



Executive Employment Trends Annual Report 2019

BPI group 

The Global Leadership,
Talent & Transition Experts

Executive Employment Trends Annual Report: 2019



BPI group's *Executive Employment Trends Report* offers visibility into the current executive job market. We are committed to quality and results in our career transition programs and believe that keeping a careful eye on trends in the market is an important way to ensure that we meet the needs of our career transition clients. The findings of this report are based on landing data collected on our Executive Transition Services (ETS) clients who completed their job search in 2019, compared to the same relative period a year ago.

The *Executive Employment Trends Report* includes analysis of the following executive employment trends:

- Average length of the executive job search
- Outcomes of the job search - qualitative assessment
- How the length of the job search is impacted by various factors, including:
 - Base Salary Level
 - Education Level
 - Age

We look forward to continuing to share the latest trends in executive employment. If you would like to learn more about our approach to executive career transition, please connect with us at ranwar@bpi-group.us.

Key Takeaways

1

Job searches were longer this year for age groups 51-60 and 61+. Younger age groups stayed the same or experienced faster landings. This reflects the fluid and competitive nature of the job market for younger individuals and is consistent with our recent quarterly findings that the senior executive job market is slowing.

2

89% of our executive clients chose to seek a new job within an organization, a 10% increase over last year. Of those, nearly 90% assessed the compensation at their new job as the same or better than their previous job. This indicates that companies continue to invest in strategic senior hires with increases in base pay and variable compensation.

3

Networking enjoyed a 10% spike in 2019, remaining the most effective way to land a new role. Search firm landings were also up over last year, while Internet-based landings fell significantly. These findings underscore the importance of person-to-person contact in today's executive job market. Its value cannot be overestimated.



About Our Executive Transition Services Clients

About the executives:

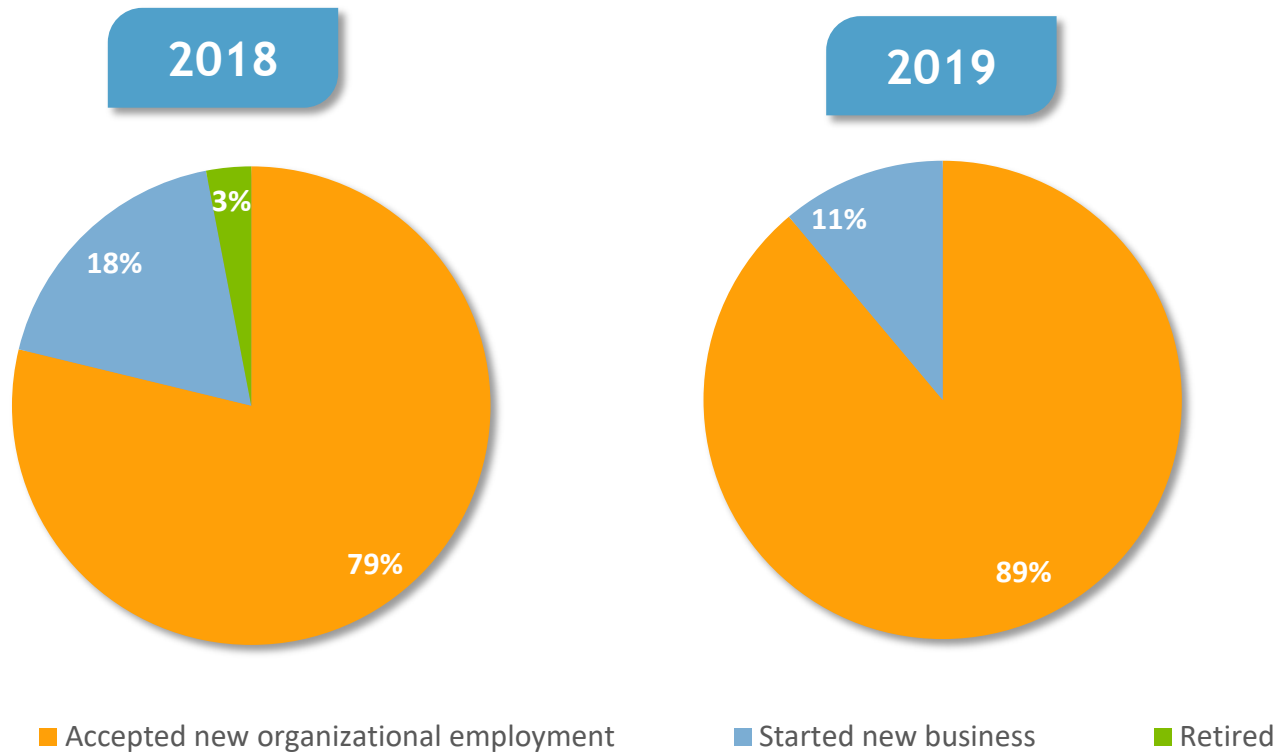
This report is based on survey responses from a sample of BPI group's Executive Transition Services clients, representing ages 31 to 61+.

