

Executive Employment Trends Quarterly Report: Q1 2021

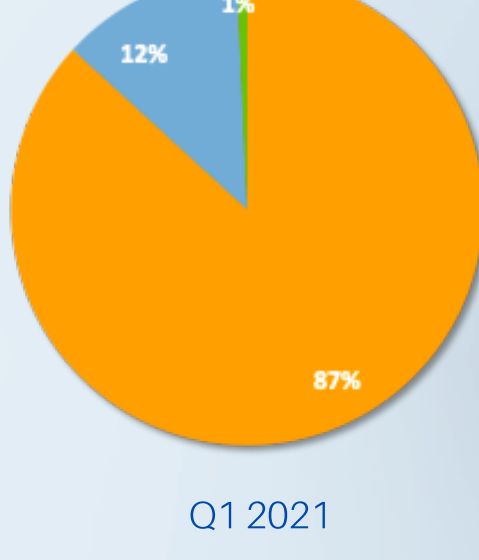
This infographic highlights the key findings from BPI group's Q1 2021 Employment Trends Report, which offers insights and visibility into the current executive job market. We are committed to quality and results in our career transition programs and believe that keeping a careful eye on trends in the 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 2020 and Q1 2021, compared to the same relative period a year ago.

Key Findings

Employment vs. Entrepreneurship vs. Retirement

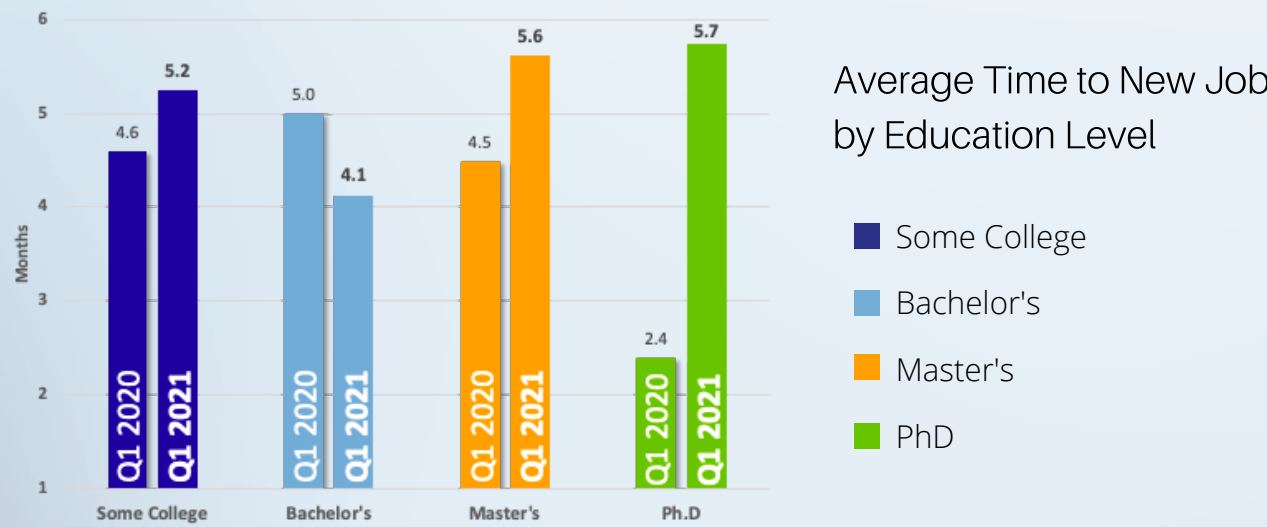
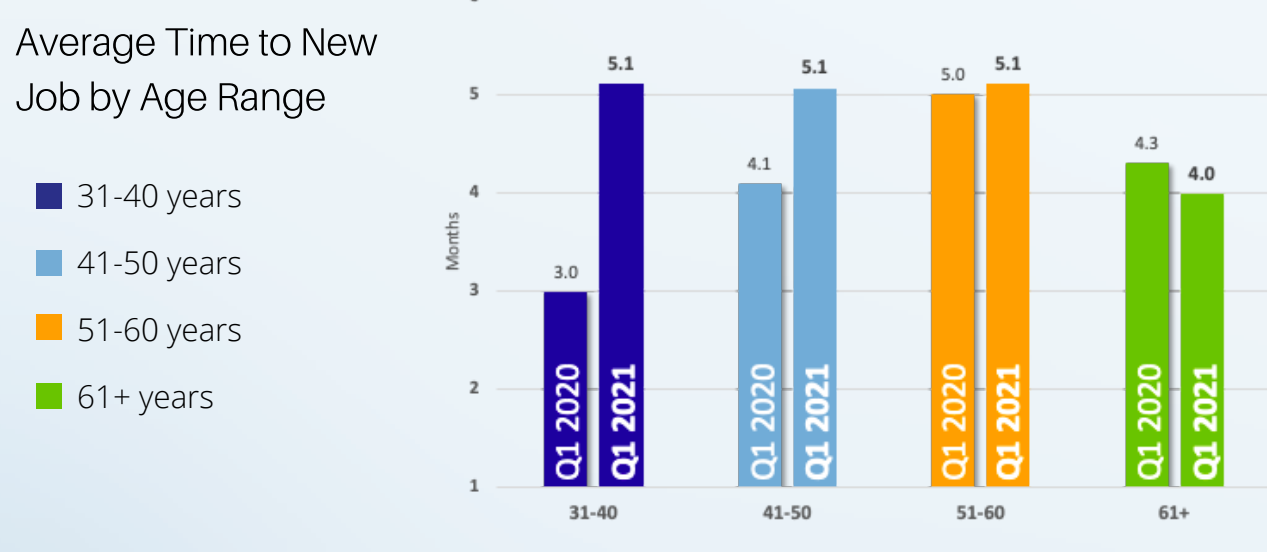
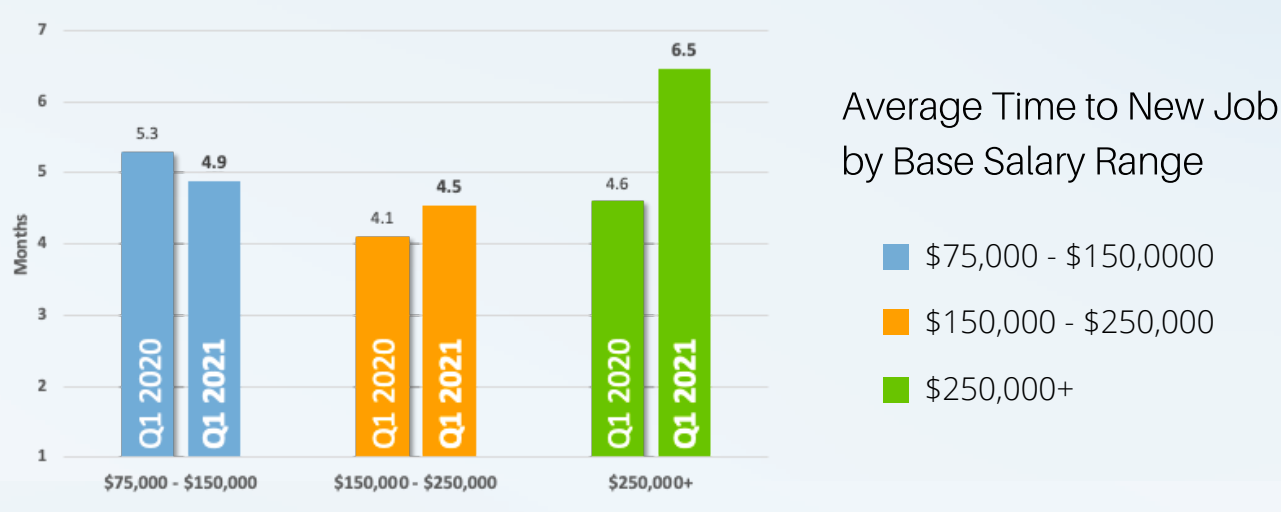
Clients continue to **land new organizational roles (87%) as opposed to starting new businesses (12%) or retiring (1%)**. This may reflect an increase in job creation and a general rebound of the workforce, as employers hire back furloughed workers, the market reopens, and internal mobility rises.

