

Executive Employment Trends Report

Q3 2021

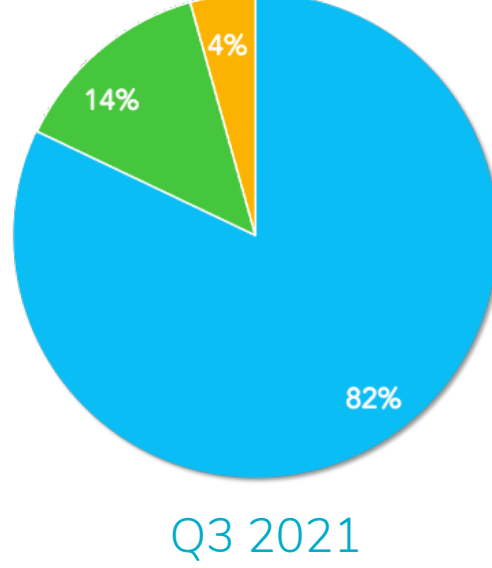
This infographic highlights the key findings from Bravanti's Q3 2021 Executive Employment Trends Report, which offers insights and visibility into the current executive job market. We are committed to quality and results in our career transition programs and believe that keeping a careful eye on trends 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 Q4 2020 and Q3 2021, compared to the same relative period a year ago.

Key Findings

Employment vs. Entrepreneurship vs. Retirement

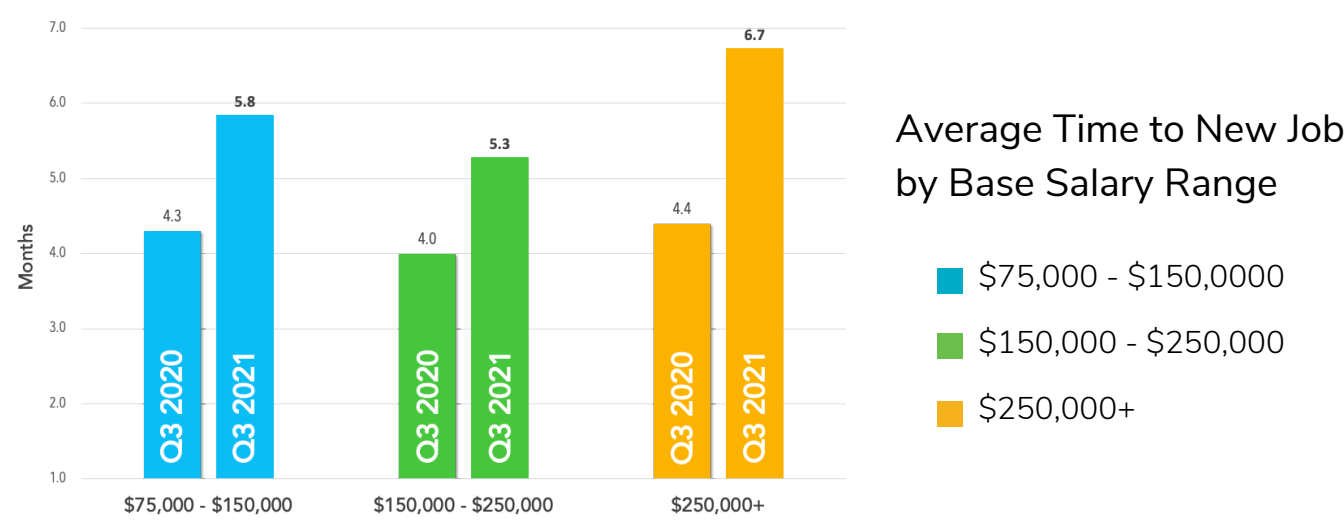
Clients continue to land new organizational roles (82%) as opposed to starting new businesses (14%) or retiring (4%). This might be an indicator of Baby Boomers starting to move toward retirement instead of seeking another role in the corporate or educational world.

