



2015 Employment Outlook For Central Florida

This 2015 Central Florida Employment Outlook Survey was completed by OrlandoJobs.com, Central Florida's premier employment website. This is the seventh year of this survey and all previous surveys are located at www.OrlandoJobs.com/whitepaper.

The information gathered in this Outlook Survey gives employers, business leaders and job seekers a very intimate and up-to-date look into what is really going on in the job market. Our main goal is to provide a projection for hiring and a list of the types of jobs currently and soon-to-be available.

With the Orlando MSA unemployment rate at 5.3%, it feels like the job recovery after the Great Recession is very strong. But is it? One answer to that question lies in a year to year comparison of our Outlook Surveys: our 2014 survey forecasted more than 17,000 jobs would be added in Central Florida, however the Orlando MSA actually added more than 47,000 jobs in 2014!

To find out what's in store for employment in Central Florida in 2015, we directly surveyed talent acquisition and human resource leadership via phone. OrlandoJobs.com polled 93 Central Florida companies individually. Taken together, these companies represent more than 125,611 employees, all of whom are working in Central Florida. The survey asked the following questions:

1. **How will your hiring be in 2015 as compared to 2014: better, same or worse?**
2. **Is your company currently hiring in Central Florida?**
3. **What jobs are *currently* open?**
4. **Is your company forecasting to hire in the 2nd, 3rd or 4th quarters of 2015?**
5. **What jobs will be open in the 2nd, 3rd and 4th quarters?**
6. **What are the biggest hiring challenges for employers in Central Florida in 2015?**

Each year, we gather a bit more in terms of opinion data on hiring trends, to best serve job seekers wanting to stay ahead of the current recruitment curve and distinguish themselves in ways that resonate with employers. For 2015, we asked employers to give us their input on whether they think applicants should include photos on their resume.

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Central Florida Employment Outlook for 2015

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Central Florida 2015 Employment Outlook

KEY FINDINGS

- Combined, this survey found more than 9,431 jobs currently open at the 93 surveyed companies.
- In addition to the 9,421 jobs currently open, more than 23,454 jobs are forecasted to be added in the remaining three quarters of 2015.
- 42% of surveyed companies indicated that hiring would be better in 2015 when compared to 2014.
- The year-to-year OrlandoJobs.com Outlook Survey comparison shows that actual hiring in 2014 was 276% greater than the projected hiring.
- **96.7% of companies plan on hiring at least one person in 2015.**
- 71% of companies *currently* have open jobs.
- 17% of companies are planning on hiring 200 or more employees.
- The top six sectors leading the way in Central Florida are Leisure and Hospitality, Healthcare, Professional and Business Services, Financial Services, Construction and Technology.
- 80% of surveyed companies have not recruited anyone directly via social media (Facebook, Twitter, or LinkedIn). However, LinkedIn.com was responsible for 54 Central Florida hires in the surveyed group.
- Employers have experienced many hiring challenges in 2015. Number one on the list: the overwhelming number of unqualified candidates applying to open positions. **This is the #1 challenge for Central Florida employers for the seventh straight year.**
- The Hospitality and Leisure Industry is the true job creation leader for Central Florida, with record numbers this year.
- Human resources don't want to see job seekers' photos on submitted resumes.

2015 Central Florida Employment Outlook - Methodology

OrlandoJobs.com conducted individual phone interviews with 93 Central Florida-based companies between February 9 and March 6, 2015. Unlike many surveys, this survey is conducted live by OrlandoJobs.com account managers who talk directly to key human resource professionals, talent acquisition managers and business owners. OrlandoJobs.com asked eight questions about the state of their company's current employment practices and their hiring outlook for 2015.

The 93 companies surveyed employ a combined total of 125,611 employees in Central Florida, and cover 14 sectors. Industries represented in this survey include accounting, aerospace, banking/finance, call center, construction, education, government, healthcare, hospitality, insurance, law, manufacturing, non-profit, real estate, retail, sports/entertainment, timeshare, transportation and utilities.

