



Executive Employment Trends Q1 2019

BPI group 

The Global Leadership,
Talent & Transition Experts

Executive Employment Trends

Q1 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 between Q2 of 2018 and Q1 of 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
- 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

The majority of executives assessed their salaries (in addition to other qualitative factors) as the same or better than their previous positions, indicating a highly competitive marketplace for talent.

2

Networking remains the primary means of sourcing new opportunities at 61% (about even with last year). Working with a search firm remains the least effective way to find a new opportunity.

3

The age range of executives in the job market has gone up, with the 61+ age group 9% higher than last year. This reflects market trends that show high numbers of Baby Boomers seeking reemployment or other ways to stay professionally engaged.

4

More executives are starting new businesses this year (23%) compared to the same period last year (16%). This may be linked to the age range of executives currently in the market for new opportunities (see Takeaway #3).



About Our Executive Transition Services Clients

About the executives:

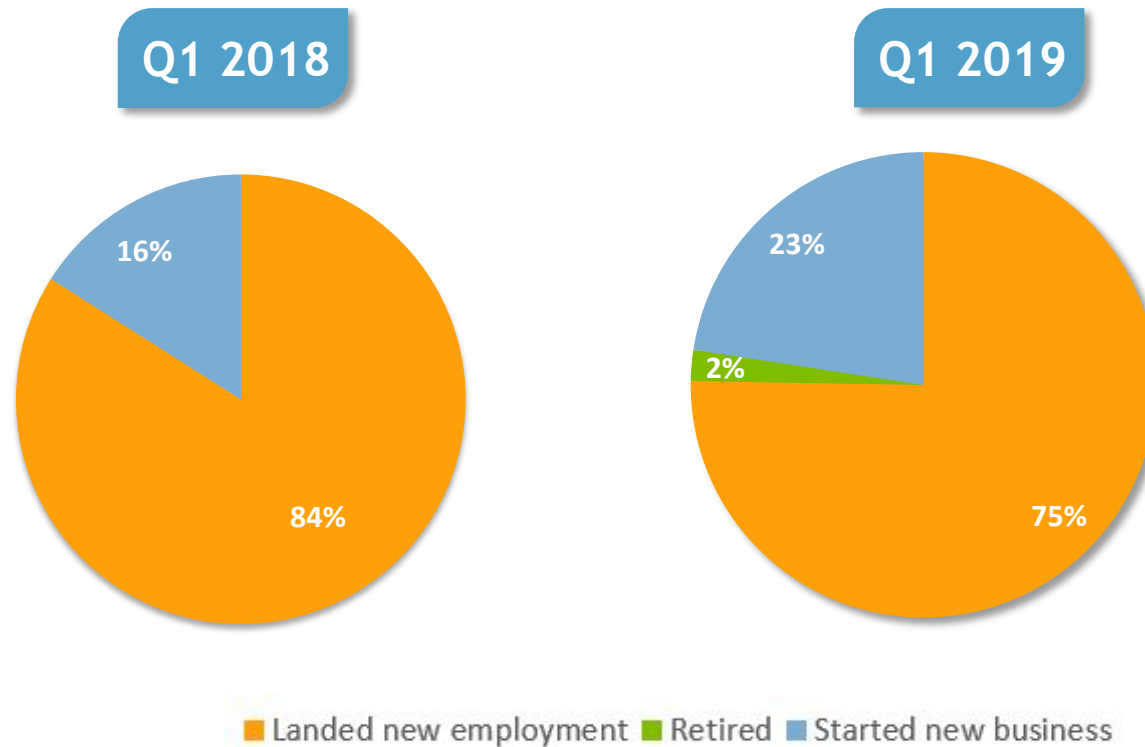
This report is based on survey responses from a sample of BPI group's Executive Transition Services clients, representing age groups from 31 to 61+.

All executives surveyed completed their transition with BPI group between Q2 2018 and Q1 2019.

