RETRAINING & CAREER CHANGE

- CANDIDATE PULSE



Michael Page surveyed over **172 job applicants in South Africa** to understand their feelings about retraining and career change in 2021.

Career paths are dynamic, either in the same company, different one or another sector. We lose the culture of keeping the same job, in the same place, for the whole professional life.

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

Received a promotion Moved from one sector to another Moved up a level in another company



MOST JOB APPLICANTS CONSIDER 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 31%

say it depends on the dynamics of the company

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



are willing to change but hink they will have 2-3 are in the process of haven't done so yet important career path changes are in the process of changing have a career change already right type of position, no need to change

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



want to learn new things

54%

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want to have better professional opportunities



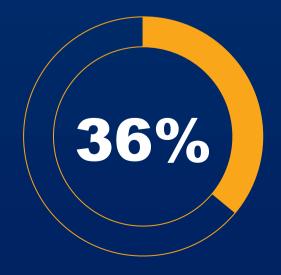
looking for a better fit for their skills and

interests



want the opportunity to make an impact

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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