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2015 Central Florida Employment Landscape

U-3 Unemployment Rate in Central Florida: Closing In On Pre-Recession Numbers

U-3 Unemployment for December 2014 was 5.2% in the four-county area of Lake, Orange, Osceola and Seminole. This is down from the 5.8% unemployment rate in December 2013.

The “U-3” rate is determined by how many people are unemployed (collecting benefits) divided by the labor force. In Central Florida’s four-county area of Lake, Orange, Osceola and Seminole, charted below, the U-3 rate is continuing to fall and is very close to getting back to where it was before the Great Recession.

MONTH & YEAR	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	UNEMPLOYMENT RATE
DECEMBER 2014	1,207,777	1,145,575	62,202	5.2%
DECEMBER 2013	1,160,520	1,093,505	67,015	5.8%
DECEMBER 2012	1,156,753	1,067,743	89,010	7.7%
DECEMBER 2011	1,128,950	1,017,511	111,439	9.9%
DECEMBER 2010	1,116,201	994,180	122,021	10.9%
DECEMBER 2009	1,098,315	972,909	125,406	11.4%
DECEMBER 2008	1,118,564	1,029,044	89,520	8.0%
DECEMBER 2007	1,115,486	1,067,595	47,891	4.3%

Source: Local Area Unemployment Statistics (LAUS) Bureau of Labor Statistics (BLS)

The U-6 Unemployment Rate: An Area of Potential Concern

The “U-6” unemployment rate includes those people who have been looking for full-time but settled for part-time work during the last three months. Also included in the U-6 rate are people who have become discouraged and stopped looking but have previously looked for work in the last 12 months. For the Orlando MSA, this rate is currently 14% to 15%. In 2014, this rate decreased to a range of 12-13%.

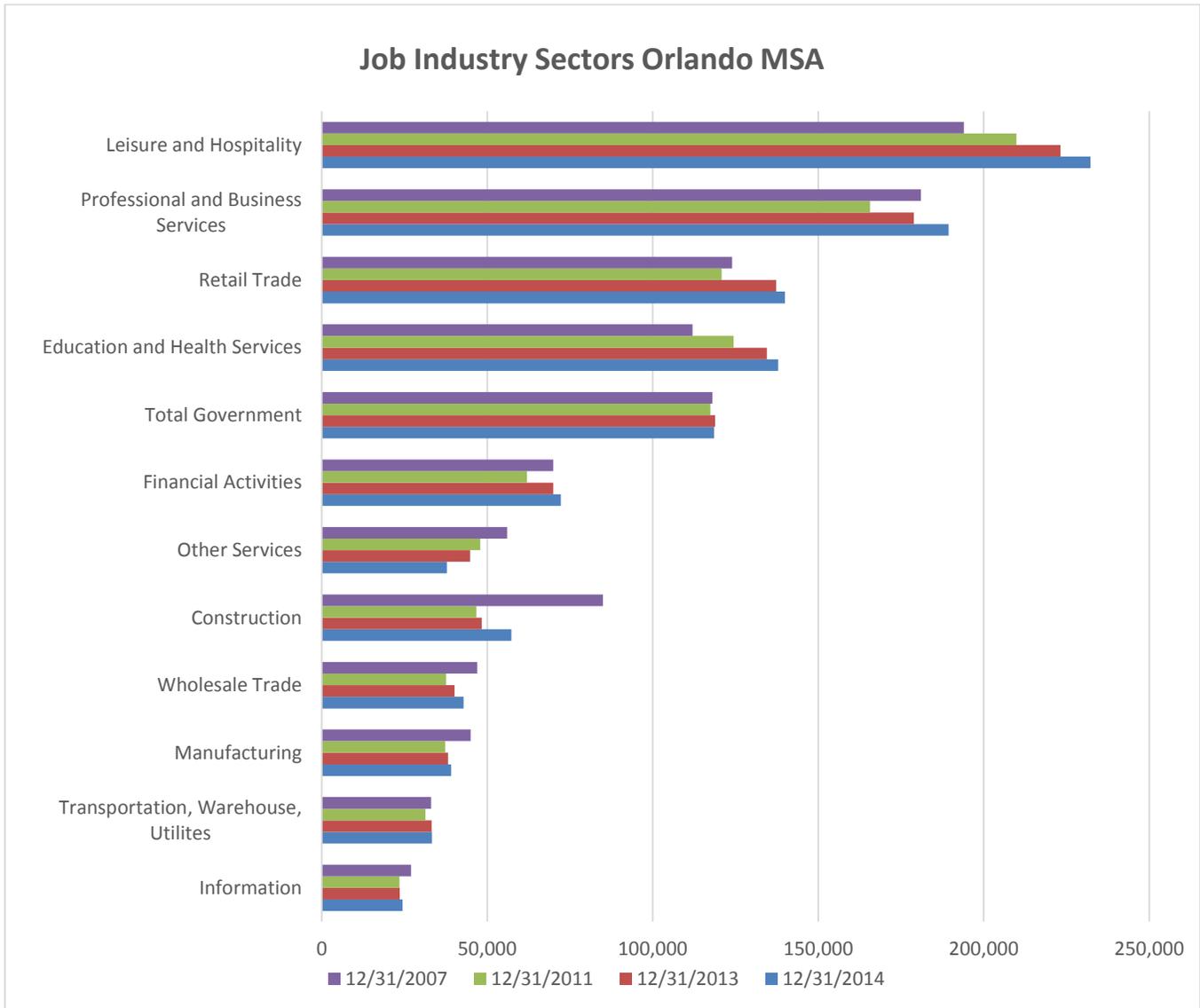
Why do we follow this rate? It is a reliable indicator of how many workers are not being counted in unemployment numbers (U-3 rate). In 2014, Central Florida added over 47,257 to this number. In addition, another 52,000 workers found jobs, which is the largest workforce Central Florida has ever seen. We have more people currently working now than any other time in our history! In 2015, as the economy continues to grow, we may start to see the U-6 rate decrease and then, correspondingly, the U-3 unemployment rate increase, as more people not counted as unemployed begin to return to work. While higher unemployment is never good news, the return of these discouraged job seekers to the market will be a positive indicator for our region’s overall growth.

