

# 4 STAGES OF JOB POSTING

1

## NO COMPETITION

There are no openings, but employers are always looking for good candidates to keep in mind

2

## LITTLE COMPETITION

There's a potential job opening in the company. Employees are aware but no action is taken

3

## SOME COMPETITION

The job opening is official & open internally! Some employers will accept referrals from "outside" candidates.

4

## LOTS OF COMPETITION

The job was posted on 1 or more public boards and anyone can apply

85% OF  
JOBS ARE  
FILLED  
HERE!

### ADVANTAGES OF PUBLIC JOB POSTINGS

- Easily accessible, anyone can apply
- Can be used to get a sense of labour market trends

### DISADVANTAGES OF PUBLIC JOB POSTINGS

- High levels of competition, due to easy accessibility
- Tough to establish trust, due to impersonal communication
- Emphasis on credentials, lack of feedback can be discouraging
- 80% of jobs are filled without being posted to the public



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