Executive respondents represent a diverse array of occupations:

Accounting/Finance/Insurance	5%
Biotech/R&D/Science	2%
Business/Strategic Management	27%
Human Resources	7%
IT/Software Development	4%
Legal	6%
Manufacturing/Production/Operations	16%
Marketing	4%
Medical/Health	9%
Quality Assurance/Safety	4%
Sales/Retail/Business Development	15%

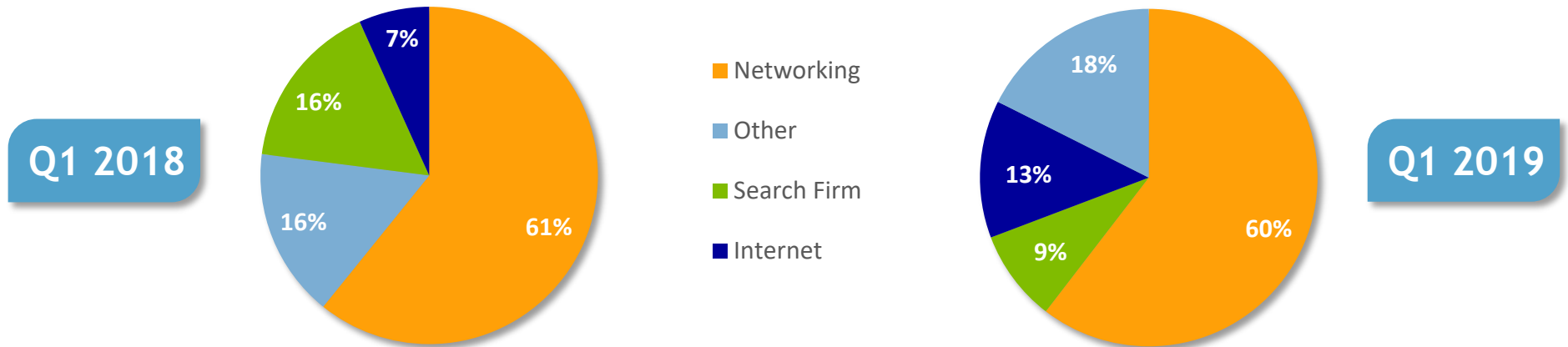
Executive Transition Services Program Outcome



In Q1 2019, 75% of our executive clients chose to seek a new job within an organization, compared to 84% last year. This is consistent with our experience that the majority seek **reemployment** and only a very small percentage choose traditional retirement.



How Executives Found Their New Jobs



Length of Job Search

Between Q2 2018 and Q1 2019, executives spent an average of **5 months** in the job search. This was shorter than the national average of **5.5 months** for those in executive roles, and slightly longer than **4.9 months** for the general U.S. workforce, as reported by the Bureau of Labor Statistics in April 2019.

Salary at the new job:

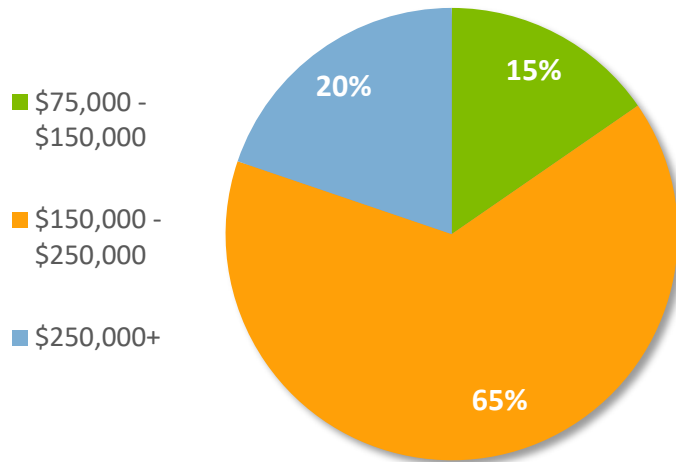
- 54% assessed the compensation at their new job as **better** than that of their previous job, in addition to qualitative factors
- 10% assessed the compensation at their new job as the **same** as that of their previous job, in addition to qualitative factors