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Central Florida Employment by Industry: December 2014, 2013, 2011, 2007

It is important to look at market growth by sector, to determine where the jobs are currently, where they are projected to be, and to know the levels to which each industry is contributing to the regional economy. The below chart segments jobs by sector, showing four key marks in time – pre-Recession (2007), bottom of the market (2011), and the past two years.



The Orlando MSA saw almost every sector gain jobs last year with the exception of government. One of the biggest gainers in total number of jobs was the construction industry. While we are nowhere near the record amount of construction jobs in 2007 (90,000), the gain of more than 8,000 jobs last year is a great sign of a rebounding economy.

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2015 Central Florida Employment Survey Breakdown

1. Compared to 2014, will your overall total hiring forecast be better, the same or worse in 2015?

	February 2015	February 2014	January 2013	January 2012	December 2010	February 2010	December 2009
WORSE	4%	7%	10%	7%	5%	10%	27%
SAME	54%	52%	51%	56%	63%	51%	64%
BETTER	42%	41%	39%	37%	32%	39%	9%

2. Does your company have any current job openings in Central Florida?

	February 2015	February 2014	January 2013	January 2012	December 2010	February 2010	December 2009
YES	71%	88%	89%	75%	74%	67%	45%
NO	29%	12%	11%	25%	26%	33%	55%

Combined, this survey found more than 9,431 jobs currently open at the 93 surveyed companies.

3. If your company has current (February 2015) job openings, what types of jobs are available?

Almost one quarter of the surveyed companies did not have a current job opening. The list of open jobs and a sampling of companies hiring can be found on page 17-19.

