



## - CHANGE YOUR MINDSET - CLOSE THE CREDIBILITY GAP ON UNEMPLOYED TALENT

**You face a credibility gap.** Many hiring managers hesitate to meet unemployed candidates even as capable professionals sit on the sidelines. Treat this as an opportunity to win talent your competitors overlook.

### WHAT THE MARKET DATA SAYS:

- **Hesitancy is real:** 76% of hiring managers are less likely to interview unemployed candidates unless referred.
- **Many remain between roles for months:** **1.9 million** people were jobless for 27+ weeks in August 2025, 25.7% of all unemployed.
- **People are piecing together income:** **5-5.2%** of workers have held multiple jobs for two years running.
- **Gig work fills gaps:** In **2024**, **9%** of adults earned money from short-term tasks such as rideshare or delivery.
- **Few Interviews:** **40%** of unemployed job seekers report **zero interviews** in the past year

### WHAT THIS MEANS FOR YOU:

- You can access proven talent others overlook because of a gap on the resume rather than a gap in capability.
- You reduce risk by testing performance through contract and contract-to-hire before committing to a permanent offer.
- You improve time to productivity by targeting candidates who have stayed sharp through gig work and multiple jobs, even if not in a traditional role.

### TURN HESITANCY INTO AN ADVANTAGE:

- Focus on **skills, not status**, request deliverables, samples, and references.
- Use a **contract-first trial**, with clear timelines and conversion criteria.
- Define a **contract-to-hire** pathway based on performance, communication, and culture fit.
- Tailor interviews to assess **readiness and skill maintenance** during employment gaps.
- Add a **referral or reference step** early to overcome bias.
- Track key metrics: cost per start, time to productivity, and 90-day retention.
- Target **hard-to-fill** roles and partner with PEG to find skilled, available candidates ready to start within two weeks.
- Pilot converting **2-3 contract-to-hire professionals** next quarter and evaluate results.

**Change your mindset.** Unemployment does not equal unemployable. When you give skilled professionals a contract runway, you gain capability fast and out-recruit slower competitors.



For a FREE Consultation, contact us today [Sales@pegstaff.com](mailto:Sales@pegstaff.com)