RETRAINING & CAREER CHANGE

—— CANDIDATE PULSE

Michael Page surveyed over 600 job applicants across the DACH region to understand their feelings about retraining and career change in 2021. If you want to talk to us about how this might affect your recruitment plans for the next 12 months, contact us today to talk to a consultant.

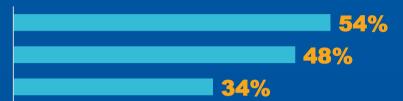


Career paths are dynamic, whether you stay with the same company, join a different one or move to a new sector. The culture of the "job for life" has disappeared.



OUR APPLICANTS HAVE MADE THE FOLLOWING CHANGES SINCE THEY STARTED WORKING:

Moved to a different sector Received a promotion Changed their company, but kept their position





MOST JOB APPLICANTS THINK IT'S TIME FOR A NEW JOB AFTER 3-5 YEARS IN THEIR COMPANY:







consider changing after 3 years

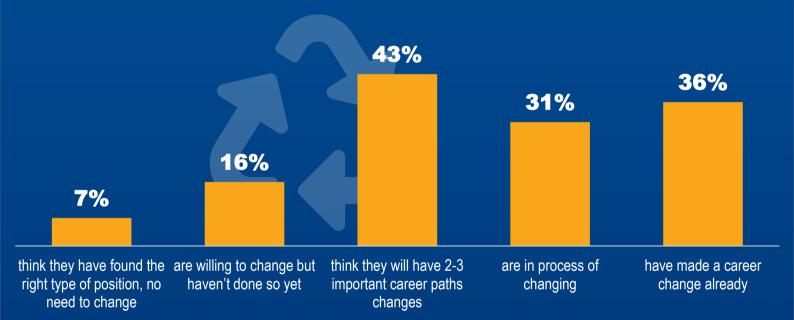
consider changing after 4 years

consider changing after 5 years

say it depends on the dynamics of the company



SURVEYED JOB APPLICANTS EXPECT BIG CHANGES TO THEIR CAREER PATH, MEANING MOVING TO COMPLETELY DIFFERENT JOBS:



ACCORDING TO OUR JOB SEEKERS, THESE ARE THE MAIN DRIVERS FOR CHANGING THEIR CAREER PATHS:

68%

59%

50%



want to learn new things



want to have a bigger impact at work

look for a job that fits

their own interests

want a more

challenging job



JUST BECAUSE A CANDIDATE WANTS TO SWITCH CAREERS DOESN'T MEAN THEY CURRENTLY HAVE THE SKILLS TO DO SO:



of polled candidates needed extra training to facilitate their move



completed a skills assessment or got guidance from a professional