4. What is your Central Florida hiring outlook for the 2nd, 3rd and 4th quarters of 2015, by number of future hires?

Number of Forecasted Hires for the Next Three Quarters	Feb. * 2015	Feb.* 2014	Jan.* 2013	Jan.* 2012	Dec.* 2010	Feb.* 2010	Sept.* 2009
NO Hires	3.3%	4.3%	2.1%	4.9%	8.6%	9.1%	41.5%
1-5 Hires	30.5%	31.52%	13.7%	23.5%	26.4%	27.3%	24.4%
6-10 Hires	8.4%	9.7%	13.7%	9.3%	11.4%	13%	10.4%
11-20 Hires	13%	13%	16.3%	13.6%	7.1%	10.4%	7.4%
21-50 Hires	9.7%	9.7%	21.8%	16.7%	14.3%	15.6%	11.9%
51-100 Hires	9.7%	10.8%	8.6%	8.6%	12.9%	7.8%	5.2%
101-200 Hires	8.4%	9.7%	9.6%	7.4%	5.0%	9.1%	3.7%
201 or More Hires	17.0%	17.3%	17.3%	16%	17.9%	13%	2.2%

Combined, this survey found more than 9,431 jobs currently open at the 93 surveyed companies. In addition to the 9,431 jobs currently open, more than 23,454 jobs are forecasted to be open in the remaining three quarters of 2015.

** Month and Year when survey was taken and asking for 2nd, 3rd and 4th quarter hiring forecast.*

5. If you are hiring in the 2nd, 3rd and 4th quarters of 2014, what positions will be open at your company?

Over 45% of the surveyed companies will be hiring more than 20 employees each this year. That is a trend that continues in Central Florida. While many of the large number of hires will be replacement employees (hospitality and leisure jobs, for example, have high turnover), this survey uncovered a larger professional services hiring trend for higher paying jobs. This is also evident in the BLS 2014 employment survey showing the Orlando MSA added more than 8,000 professional services jobs. (see chart on page 5)

6. Employers, what are your greatest hiring challenges in Central Florida in 2015?

Asking this question never disappoints because hiring managers at our region's companies give us tremendous information on the challenges they face trying to fill open jobs.

Central Florida employers are leading the state in the number of hires. Yes, Central Florida has a lot of jobs! And it is not going to slow down in 2015. We are in a great upward trend of hiring, but, for employers in Central Florida, this is causing some major headaches. It's hard to find not only skilled workers but also those who are a culture fit.

We asked 93 employers to tell us their hiring challenges. They were not shy in sharing their thoughts:

1. **QUALITY:** Over 70% of employers are getting plenty of resumes, but most are not a quality match to the position. Many of the jobs require a specific job skill that is absent from the backgrounds of applicants.
2. **RESOURCES:** During the recession, employers were able to cut staffing and recruiting budgets and use minimal resources to find the talent they needed. Today, many employers have not increased recruiting budgets to go along with the increased demand for additional hires. Those doing the hiring may need to expand their reach by using multiple resources (job boards, career fairs, executive search, temp-hire, etc.) to get the "right" person, or risk missing out on key candidates.
3. **HARD TO FILL POSITIONS:** This has not changed much from year to year. In Central Florida, the hardest positions to fill are found in healthcare (nurses and physical therapists), sales positions in all industries, housekeepers, bus and truck drivers, lifeguards, technology (coders, graphic design, software and gaming engineers) and construction skill trades (plumbers, electricians and HVAC).
4. **COMPETITION in HOSPITALITY AND LESIURE FOR TALENT:** Over 232,000 Central Floridians work in this industry, an all time record. This presents an entire set of issues specific to this industry because recruiting is worldwide. Employers are concerned because growth in this industry is increasing the burden to find not only candidates for the turnover positions but also all the newly created "add to staff" positions. In addition, many companies are recruiting overseas, which brings additional issues regarding employment sponsorship requirements.
5. **TOO MANY APPLICATIONS:** Job seekers are applying to any job whether they are qualified or not. For many companies, there is a huge investment of time "sifting through" applications.
6. **CULTURE FIT:** Surprisingly, eight employers mentioned that they were finding talent that qualified for a position on a resume, but once they conducted the interview candidates failed to get hired because they would not fit into their company's culture.

7. Has your company hired anyone directly using social media (Facebook, LinkedIn or Twitter) in 2015? If yes, please indicate the source and number of total hires.

