

AUSTIN, Texas--([BUSINESS WIRE](#))--The Indeed Hiring Lab, a global research institute committed to advancing the knowledge of human resource and talent management professionals worldwide, has revealed that there are three global labor destinations: the US, UK and Canada. These countries attract the most candidates from around the world – the US receiving searches from 50.2% of international job seekers. The research also found that of the four emerging BRIC countries (Brazil, Russia, India and China), only India is effectively attracting talent from around the world, having integrated into the global economy compared to other isolated countries.

Led by Indeed Economist and Associate Professor of Economics and International Affairs at George Washington University, Tara M. Sinclair, PhD, the Hiring Lab report, “Where People Search for Jobs: Cross-Border Labor Mobility,” marks the continued study of job search behavior, with particular emphasis to US and global job seeker mobility across 55 countries and economies, and 51 US states (including the District of Columbia).

Global Movement Marked by Economic Power

The Hiring Lab report found that 9.1% of job seekers worldwide are searching for jobs in another country with 50.2% of all job seekers searching for jobs within the United States. As global economic leaders and major migration centers, the US, UK and Canada receive the greatest mix of job seekers from other countries followed closely by India. The US in particular received searches from all other countries studied while the majority of searches to the UK stemmed from Asian and European countries. Taking a more in-depth look at the BRIC countries, research finds that people are leaving India for work in the US/UK. However, as its economy has improved, job seekers are considering India for migration in the opposite direction. This trend is more clearly visible in India compared to other BRIC countries where less successful or stable economies are less likely to see this reverse migration.

Dr. Sinclair commented: “Despite the challenges most job seekers face when looking to enter a new country for a job, there is fierce global competition to attract the best talent with every economy facing a shortage of highly skilled labor, and both employers and job seekers will make a major effort to ensure this can happen. By examining where people actively search for jobs, we can better understand job seeker intent and its potential impact on economies.”

Job Seeker Movement Stateside

Similar to the global workforce, the US also faces fluctuations in unemployment, resulting in the need to distribute skilled workers where they're needed most. Indeed found that the larger the share of a state's population with a bachelor's degree, the larger the share of residents are searching for jobs in other states. A total of 27.8% of American job seekers are actively searching for a job in another state. In the US, region is still considered a major factor when looking for a job as research finds that job seekers are still drawn to neighboring states. Aside from the traditional migration to bigger cities or states, this general pattern of movement to neighboring states signifies a desire to remain close enough to home while still exploring beyond state borders in search of new opportunities.

An even closer look at the US found that the larger the population of the state, the more people search within that state from outside, illustrating that population corresponds to available opportunities. Texas, for example, was ranked #1 for location desirability receiving the highest total number of searches from outside the state, followed closely by Florida and California.

Additional findings from the report include:

- There is strong intra-regional search interest within the EU and the Middle East, regions with policies that allow migration, and much less within Latin America and Asia, which do not
- Saudi Arabia had the highest Movers Index, signifying that it had the largest share of people looking to move to another country (65%)
- Within the US, "entry level" is a top search term used by job seekers from New Jersey searching in New York and in Maryland searching in DC
- State-specific research found that California ranks first in both population and GDP and is the most popular destination for people searching for IT, nursing and sales positions

"The research clearly suggests that employers should not stop looking for talent at state lines. Keeping that focus local may not give a full sense of the available, or best, labor pool. Similar to the global trends we've seen, job seekers are interested in moving across

borders, so state talent pools can also be thought of as national talent pools,” said Dr. Sinclair.

For additional data related to the key findings, as well as detailed profiles of labor mobility in 20 US states (including the District of Columbia) and 26 additional countries, please click the following link to view the full report: <http://www.indeed.com/hire/hiring-lab/July-2014>

About Indeed

More people find jobs on Indeed than anywhere else. Indeed is the #1 job site in the world and allows job seekers to search millions of jobs on the web or mobile in over 50 countries and 28 languages. More than 140 million people each month search for jobs, post resumes, and research companies on Indeed, and Indeed is the #1 source of external hires for thousands of companies (sources: SilkRoad & iCIMS). For more information, visit indeed.com.

About the Indeed Hiring Lab:

The Indeed Hiring Lab is a global research institute committed to advancing the knowledge of human resource and talent management professionals worldwide. Led by Tara Sinclair, Indeed economist and associate professor of economics and international affairs at George Washington University, the Indeed Hiring Lab research agenda includes large-scale labor research projects, ongoing tracking and analysis of employment trends, and surveys of industry professionals.

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