

# RETRAINING & CAREER CHANGE

CANDIDATE PULSE



Michael Page 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.

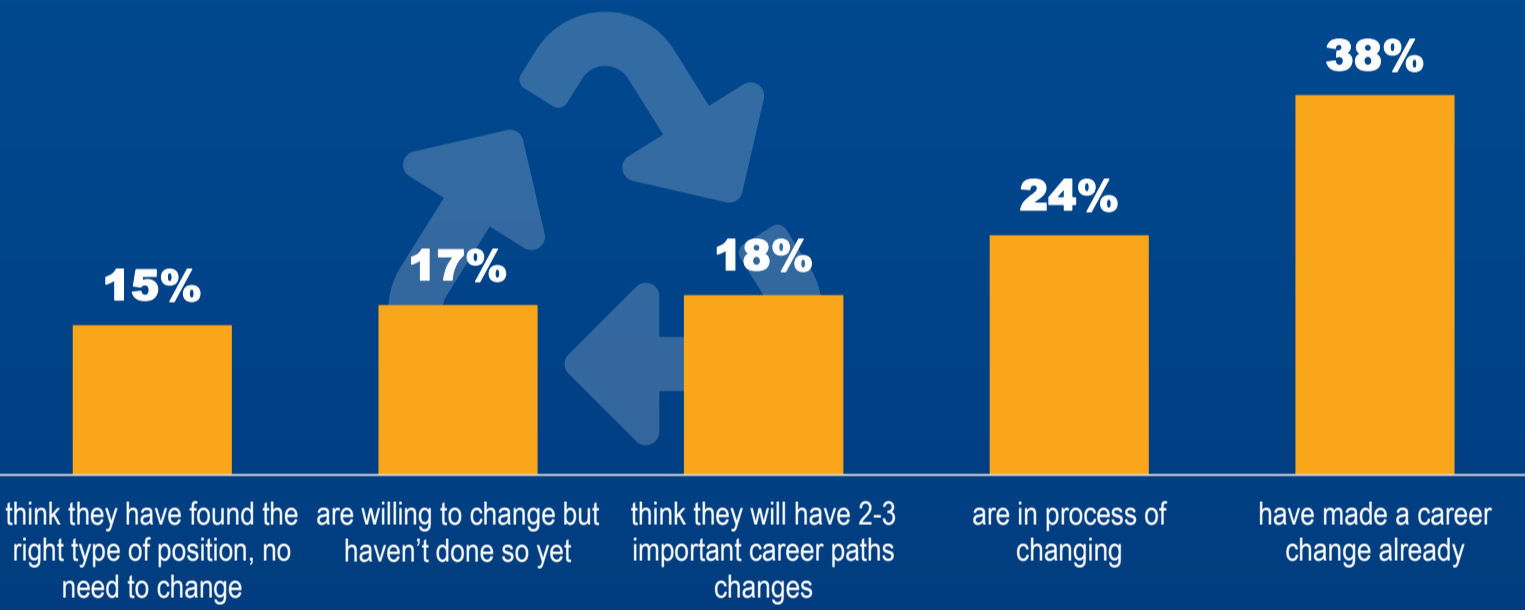
## OUR APPLICANTS HAVE MADE THE FOLLOWING CHANGES SINCE THEY STARTED WORKING:



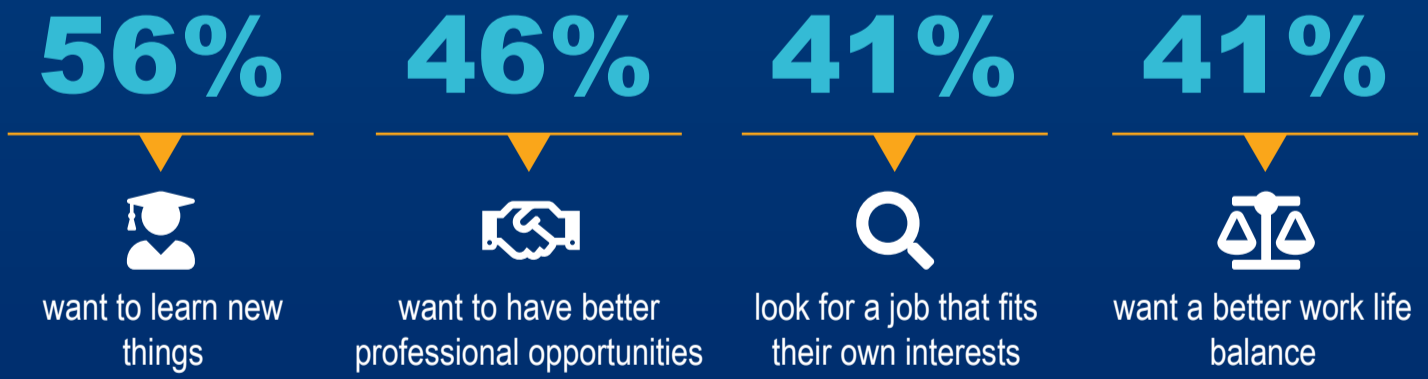
## MOST JOB APPLICANTS THINK IT'S TIME FOR A NEW JOB AFTER 3-5 YEARS IN THEIR COMPANY:



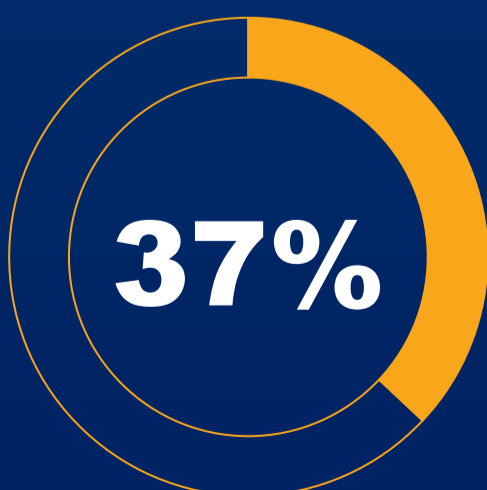
## SURVEYED JOB APPLICANTS EXPECT BIG CHANGES TO THEIR CAREER PATH, MEANING MOVING TO COMPLETELY DIFFERENT JOBS:



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



## 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