

WHY INEXPERIENCED WORKERS CAN'T GET ENTRY-LEVEL JOBS

THE DISAPPEARANCE OF ENTRY-LEVEL JOBS

- entry-level positions now ask for prior experience

35%

of entry-level positions on LinkedIn ask for prior experience

- this is creating a problem for those entering the workforce



THE RISE OF THE INTERNSHIP

- young people starting internships during their studies is becoming a new trend



- companies are more likely to hire interns in order to save money



WHY IS THIS AN ISSUE?

AUTOMATION

- employees are being replaced with tools and technologies



- jobs that used to require a group of people, now often don't need more than one

- the job application and hiring system also automated - recruiters use **key terms** and **key skills** to go through applications



there has been a

20%↑

increase of skills required for a job in the last 5 years

THE FLAWED SYSTEM



- all of these factors help in creating an incredibly tough entry-level job market
- the system puts people with fewer or no internships, or a degree in a less-related major or from a less-reputable school, at a disadvantage

43%

of college graduates don't have a college-level job in their first job after school

THE POSITIVE AFTERMATH OF THE PANDEMIC

- due to the COVID-19 pandemic, the system is undergoing a shift



- remote work such as working from home has become popular
- this has made jobs and internships more accessible



- the main point of change should be **hiring based on accomplishments and potential**, rather than years of experience

