263** • 4h ago
- A bunch of automated replies
- One interview from an application. It was one of those myworkdayjobs sites you have to register and fill in a full profile, so I applied to several they had that were related and they picked the one I was least qualified for to interview so it sucked. I was like "what about that other position... I would be really good for that one."
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **MrMagoo22** • 4h ago
- Without question marks this reads a lot differently.
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **prevailthecat** • 3h ago
- Only get automatic received application, automatic rejection email. I ask for follow up application update and only get were still reviewing, have to wait until job posting is expired or rejection response.
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **Inevitable_Road_7636** • 3h ago
- Either rejections within the first few days or silence. I once got a rejection from wells fargo within 1 minute of applying, not idea why but I did. I reapplied with a different account and it went through so... ͡°(ˊᗜˋ)͡°
- You know things suck when the random recruiters from linkedin don't respond, and they have the premium symbol next to their names.
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **HumunculiTzu** • 2h ago • Edited 2h ago
- Got 2 interviews Friday for positions ~50k to ~90k more pay than I make right now, both fully remote
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...

-  **Voracious_Reader78** • 2h ago
- I applied to a posting in November that's been up since October. I could walk in the door tomorrow and jump right in since it's what my line of work is.
- It's still posted on LinkedIn, so I messaged the HR person a couple of weeks ago who's tied to the posting. No reply. My application wasn't rejected (surprisingly) but I wonder how messed up it is there when HR ignores genuine interest questions rather than do a bit of PR (and their job) to make the company look good. It's a CPG company so don't they realize that it's not a good look to be like that?!
- This is the 3rd time lately that I've directly messaged HR people about a job they're promoting and all 3 ignored me. Two I know personally! This is why people have no respect for HR.
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **SuspendedResolution** • 2h ago
- I have a bunch of recruiters hitting me up over shitty jobs, but actually interviewing for 2 decent positions that would be a step up.
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **Fit-Network-589** • 2h ago
- "We'll call you back in two weeks" my ass
- 👍 1 🗨️ Reply 🏆 Award ➦ Share ...
-  **CptKeyes123** • 51m ago
- Not only am I barely getting responses, I had 7 remote jobs in two weeks all turn out to be scams, three of them run by the same guy.
- 👍 Vote 🗨️ Reply 🏆 Award ➦ Share ...
-  **123ihavetogoweeeeee** • 26m ago
- I'm getting interviews but no offers
- 👍 Vote 🗨️ Reply 🏆 Award ➦ Share ...
-  **Sequoyah** • 17m ago
- I've been looking for the past 8 months, and I got zero replies until late-January. For reference, I have over a decade of experience and numerous technical certifications.
- 👍 Vote 🗨️ Reply 🏆 Award ➦ Share ...



Elevating Human Potential: The AI Skills Revolution

Key findings from the global study

The top four human-centric skills deemed least likely to be replaced by AI are also considered by participants to be the most important skills for ensuring success in an AI-driven economy.

- 1 Ethical decision-making and moral judgement
- 2 Emotional intelligence and empathy
- 3 Human networking and relationship building
- 4 Conflict resolution

83%

of employees believe AI will make uniquely human skills more vital.



of employees who are actively using AI agree that AI allows them to focus more on higher-level responsibilities.

Active users of AI report the highest optimism with a sentiment score of **4.23 out of 5.**



of workers agree AI can play a significant role in increasing transparency and accountability in organizations.

While **82%** of individual contributors agree with the statement that "employees will crave more human connection as AI usage grows,"

only 65% of managers say the same.

Source: Workday, "Elevating Human Potential: The AI Skills Revolution", January 2024