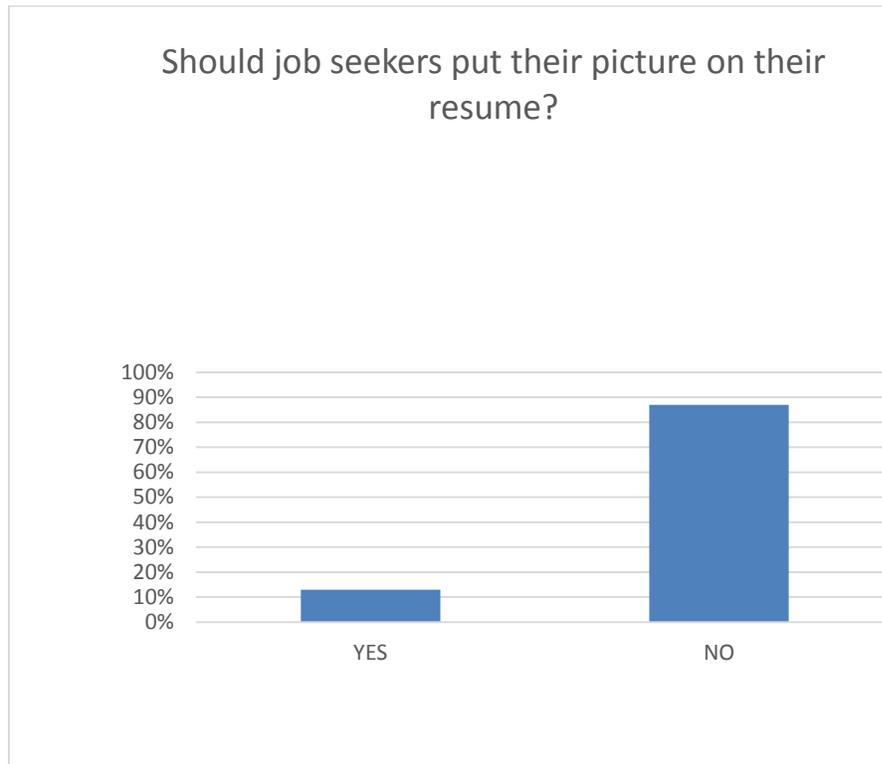
In speaking with employers, all think social media plays a role in the overall recruiting process. However, even in 2015, most employers (with their own admission) recognize they really don't know how social media impacts the "direct" hiring of talent. In other words, do tweets and Facebook posts produce hires of talented people?

Recruiting in social media requires a lot of work. Many companies don't have the internal staff to put together a sound social recruiting plan and execute it daily. Many employers indicated the challenge in justifying a true social campaign is they have not been able to measure direct results.

LinkedIn is by far the most productive and popular social media. Employers use it like a job board, posting jobs and searching profiles for talent. But even with all this information at their fingertips, it's a labor intensive process that requires contacting "passive" LinkedIn profiles and selling them on the opportunity. Still, most success on LinkedIn is via their job posting service.

	YES	NO	Number of Companies Reporting	From LinkedIn	From Facebook	From Twitter
Feb. 2015	20%	80%	90	54	32	0
Feb. 2014	21%	79%	107	66	15	0
Jan. 2013	27%	73%	187	123	12	0
Jan. 2012	19%	81%	159	57	2	0

8. Out of the box question. Do you think applicants should put their photo on their resume?



Most HR professionals do not want to see pictures on a resume. The main reason is safeguarding against discrimination. As one HR professional commented, “Hiring managers can have a lot of biases, which would be influenced either negatively or positively.” Ironically, this survey uncovered more than 50 jobs filled by people who were hired directly from LinkedIn, which proudly displays not only pictures but pretty much anything members want to share with the public.

The 2015 Central Florida Employment Survey Analysis

More than 9,431 jobs currently open and 23,454 are forecasted for Central Florida

With an unemployment rate below 5% in Central Florida, you would think that we are almost back in full employment. Certainly, we are close. Central Florida is leading the way out of the Great Recession by getting back to a surpassing ALL the jobs that were lost over this time with the 2014 gains. In doing so, it the Orlando MSA became the first in the state to achieve this.

