## **RETRAINING & CAREER CHANGE**

----- CANDIDATE PULSE

Michael Page & Page Personnel surveyed over 6,200 job applicants across Europe 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.

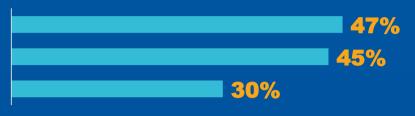


## **OUR APPLICANTS HAVE MADE THE FOLLOWING CHANGES SINCE THEY STARTED WORKING:**

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

40%

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:



think they have found the are willing to change but right type of position, no need to change

haven't done so yet

think they will have 2-3 important career paths changes

are in process of changing

have made a career change already

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



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



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