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A new survey finds a lot of job seekers struggle with more competition and fears of AI absorbing jobs.

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It's no secret many people in Colorado are having a tough time finding a job, as the state's unemployment rate struggles to improve after being stuck between 3.5% and 4.3% over the last three years.



But what is it actually like to look for a job in this economy?

A new survey found a lot of job seekers are struggling with more competition, fears of artificial intelligence absorbing jobs and rising concern that the human touch has been taken out of the hiring process. They don't even know if a real person has looked over their applications.

About 61% of people in the survey said employers not responding to their application is among their top concerns, according to the Colorado Job Seeker Confidence Survey from the Andrew Hudson's Jobs List, Inc., reflecting the experiences of about 218 respondents.

Other top concerns are age discrimination, too much competition and job postings that don't seem genuine.

People are putting their heart and soul into job applications and are frequently getting ghosted, said Andrew Hudson, head of the Colorado-based job board founded in 1998. And it's taking longer for people to find jobs, with many saying it's taking longer than a year.

Only 5% said they were concerned about having a lack of experience needed to win jobs.

The pool of respondents skewed toward highly educated professionals and most were from the Denver metropolitan area, according to the survey.

Hudson said he wanted to conduct this survey because most traditional labor market reports used by economists only show how many people are in the workforce or are unemployed, but don't go into the struggles and experiences people have with looking for jobs.

"Colorado has historically used language as the state with the highest-educated workforce in the country," he said. "And what does that mean if those highly educated workers can't find jobs?"

"After 500+ applications and 40+ interviews, just trying not to give up," one respondent said.

Another said they were relying on freelancing gigs for income, adding they've "done everything according to the playbook, so why isn't anyone responding? So frustrating."

Many people are finding it takes longer to find a job. A large group taking the survey said they submitted more than 50 applications in the last three months. Meanwhile, most respondents said they either got two or three interviews or none in the same time period.

It's one of the effects of the nation's and Colorado's slowing or barely growing economy. - *Net*
Colorado's labor market contracted in 2025 as the state lost jobs for the first time since the pandemic, according to annual benchmarking data released by the Colorado Department of Labor and Employment in April.

The Leeds Business Confidence Index — a measure of how business leaders across Colorado feel about the future of the national and state economy — was negative ahead of the third quarter of the year, according to a report from the University of Colorado Boulder released in July.

Many businesses cited concerns about facing multiple headwinds, including changing federal and tariff policies, the war in Iran, rising fuel prices and technological shifts with artificial intelligence.

Gov. Jared Polis' budgeting office also issued a recent report detailing how Colorado is facing "steady and decelerating economic growth."

Polis claimed Coloradans are dealing with higher costs of goods because of trade policies and the war with Iran.

Hudson said in past economic strife in the job market, he's been able to see the light at the end of the tunnel. He said he doesn't feel like this job cycle is there yet. Rising inflation, higher interest rates and the surge in fuel prices are making it difficult for the economy to improve.

"We keep hoping the kind of traditional periods of time, after an election, the beginning of the year, where we start to see a jump in hiring, might occur," he said. "But with everything that's going on right now, I'm almost a little bit more pessimistic about that."

Because of the difficulty in finding a job, a lot of respondents said they feel less confident.

About seven in 10 respondents said the confidence in their professional value has dropped somewhat or significantly, according to the survey.

"Work is about identity. It's about purpose. It's about dignity, independence, place in their community," he added. "That's why a prolonged job search can become so deeply personal."