



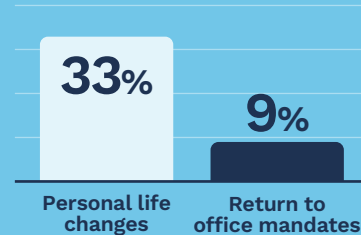
Q1 2025 PULSE SURVEY

A VOLATILE ECONOMY DOESN'T SEEM TO BE AFFECTING THE JOB MARKET... FOR NOW



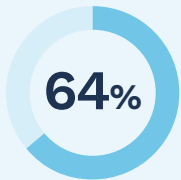
Just **20%** of workers say that **current events** (such as tariffs or a potential recession) are affecting their decision whether to make a career change in Q1 2025

What else is impacting workers' thoughts on changing their jobs or careers?



45% of workers say that **none of these factors** are impacting their career decisions

IN FACT, IN EARLY 2025 WORKERS ARE SLIGHTLY MORE LIKELY TO WANT TO CHANGE JOBS COMPARED TO LATE LAST YEAR



64% of workers say they plan to look for a new job in the next 3 months

↑ Up slightly from 59% in Q2 2024

Most likely to be looking:

79%
Business Services

74%
Information Technology

71%
Early Career (6-10 years)

THE MAIN FACTORS DRIVING WORKERS TO CHANGE JOBS ARE STILL THE SAME: CAREER GROWTH AND HIGHER PAY



Career Growth



Higher Pay

Most likely to cite:



Career Growth

- IT
- Government



Higher Pay

- Financial Services
- Business Services

Work-life balance

has moved up to the **#3** reason for job or career changes in Q1 2025

Other factors driving job or career shifts:

- Dissatisfaction with management
- Issues with company culture

- Commute time
- Inadequate recognition/promotion

MOST WORKERS GIVE THEIR EMPLOYERS A THUMBS-UP



Most likely to recommend

- Telecommunications
- Warehousing
- 11-15 years in the workforce



Least likely to recommend

- Construction
- 16+ years in the workforce

77% of workers overall say they would recommend their employer to a friend or colleague



HIRING SMARTER, FASTER WITH AI.

With **64% of workers planning to look for a new job this quarter**, the talent market is surging with movement, but standing out and hiring the right talent quickly is more challenging than ever. As workers prioritize **career growth, higher pay, and work-life balance**, employers need tools that go beyond job boards and manual recruiting efforts.

TRC Talent^{ai} brings together the speed of agentic AI and the insight of expert recruiters to make your hiring process more efficient, targeted, and effective.

AI ISN'T THE FUTURE OF HIRING. IT'S NOW.

- **72% of recruiters** say AI is already making their sourcing faster and more effective
- **40% of companies** say they are already using AI to source and engage talent for their hiring pipelines
- **58% of candidates** are engaging with job opportunities after 1 PM, with Sundays and Mondays seeing the highest activity

TRC Talent^{ai} IN ACTION: MODERN RECRUITING, REINVENTED

- ✓ **Faster Time-to-Fill**
AI delivers interview-ready candidates around the clock—up to 40x faster than traditional methods
- ✓ **Smarter Talent Reach**
Engage both active and passive candidates during the hours they're most likely to be searching
- ✓ **Better Hiring Outcomes**
Delivers better matches and results by instantly ranking candidates based on skills, location, and education, with AI prioritizing the best fit and providing quick, clear reviews
- ✓ **Scalable and Cost-Efficient**
With up to 94% cost savings per hire, TRC Talent^{ai} streamlines hiring and refocuses your team on what really matters

NO SETUP. NO HASSLE. JUST RESULTS.

Let TRC Talent^{ai} deliver quality candidates quickly, without the noise or the wait, so your team can focus on what matters most - people.

DISCOVER TRC TALENT SOLUTIONS

We specialize in delivering comprehensive talent acquisition and workforce management solutions to meet the unique needs of your organization.

Expertise in Talent Acquisition:

Our seasoned professionals identify, attract and hire top-tier talent. Whether you need hourly workers or highly specialized professionals, we have the expertise to find the right fit for your team.

Comprehensive Workforce

Management: From managing contingent labor to providing career development for your workforce, our tailored solutions ensure that your team is engaged, motivated, and aligned with your business goals.

Proven Track Record:

With years of experience and a robust portfolio of successful partnerships, we have established ourselves as a trusted partner for businesses in Atlanta and beyond.

Industries We Serve

- Manufacturing
- Supply Chain
- Healthcare
- Technology
- Engineering
- And many more!

GET IN TOUCH

Ready to elevate your talent acquisition and workforce management strategy? Contact us today to learn how TRC Talent Solutions can help your organization thrive.

www.trctalent.com