- Accepted new job
- Started new business
- Retired



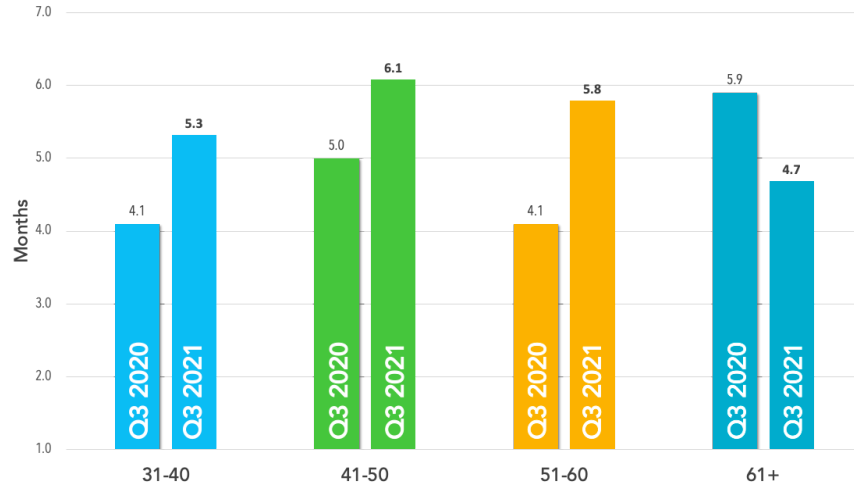
Landing rates slow down for almost all, except 61+ age category

All the indicators (i.e., salary range, educational level, and age) for landing times increased with the exception of people 61+, who found jobs in less time than Q3 of 2021. Those in the salary range of \$250,000+ and those with Ph.D.s saw the biggest increases in landing rates. Overall, the increases may be partially due to people taking some time off before starting a job search and having more than one offer to contemplate before deciding.