All executives surveyed completed their transition with BPI group between Q1 2019 and Q4 2019.

Executive respondents represent a diverse array of occupations:

Accounting/Finance/Insurance	6%
Biotech/R&D/Science	6%
Business/Strategic Management	23%
Human Resources	15%
IT/Software Development	6%
Legal	11%
Manufacturing/Production/Operations	9%
Marketing	7%
Medical/Health	10%
Quality Assurance/Safety	2%
Sales/Retail/Business Development	4%

Executive Transition Services Program Outcome

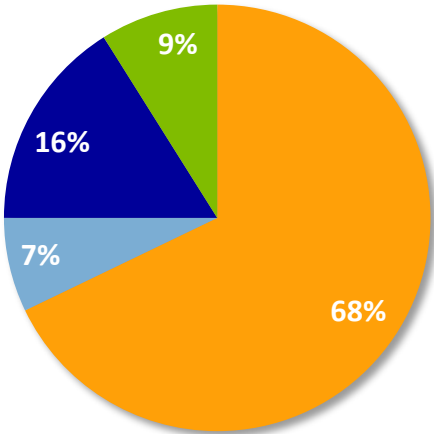


89% of our executive clients chose to seek a new job within an organization, a 10% increase over last year. This active choice reflects more robust opportunities in the marketplace and the desire to reduce the risks associated with entrepreneurship.



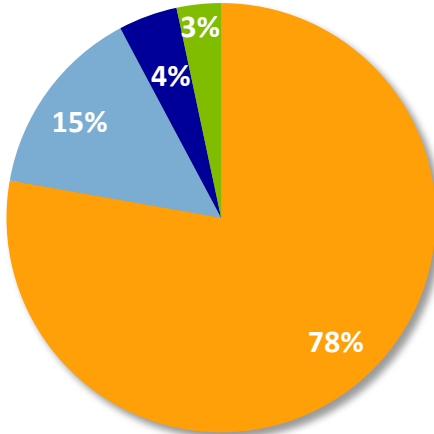
How Executives Found Their New Jobs

2018



- Networking
- Search Firm
- Internet
- Other

2019



Networking enjoyed a 10% spike in 2019, remaining the most effective way to land a new role. Search firm landings were also up over last year, while Internet-based landings fell significantly.

Length of Job Search

Between Q1 and Q4 2019, our executive clients spent an average of **4.9 months** on their job searches, faster than the national average of **5.2 months** for those in senior leader roles as reported by the Department of Labor* and **5.7 months** for the general U.S. workforce.

Salary at the new job:

- 65% assessed the compensation at their new job as **better** than that of their previous job, in addition to qualitative factors
- 24% assessed the compensation at their new job as the **same** as that of their previous job, in addition to qualitative factors

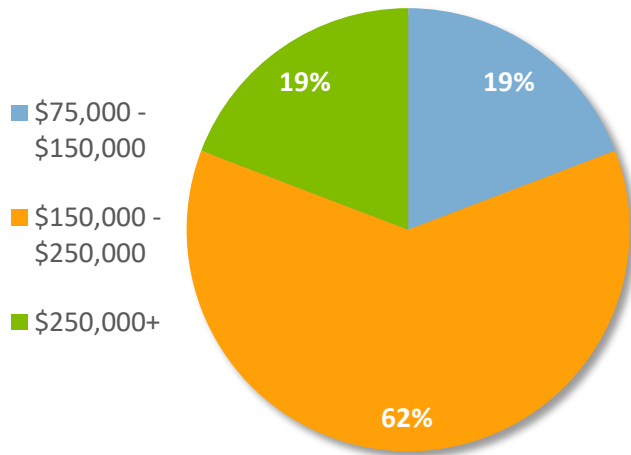
*Representing a broader base of salaries than our Executive Transition Service (ETS) clients

