



Challenger, Gray & Christmas, Inc.
The original outplacement company



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FOR IMMEDIATE RELEASE

SHOULD YOU PUT YOUR VACCINATION STATUS IN YOUR RESUME AND ON LINKEDIN?

CHICAGO, September 16, 2021 – As companies await the Occupational Safety and Health Administration (OSHA) rule that will require workplaces with over 100 employees to get their workforce vaccinated or face weekly testing, hiring authorities are also planning what this means for their new hires. Employers are desperate for workers - 10.9 million job openings as of July, according to the Job Openings and Labor Turnover Survey (JOLTS) – and there is no question job seekers will be asked about their status. It will be easier for everyone involved in the hiring process, including the job seeker, if vaccination status is known upfront, according to one workplace authority.

“Vaccination status will certainly be a factor to hiring managers. If they already know you are vaccinated, they can check off that question and will not need to worry about getting that candidate tested every week,” said Andrew Challenger, Senior Vice President of global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

“It will speed up the hiring process if the HR department already knows in which bucket the candidate goes,” he continued.

“Hiring authorities overwhelmingly check social media when vetting candidates. If a job seeker has posted anything that conveys their opinion of the vaccines, the company will find it. It is more professional to be upfront about your status in your resume or on your LinkedIn profile than, say, sharing a meme,” he added.

Currently, about 54% of the total population including children is vaccinated, according to Mayo Clinic’s vaccination tracker, and nearly 64% have at least one dose. Vaccines for children aged 5 to 11 are expected to be approved by the end of the year, according to Centers for Disease Control and Prevention (CDC) Director Rochelle Walensky.

“It is likely, in most cases, vaccinated candidates will have an edge over their unvaccinated counterparts. In other cases, it depends on the ideology of the hiring manager and the company’s culture overall. Certainly, in states with a low vaccination rate and legislation that bans vaccine mandates, an unvaccinated status may be better branding for a job seeker,” said Challenger.

“However, future economic success is completely dependent on the nation getting cases of COVID-19 down to a level where people are safe and feel safe, both to spend money and to take open positions,” said Challenger.

Indeed, in a recent Challenger survey of 172 companies nationwide, 85% were experiencing trouble filling open positions. Nearly a quarter cited COVID concerns as the reason workers were leaving roles.

“Hiring managers are going to find out whether a job seeker is vaccinated or not pretty early in the process, and depending on the status of the job seeker, it will help or hurt their candidacy. Certainly there are reasonable exemptions that hiring managers will take into account, but generally, at this point, a vaccinated candidate will require less work from a company,” said Challenger.

“Being upfront about your status on your LinkedIn or in your resume will not only help the hiring manager, but will help a candidate move more smoothly through the hiring process,” he added.

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