As a matter of fact, the Orlando MSA added more than 4.3% of growth of payrolls in 2014. The Orlando MSA added over 47,000 jobs in 2014, and this year's numbers show no signs of slowdown by employers. For regions with at least one million people, this ranks second nationally, behind only Dallas, Texas.

Where are the Jobs?

CONSTRUCTION

This sector showed huge gains in 2014 and will continue to look for all types of talent in 2015. Over 9,000 new jobs were created in 2014 in this sector and employers are indicating that they will continue to hire at a rapid pace. Construction employers' main concern is finding skilled talent and this may hamper their growth in 2015. The challenge to find skilled trades (carpenters, plumbers, electricians, HVAC) is real. Many of the pre-Recessions workers in this career path found other careers or moved out of the area. In 2007, more than 85,000 Central Floridians worked in construction. As of January 2015, that numbers has rebounded back to 57,000 construction workers.

HEALTHCARE

One constant through the recession as well as today is the need for skilled nurses, physical therapists, doctors and home healthcare workers. This has not changed. With our region growing and new healthcare facilities coming online in 2015, this job sector will remain at an all-time high. Expansion of Orlando Health and Florida Hospital lead the way. The new VA Hospital opens this year and that follows Nemours, which opened its new hospital in Medical City a year ago. They all compete for top talent. Our survey indicated many of these employers are going out of the area (and country) and relocating skilled talent to stay competitive.

HOSPITALITY AND LEISURE

Keys to the job market in this industry are bus drivers, lifeguards and housekeepers. While these jobs make up a small percentage of the all-time record of 232,000 Central Florida hospitality and leisure employees, they are some of the hardest position to fill according to employers taking our survey.

But that's not the only challenge. Many of these positions are lower paying jobs with a great deal of turnover. Recruiting departments are overwhelmed because the competition for great talent sometimes comes down to who is paying \$0.25 more per hour. With so many people working in this industry, employers have to spend a lot of money on talent acquisition. This includes live career fairs, online career fairs, signing bonuses, referral bonuses and flexible work schedules.

CALL CENTERS

Call center operations in Central Florida are booming and looking for talent. The jobs in this industry typically are inbound and outbound customer service specialists who support companies like VISA and VERIZON. Call centers recruit a diverse set of skills (no experience necessary in many cases) and then train to perform the job. Many of these jobs pay a very good hourly wage with bonus and benefits.

PROFESSIONAL SERVICES

For Central Florida, the professional services sector is the key to claiming it's back at full employment. This sector is the higher paying professional jobs that are finally experiencing significant job growth. In 2013, we added 8,000 professional services jobs. In 2014, the Orlando MSA added over 11,000! Combined, almost 190,000 people are employed in this sector.

Adding to this number is Orlando's ever growing technology sector. Many companies are taking advantage of locally-produced technology talent from UCF, Full Sail, Dave School, etc. and hiring them to stay in the area. Signs of technology are everywhere, with the new CANVS and Church Street Exchange alone employing a few hundred.

In the next decade, the Orlando MSA will continue to grow and add technology jobs. Orlando is already a leader in military and medical simulation (both private and government) and a top 12 city in the country for digital media. With the addition of Creative Village, the downtown technology sector growth and numerous incubators, Orlando is poised to not only lead the state but the nation in technology job growth.

Signs Central Florida is a Leader in Job Growth in the State of Florida

Central Florida is one of the state leaders when it comes to job growth. Here is a snapshot of positive Central Florida trends:

