

Cultural Daily

Independent Voices, New Perspectives

How Technology Is Changing the Job Market

Dan Matthews · Wednesday, July 17th, 2019

If you've been watching the news then you have seen the numbers: the U.S. unemployment rate is [down to a mere 3.6%](#), the lowest it has been since 1969. While many factors contribute to the economy and job rates, one of the components that really makes a difference is the [advancement of technology](#).

These days, our ability to find and apply to jobs has improved tenfold due to the use of job search sites, applicant tracking systems, and online services that allow us to learn everything we need about a potential position and the company offering it. Add in the fact that it is easier than ever to get an online degree, and you now have all the opportunities you need to find a place in the job market.

Finding Jobs Has Never Been Easier

Not too long ago, if you needed to find a job, you would look through the newspaper and then call or go into the office to express your desire to work, fill out an application, and wait. While people were perfectly capable of getting jobs this way, the rise in technology over the last several years has made this process exponentially easier. These days there are numerous job posting sites such as Monster and CareerBuilder where you can search for jobs all over the world.

Along with these job posting portals, potential candidates now have more opportunities to go online and find out more about a company and the potential position, as well as see what current or past employees think of the place. There are also job review websites like Glassdoor, where candidates can learn more about the company atmosphere, the pay, and the benefits they offer. These reviews can carry real weight as [one out of every three job seekers](#) have turned down a position due to unsavory reviews.

Technology has also changed the way we interview for jobs with [studies reporting that 60%](#) of employers are now turning to video interviews. Video chats allow the candidate to interview from anywhere, and it saves time and resources for the employer as well. There are also mobile interviews where employers can create a list of questions, and then the candidate can answer them on video from anywhere and send them in. That way, employers can get the interview answers in real-time and see how the interviewees compose themselves.

Applicant Tracking Systems Make Hiring a Snap

It is not only the job applicants who are benefiting from new technology, but employers are also

getting help with the hiring process in the form of [applicant tracking systems](#). These tools are pretty much one-stop-shops where candidates can apply online, and once in the system, employers have a digital dashboard where they can weed out the best people, set up interviews, and send out the documentation they need, all while cutting on expenses usually [spent on traditional hiring](#). Perhaps one of the best benefits is how these systems use artificial intelligence (AI) to find the best candidates.

On average, companies usually get about [75 applications](#) for every position they create, and if you have several positions on the market, the flooding of applicants could be too much to make an educated decision. However, AI can screen the applications for specific criteria that employers desire such as past positions and duties performed, personality traits, and competencies. Plus, the newest tech even factors in the past [historical hiring decisions](#) of employers to ensure that they keep getting the candidates they need.

Applicant tracking systems also provide benefits for job seekers, including a streamlined process that won't keep them in the dark. Many applicants get dismayed when they don't hear from an employer, so these systems keep all applicants on file and make it easier for employers to contact people to move them through the process or decline them with a well-formatted email explaining the reasoning. Along with constant status updates, as the candidates go through the process, they know that they are in the running for a job they are qualified for and may enjoy.

The Emergence of Online Degrees

The advice you have heard all your life is true; those who have degrees have a better chance at a job and can make at least [\\$20,000 more per year](#) than those who don't. Some decide that college is not best for them due to the time or money needed to complete the four-year process, but because of changing technologies, it has never been easier to get a degree online. There are many benefits to [online college and courses](#) no matter if you're studying nursing or business. It can be cheaper and you can work it around your schedule, which is great for those with children and other responsibilities.

Technology has a big hand in these online programs because it allows for a wider variety of classes, from nursing to neuroscience. Students in online courses can actually get a better learning experience and more interaction with the teacher through email and online chat. Students in these classes have access to important tools that make them feel like they are right there in the classroom, such as Google Hangouts, where they can stream and video chat with professors and other students.

Still, some worry that employers don't find an online degree to be as impressive as a traditional degree, but that couldn't be further from the truth. In fact, a majority of employers say that an online degree is [as impressive as a campus degree](#) and some companies like [Google](#) are even making their own online programs to teach skills that they require for their particular business needs, including coding and robotics. When it comes to online schools, employers are prone to respect degrees from those that are accredited and those that also have a brick-and-mortar component in addition to being online.

Yes, technology is evolving quickly, and with it comes more opportunities to get that [dream job](#) that you always wanted. Only time will tell how far advanced our tech will get, but the future appears to be bright.

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