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>

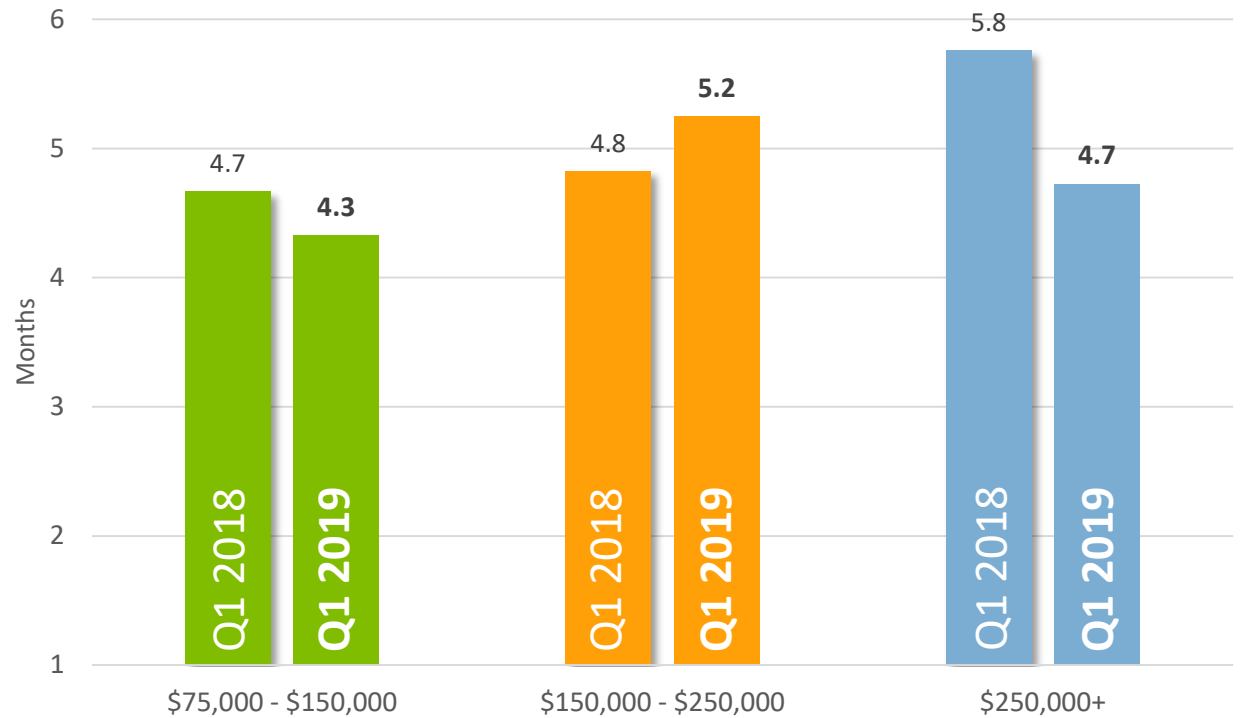


Base Salary

Survey Sample:
Base Salary Range



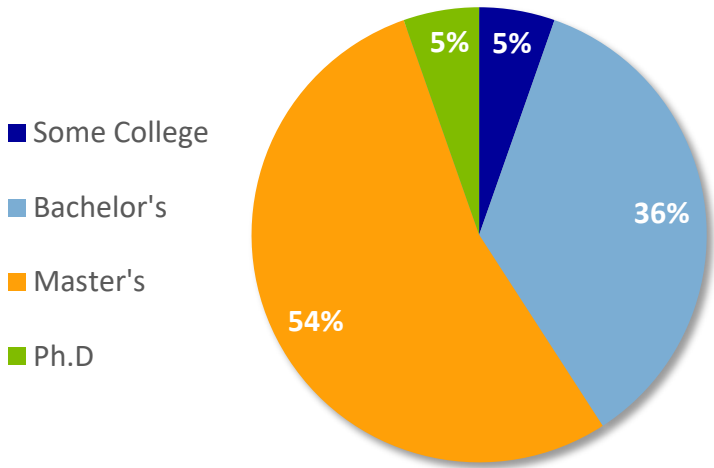
Average Time to New Job by Base Salary Range