Source: Bureau of Labor Statistics, U.S. Department of Labor. "Table A-12. Unemployed persons by duration of unemployment" <http://www.bls.gov/news.release/empsit.t12.htm> and "Table A-37. Unemployed persons by occupation, industry, and duration of unemployment." <http://www.bls.gov/web/empsit/cpseea37.htm>

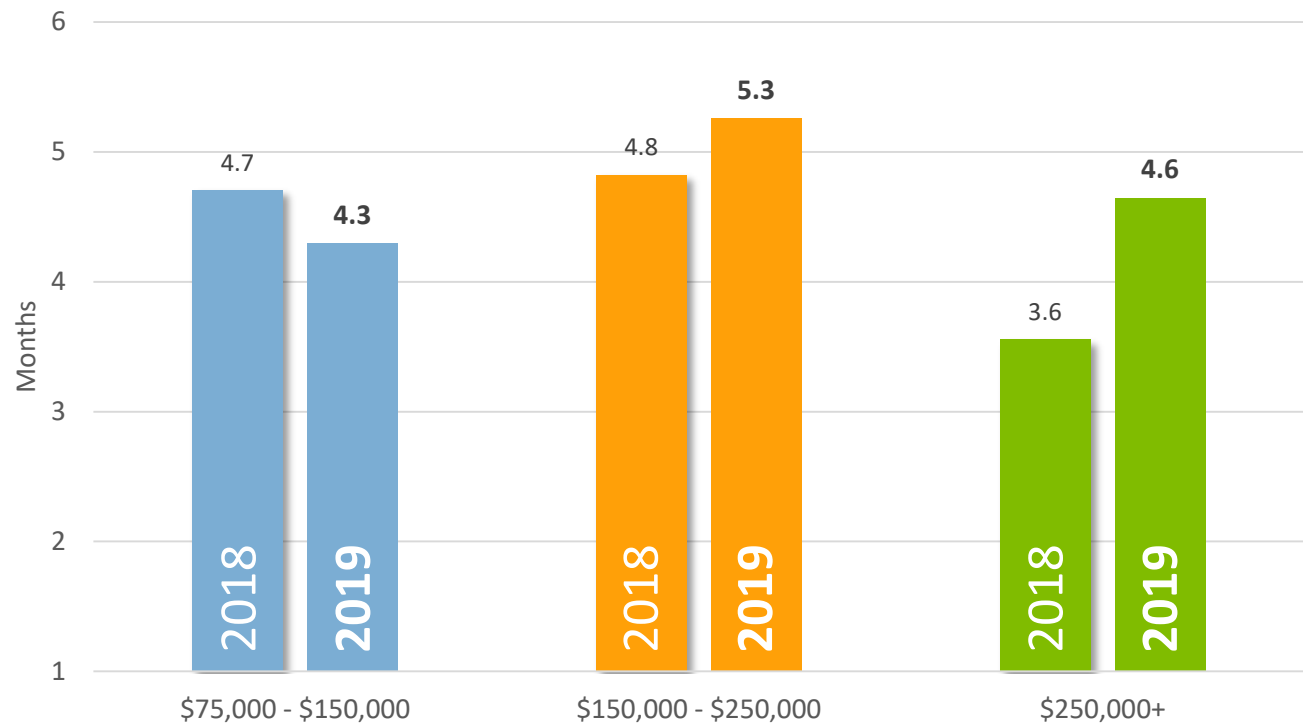


Base Salary

Survey Sample:
Base Salary Range



Average Time to New Job by Base Salary Range

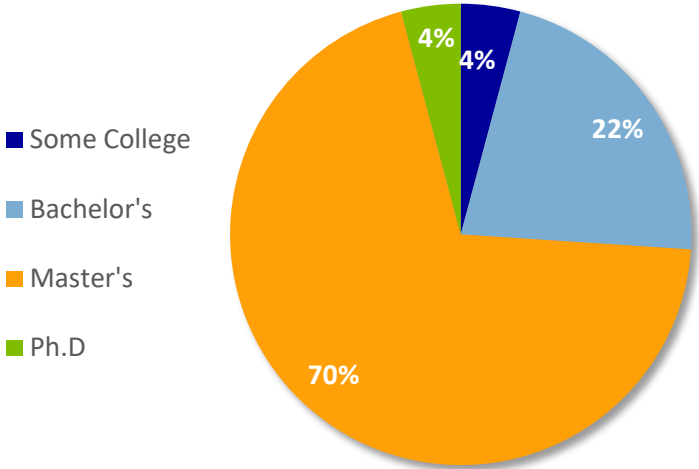


Executive Employment Trends Annual Report: 2019

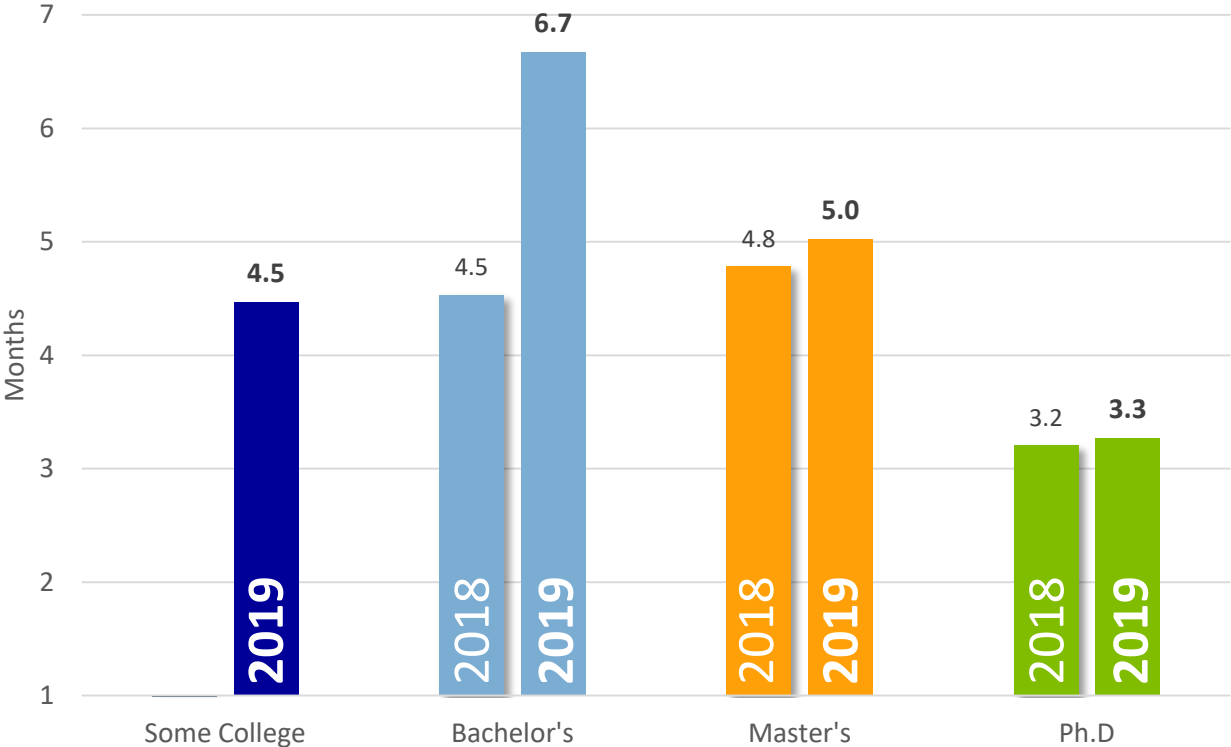


Education Level

Survey Sample:
Education Level



Average Time to New Job by Education Level

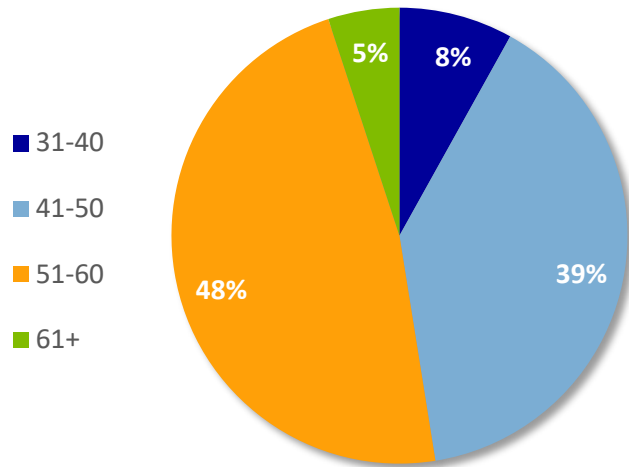


Executive Employment Trends Annual Report: 2019

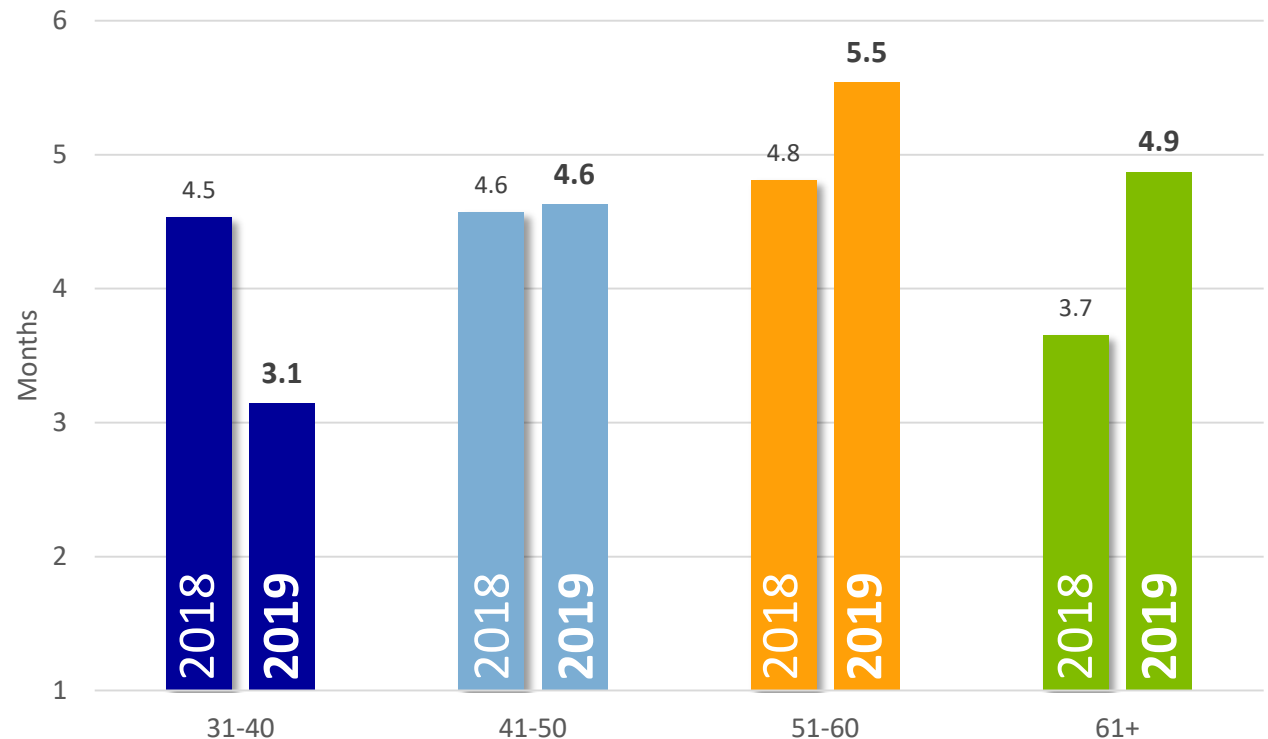


Age Group

Survey Sample:
Age Range



Average Time to New Job by Age Range



