

THE DIGITAL JOB SEARCH

Then

Now

HOW PEOPLE FIND JOBS

NEWSPAPERS
IN-PERSON
WORD-OF-MOUTH

ONLINE JOB BOARDS
SOCIAL MEDIA
AI TOOLS
NETWORKING PLATFORMS

HOW PEOPLE APPLY

PRINTED RESUMES
IN-PERSON DROP-OFFS

ONLINE APPLICATIONS
ATS
DIGITAL PORTFOLIOS

HOW EMPLOYERS HIRE

FEWER FORMAL PROCESSES
MORE INFORMAL HIRING

STRUCTURED INTERVIEWS
AUTOMATED SCREENING
DATA-DRIVEN DECISIONS

TECHNOLOGY IN JOB SEARCH

LIMITED OR NO DIGITAL
TOOLS

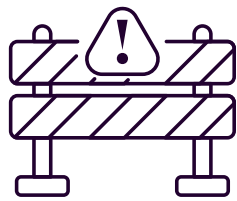
AI-ASSISTED RESUMES
JOB MATCHING PLATFORMS
VIRTUAL INTERVIEWS

WORKPLACE EXPECTATIONS

FIXED SCHEDULES
IN-PERSON WORK

REMOTE WORK
HYBRID MODELS
FLEXIBLE ARRANGEMENTS

WHAT HASN'T CHANGED



BARRIERS
STILL EXIST



ACCESS IS
STILL
UNEVEN



NETWORKING
STILL MATTERS



DISCLOSURE IS
STILL
COMPLEX

WORK HAS CHANGED - ACCESSIBILITY NEEDS TO EVOLVE WITH TODAY'S JOB SEARCH.