- Accepted new job
- Started new business
- Retired



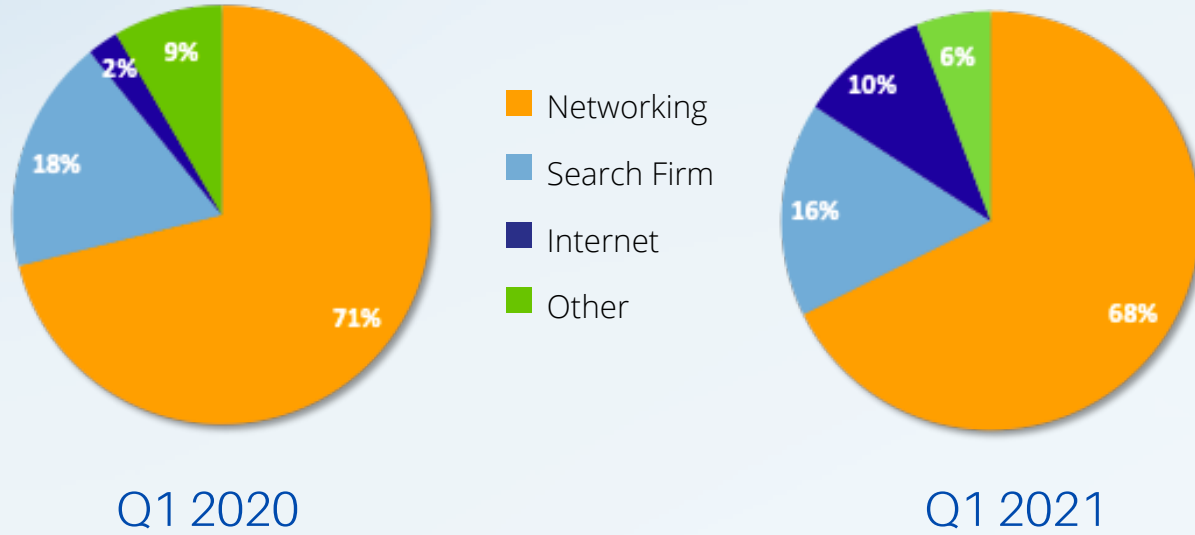
Landing rates slow down for higher salaries and younger age groups

Landing rates for jobs with salaries of \$250,000+ **slowed by 41%** from an average of 4.6 months in previous period to 6.5 months in the current period, reflecting a more cautious and selective approach by high-level executives, as well as a consolidation of roles at the top level. Landing rates also slowed significantly for individuals aged 31-40, from an average of 3 months to 5.1 months, **a difference of 70%**.



Networking attribution falls below 70% while Internet attribution grows by 5x

Networking, while still the top attributable source for new positions, **fell below 70% for the first time since 2019** – likely due to the lack of in-person networking opportunities during the pandemic, as well as unfamiliarity with online networking. Growth in internet as an attributable source mirrors this change, **growing from 2% in the previous period to 10% this period**.



Compensation: equal to or better than previous

81%

Say compensation is equal to or better than previous

50% of our executive clients report their compensation as better than their previous position, while 31% report compensation equal to that of their previous position, reflecting the value they bring to the market, as well as negotiation skills gained through coaching.

Report Summary

The U.S. job market has experienced dramatic fluctuations since the onset of the pandemic more than one year ago. With new hope on the horizon due to widespread vaccine distribution, the market is opening up. More jobs are being created, and the workforce is bouncing back. Employers are hiring back furloughed employees. Internal mobility is up.

In Q1 we saw more of our executive transition clients landing new organizational roles as opposed to starting new businesses or retiring. This could be attributed to the above factors, in addition to the fact that our data track executives who are separated involuntarily, while many who start new businesses tend to leave their jobs voluntarily. The uncertainty resulting from a layoff may delay an entrepreneurial venture in favor of landing a job first to secure funds.

While the market began to open up, our executive landings slowed somewhat compared to the same period last year. Our coaching team notes the following factors:

- Those at higher levels are being more selective, weighing their options, and not settling for lower salaries. In general, they are being more thoughtful and cautious about their next steps, perhaps due to continuing uncertainty.
- As most corporate staffs continue to work remotely, it takes longer to determine the cultural fit for a senior executive candidate than it did pre-COVID.
- Many public companies are chasing quarterly earnings, so higher-level roles are being consolidated and fewer opportunities are available.

[Download the full report at www.BPI-group.us](http://www.BPI-group.us)

Read the full report and stay up-to-date on the latest Executive Employment Trends by visiting our website and following us!