- **Orlando Metro Area adds 47,200 private sector jobs in 2013 (32,000 in 2013).** *Bureau of Labor Statistics (BLS)*
- **Orlando tourism industry is stronger than ever.** Orange County collected more than \$201 million in resort taxes in 2014 (\$186 million in 2013). [Orange County Comptroller](#)
- **60 million (unofficial as of publication) visitors to Orlando in 2014 is an all-time record.** *Visit Orlando*
- **The Orlando MSA unemployment rate fell to 4.9% in January 2015**
- **Orlando is growing with huge projects in 2015, and the outlook is outstanding.** Since the last Central Florida Employment Outlook, numerous projects have been announced or are in progress. Those include:
 - Deloitte building new facility in Seminole County
 - iDrive 360 (Orlando Eye, Madame Toussaud's and SeaLife Aquarium)
 - Vox International adding operation in Orlando
 - Orlando Lions Soccer Stadium
 - UCF Downtown Campus in Creative Village (2016)
 - I-4 Ultimate Project (\$2.3 Billion over 6 years)
 - Frozen Attraction (Disney)
 - CANVS – Incubator for tech companies and jobs (Church Street Exchange)
 - Orlando International Airport Expansion
 - I-Drive iSquare Mega project
 - UCF Incubator Facility
 - \$100 Million Senior Apartment Village in Avalon Park
 - Medical and Modeling Simulation Growth (average salary \$75,000)
 - Healthcare Expansion (Orlando Health and Florida Hospital)
 - Theme park expansion shows no sign of slowing down.
 - VA Hospital Opening in Medical City

Some of the highest paying jobs will be found in our healthcare industry, simulation industry and technology industry. All of these areas require very specific skills and education. And none of these sectors show signs of slowing down in the years to come. Renovated Citrus Bowl and Dr. Phillips Center for Performing Arts are open and attracting world class entertainment events.

Conclusion

The Central Florida Employment Outlook is outstanding for 2015. This survey alone uncovered 23,454 additional jobs that need to be filled in the 2nd, 3rd and 4th quarters of this year. In addition, more than 9,000 jobs are open right now at our 93 surveyed companies, which represent 125,611 total employees in Central Florida.

All signs point to 2015 being the best hiring year EVER in Central Florida. It is hard to believe that just four years ago employers taking this survey were unsure what the future held for their company. Today, all but five companies plan to hire in 2015.

Leading the way, in number of jobs and hires, will be the hospitality and leisure sector. Many of these jobs are lower paying jobs but are with outstanding companies, such as Disney, Universal, Hilton Grand Vacation, Marriot Corporation, etc., which provide job seekers with solid entry level training. In addition, all of these companies have many professional level positions in accounting, marketing, sales, procurement, IT, website development, medical and management. With over 232,000 already working in this hospitality and leisure industry and record tourism in Central Florida with 60 million visitors last year, this sector is on fire.

The most positive sign for Central Florida is the addition of more than 8,400 high-paying professional services jobs in 2014. This is the sector to keep your eye on in 2015. Almost every company in this sector is hiring in 2015. OrlandoJobs.com expects this sector alone to add 10,000 jobs in 2015.

Just a few years ago, we used to think the Orlando MSA was near full employment when the total number of professional services jobs was within 10,000 of the number of hospitality/leisure jobs. Today, the scoreboard shows 232,000 hospitality jobs and 189,000 professional services jobs. While this 40,000 job gap is large, OrlandoJobs.com feels it is still a great indicator of a positive future employment outlook for the Orlando MSA. While 189,000 professional services jobs sounds great and is trending upward, this still just shows an increase of 8,000 jobs in this sector since 2007! However since 2011 when this sector only had 165,000 jobs, over 24,000 jobs have been added.

Employers have many higher level positions they are trying hard to fill. OrlandoJobs.com predicts that the hospitality hiring will peak this year but we are very bullish on professional services jobs crossing the 200,000 threshold. The challenge will be the type of positions and skill sets needed to fill these jobs and whether or not the talent is available. Surveyed employers are very concerned about the tightening labor market for skilled “bulls eye” talent that fits their salary range, company culture and exact skill set needed.

For job seekers reading this report, the information it contains can help you understand what is really going on in the Central Florida employment marketplace. Employers are very clear that they

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are still hiring for *exact skill match*. Many of our surveyed clients still feel this way even though we have a record number of people employed in Central Florida. 2015 may see this trend changing as the market tightens up and companies may have to start investing more in training and development.

Lost in the numbers are many people who are currently underemployed with great skill sets but who have been working jobs outside their primary profession during the last few years. As skilled positions in their areas of expertise open back up, job seekers in this category may have a hard time getting these jobs because employers may only recognize their most recent experience. Job seekers must make sure their resumes and LinkedIn profiles are able to communicate their real work experience or they will be passed over either by a company's applicant track system (ATS) or what amounts to the 10-second resume scan by an internal human resource department.

