RETRAINING & CAREER CHANGE

------- CANDIDATE PULSE

Michael Page surveyed over **563 job applicants in Saudi Arabia** 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.

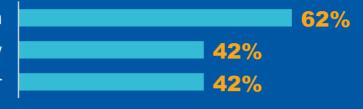
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OUR APPLICANTS HAVE MADE THE FOLLOWING CHANGES SINCE THEY STARTED WORKING:

Received a promotion

Moved up a level in another company

Moved to a different sector





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



13%

consider changing

after 3 years



consider changing after 4 years



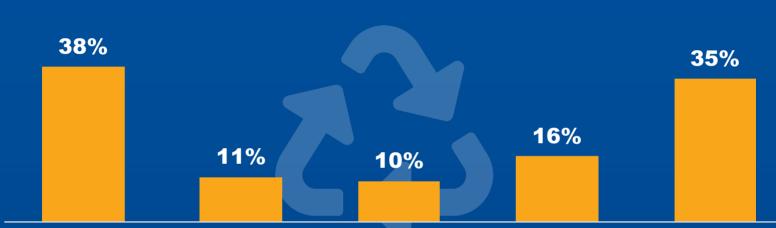
consider changing after 5 years



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:



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

70%

59%

54%

58%

Want to learn new things

S

Want to have better professional opportunities

Q

Want to work for a company with a strong purpose

V

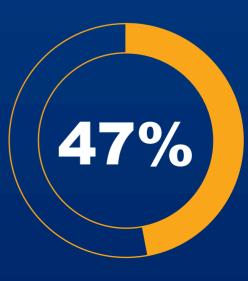
Looking for a better fit for my skills and interests



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