About Executive Transition Services

BPI group offers a local boutique touch with a global network of resources to ensure long-term career success for our Executive Transition Services clients. In addition to job search coaching, clients may also choose to focus on entrepreneurial ventures, prepare for retirement, or pursue other work alternatives. Each client works with a personal career coach to develop a customized transition plan helping them to:



Focus - Clarify long-term dreams and goals by identifying the executive's personal brand and developing a plan to take it to market.



Learn - Guide the executive to become his/her own best coach by exploring opportunities for personal and professional development to improve and hone his/her marketability.



Search - Find the next opportunity that's right for the executive's career path by tapping into our seasoned advice and customized content.



Connect - Take advantage of BPI group's hands-on, interactive tools to make connections through social media and face-to-face networking opportunities.



Succeed - Once the executive lands, his/her expert career consultant will help with the transition and build a plan for long-term success.

Interested in learning more? Connect with us at +1.312.334.3828.

CHOOSE BPI GROUP TO
MOVE YOUR PEOPLE
AND ORGANIZATION
>>> FORWARD

Transforming people and organizations in extraordinary ways

We are the global leadership, talent & transition experts, helping simplify the complex relationship between an organization and its people so both can achieve new heights.

Coaching

We help drive powerful results with strong leaders and teams.

Leadership & Talent

We inspire peak performance from your talent.

Career Transition

We help people and organizations optimize change.

Connect with us at www.bpi-group.us to learn more.