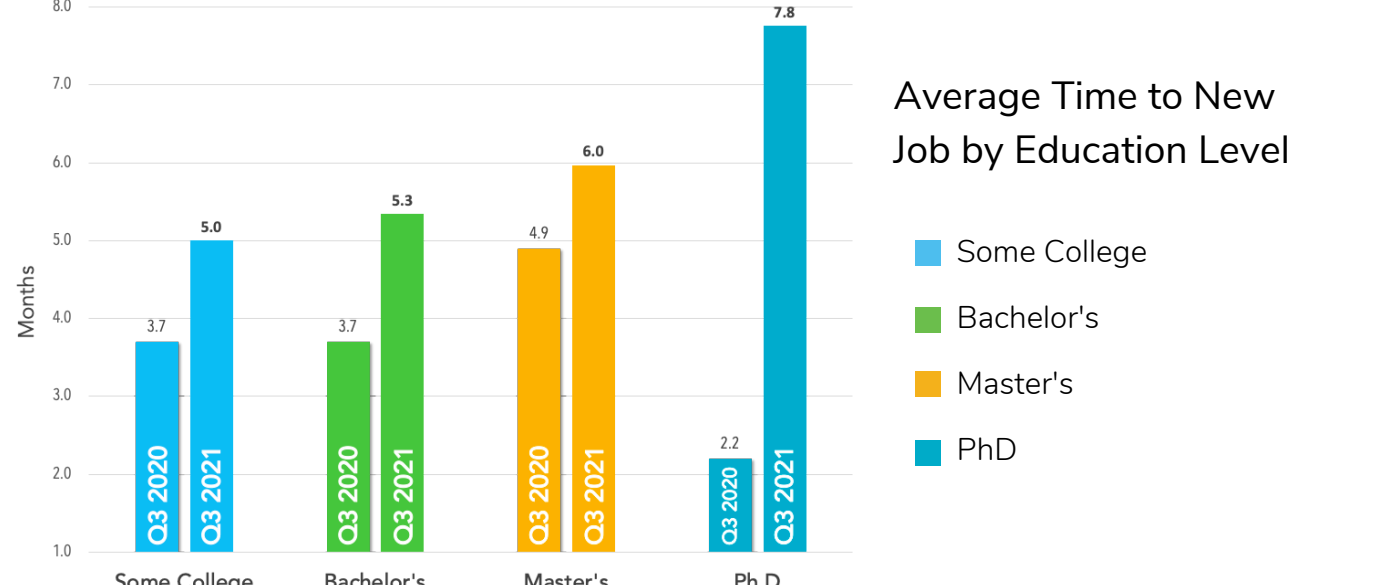
Average Time to New Job by Age Range

- 31-40 years
- 41-50 years
- 51-60 years
- 61+ years



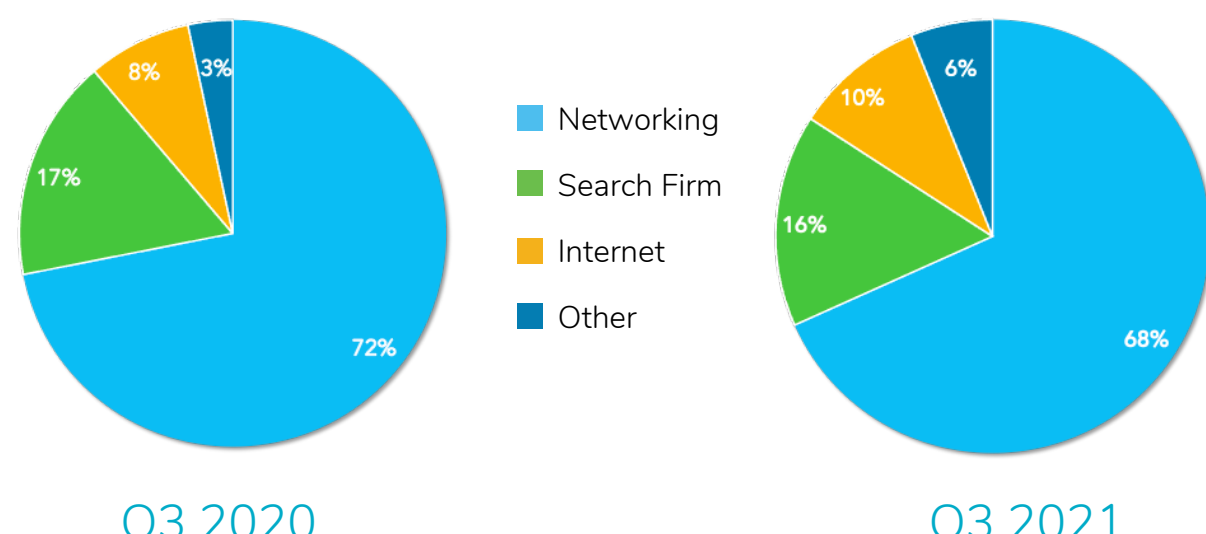
Average Time to New Job by Education Level

- Some College
- Bachelor's
- Master's
- PhD



Networking attribution dips again; internet use sees uptick

The use of the internet (including social media) as a key tool for finding a new job increased for executives quarter over quarter, from 8% to 10%. This may indicate the beginning of a trend toward greater interest in and reliance on social media as a means of finding roles. Networking as the means of finding a new executive role dipped for the second consecutive quarter.



Compensation: equal to or better than before

85%

Say compensation is equal to or better than before

50% reported the compensation at their new job as better than that of their previous job. 35% reported the compensation as the same.

Report Summary

4.8% unemployment in September of 2021; more jobs in manufacturing, construction, transportation, retail and professional services, among other industries; 85% of our coached executives reporting that they are earning the same or better compensation in their new roles; and 61+ year-olds landing jobs faster than this quarter a year ago. What is happening here?

The trends are confounding, but they seem to point to the idea that there is a strong need for experienced, successful, well-prepared, well-educated leaders in the (almost) post-pandemic world. Companies are willing to pay for expertise, and leaders are getting savvy about how to utilize their coaching to land a job with good (or better!) compensation after having multiple offers from which to choose. The time to land that new job is up quarter over quarter for executives and the anecdotal indicators are that senior leaders are taking their time to decide on the best role for them, with considerations such as location, family, office working direction (remote? hybrid? in-person?) all factoring into the final decision.

Our data signals a slight increase in the percentages of executives retiring - from 1% to 4% quarter over quarter. Could this be the beginning of more Baby Boomers retiring instead of taking that next corporate role?

Finally, as senior leaders get smart about the concept of a personal brand, the utilization of the internet and social media for finding jobs is increasing a bit, nudging the utilizing of networking down for the 2nd quarter in a row.

[Download the full report at Bravanti.com](#)

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