Another sign that Orlando MSA may be in for a record year is the "quit factor" that is taking place nationally. Over the past years, many employees have been staying in their current jobs for security reasons, waiting for the employment market to pick up. The number of people now quitting is reaching pre-Recession levels and this is a very healthy indicator on the road to full employment.

Construction, technology and healthcare will also continue to grow this year. For Central Florida, these jobs are some of the hardest to fill and require a lot of recruiting man hours. Competition for this talent will be brutal for employers. Many surveyed employers are very concerned that their hiring packages may not have kept up with the times enough to be able to hire great talent. Salary, company culture, training, benefits and other hiring factors are a concern.

The Central Florida Employment Outlook is one of a kind. We ask employers directly by phone what is really going on and then we sift through the data for trends. Over the last seven years, we are pleased with our predictions but even more excited about the information we provide to employers and job seekers that hopefully give them a better understanding of the underlying tone of the marketplace.

For 2015, we feel this will be one of the best hiring years ever. We thank all the employers who shared their thoughts with us!



Tips for Job Seekers: Why Employers Don't Hire You!

We asked more 90 employers in Central Florida why they don't hire you. This is a very accurate list of many of the mistakes job seekers make when applying, interviewing and following up.

1. **Job seekers are not reading the job description** thoroughly. In other words, applying to any (or every) job, even if your qualifications aren't in line with the description.
2. **Resume 101- Employers can't tell what you do!** If you're an administrative assistant, that better be the title under your name and contact information. Don't make employers guess what you do!
3. **Job seekers don't understand how important the paper or online application is in the process.** Grammar, spelling, incomplete sentences or leaving sections blank very often means you will never get a call back from the company. Many online application systems do not have spell check, so job seekers need to do this before they cut and paste their resume and cover letter in. These mistakes are automatic red flags!
4. **Job seekers do not research the company before the interview.** If you get the interview and don't know everything possible about the company (how they make money, what business lines, number of employees, etc.) don't go to the interview.
5. **Job seekers interview with poor hygiene or dress.** First impressions really are that important.
6. **Poor email correspondence.** If an employer reaches out to you the way you respond is as important as the interview. Make sure your emails are well written, to the point and answer the question(s) the employer contacted you about.
7. **History-** Make sure your dates of employment are month and year. Also, make sure that your education level is clear (if you have 3 years of college, make sure that it isn't written like you have a degree. This always backfires!)
8. **Being late for an interview.** Wow! The marketplace is way too competitive for this to happen. If you're late for the interview, you are unreliable in the eyes of an employer.
9. **Leave cell phone in car.** Don't ever even allow the chance for your cell phone to ring during an interview. Even worse is glancing at it while interviewing.
10. **Honesty.** Gaps in employment and reasons for leaving jobs are just a couple things that requires an honest answer. No one has a perfect background but the quickest way *not* to get the job is to lie. Also, a few employers indicated that they eliminated candidates who had resumes that didn't match their LinkedIn profiles.





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About OrlandoJobs.com

OrlandoJobs.com, part of the Great Job Spot Network, is the powerful, pre-eminent career platform in Central Florida, and the only digital job board optimized for mobile, on-the-go usage by jobseekers. With more than 200,000 visitors per month, and over 2,400 employers, there is no better place to find a job. The site was founded in 2005 by Roger Lear and Scott Kotroba, and is the official employment website of the Great Orlando Society of Human Resources (www.GoSHRM.com). www.OrlandoJobs.com's sister company, the GreatInsuranceJobs.com Network, is the leading insurance employment network in the nation. The OrlandoJobs.com and Great Job Spot Network proudly partner with and power the career centers on OrlandoWeekly.com, GOSHRM and WKMG Local 6 ClickOrlando.com.

To request a media kit, please contact our Marketing Department, Nicolle DiRaimo (Nicolle@GreatJobSpot.com) at 407-645-4224.

(Survey written by Roger Lear)

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