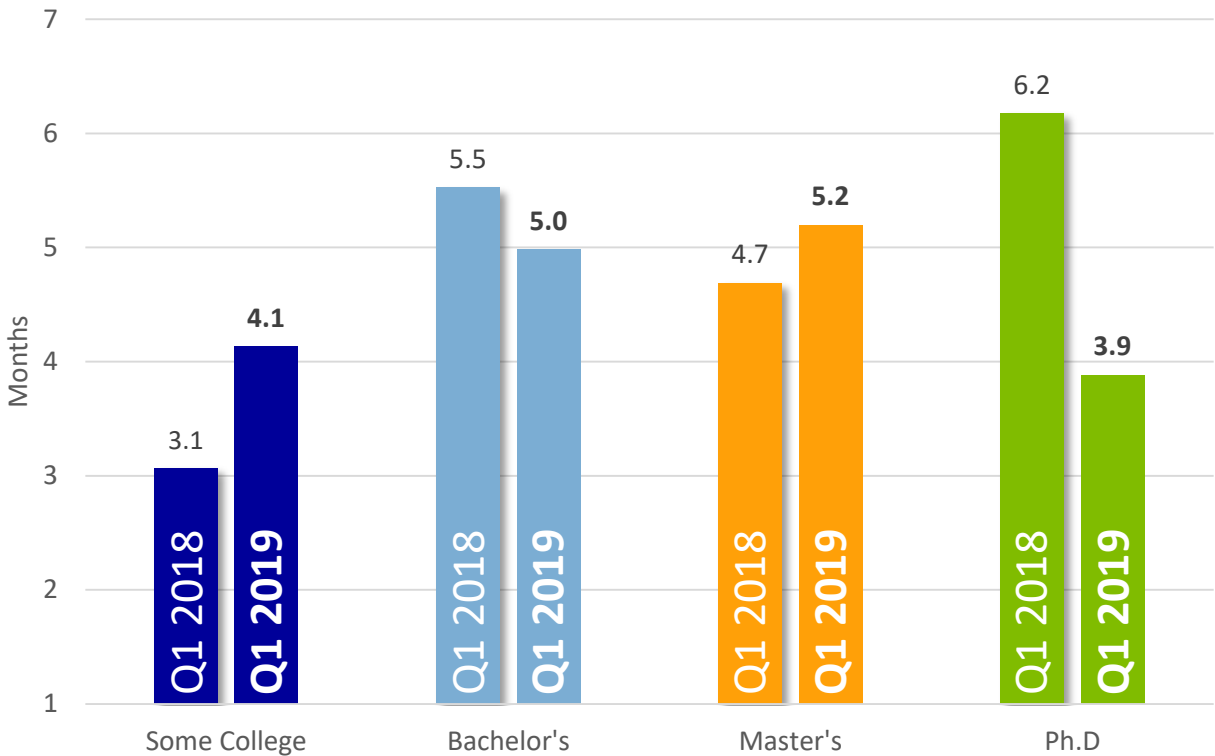


Education Level

Survey Sample:
Education Level



Average Time to New Job by Education Level



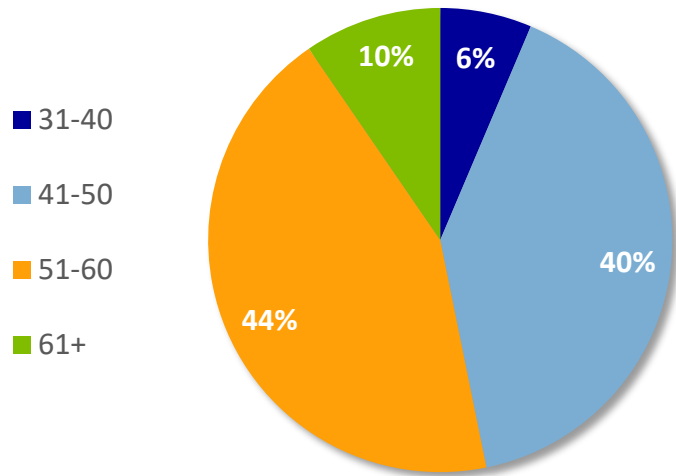
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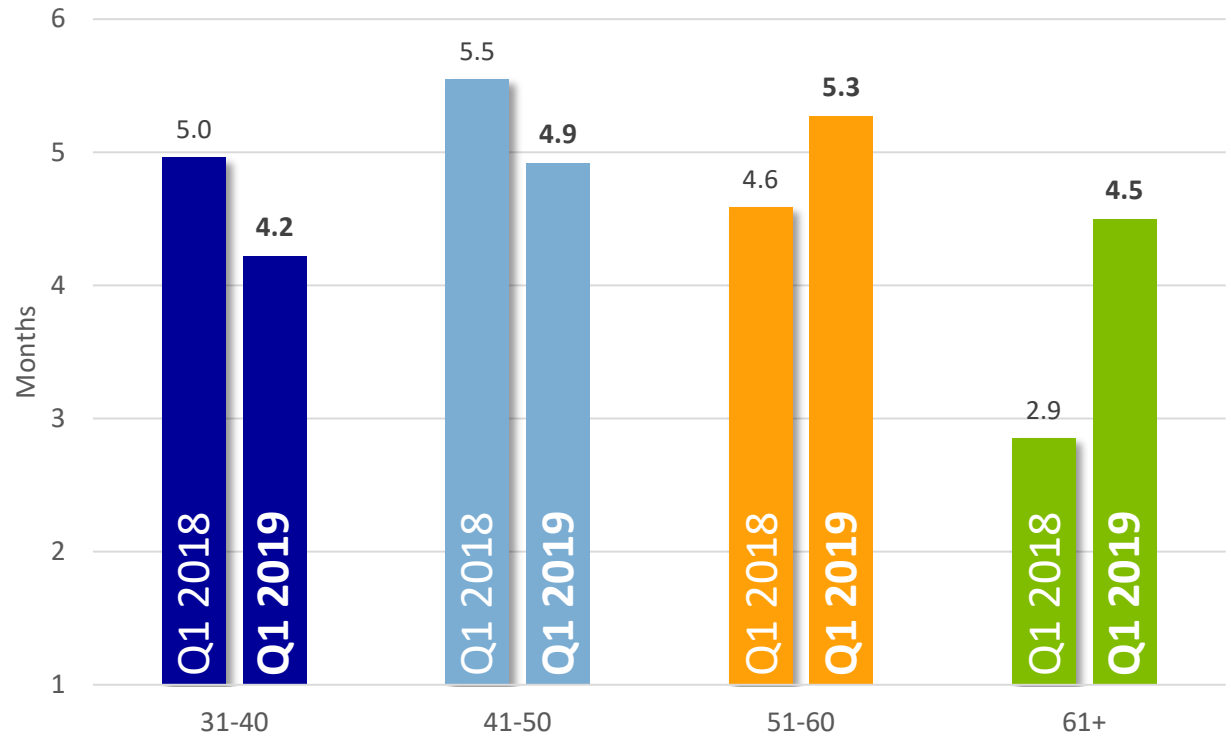


Age Group

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

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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.

Lead

We help drive powerful results with strong leaders and teams.

Develop

We inspire peak performance from your talent.

Transition

We help people and organizations optimize change.

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