

Executive Employment Trends Annual Report

Q1 2022

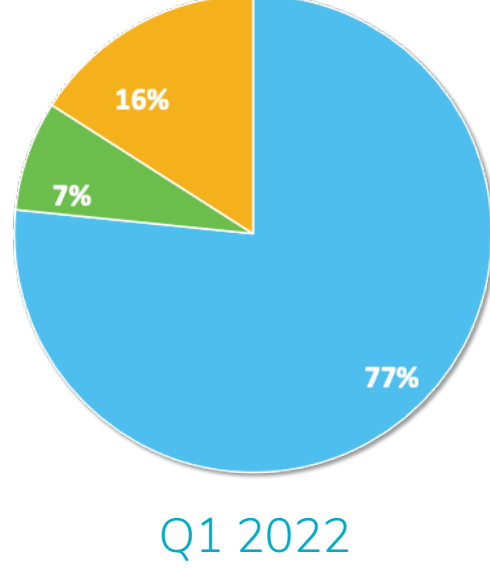
This infographic highlights the key findings from Bravanti's Q1 2022 Annual Executive Employment Trends Report, which offers insights and visibility into the current executive job market. We are committed to quality and results in our career transition programs and believe that keeping a careful eye 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 in Q2 2021 and Q1 2022, compared to the same relative period a year ago.

Key Findings

Employment vs. Entrepreneurship vs. Retirement

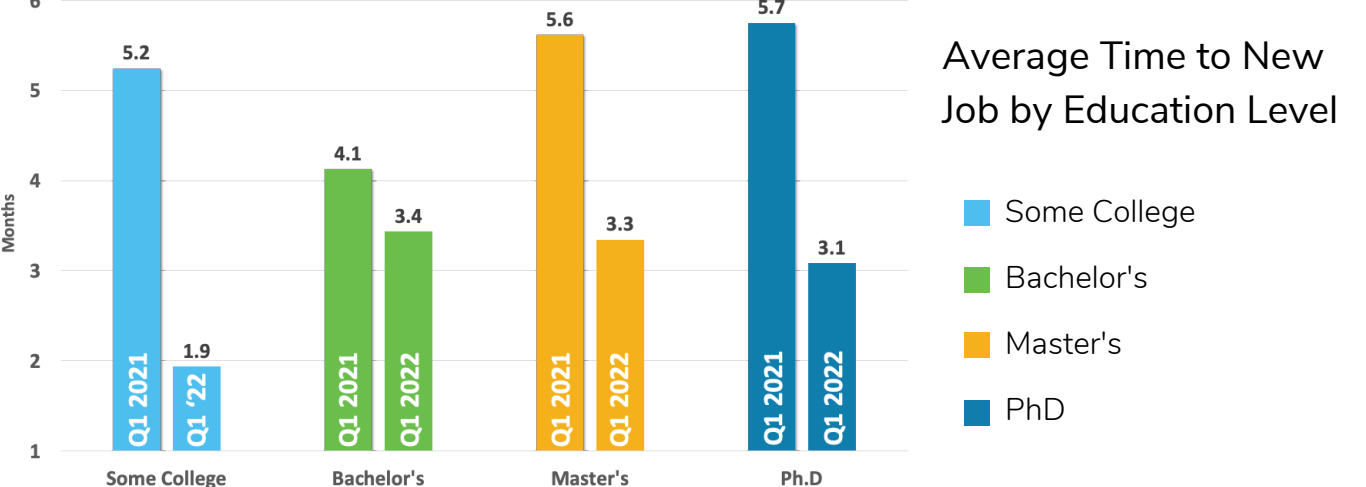
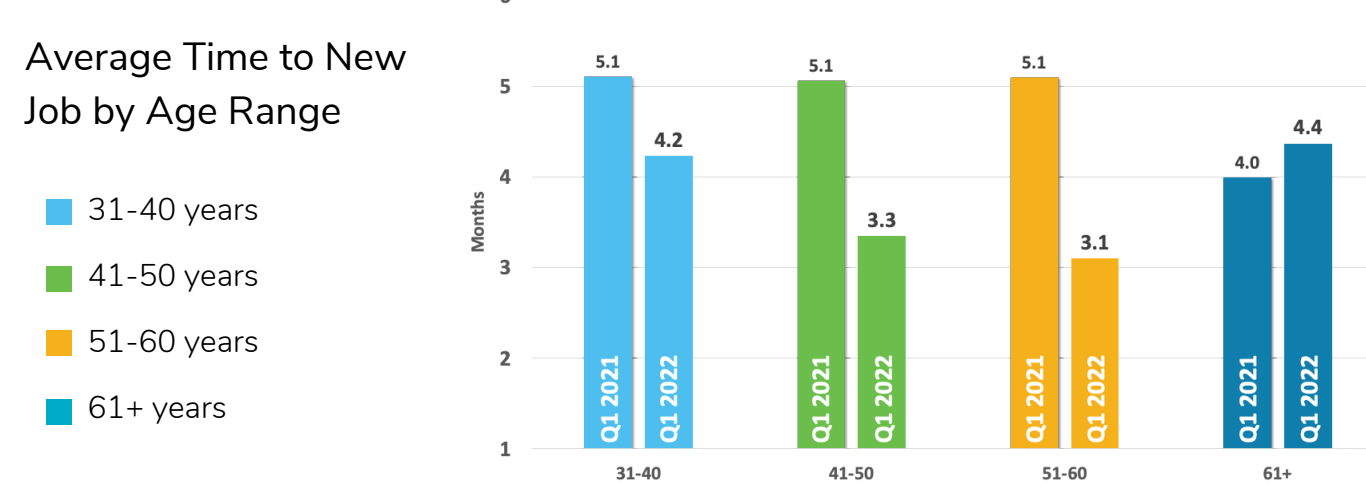
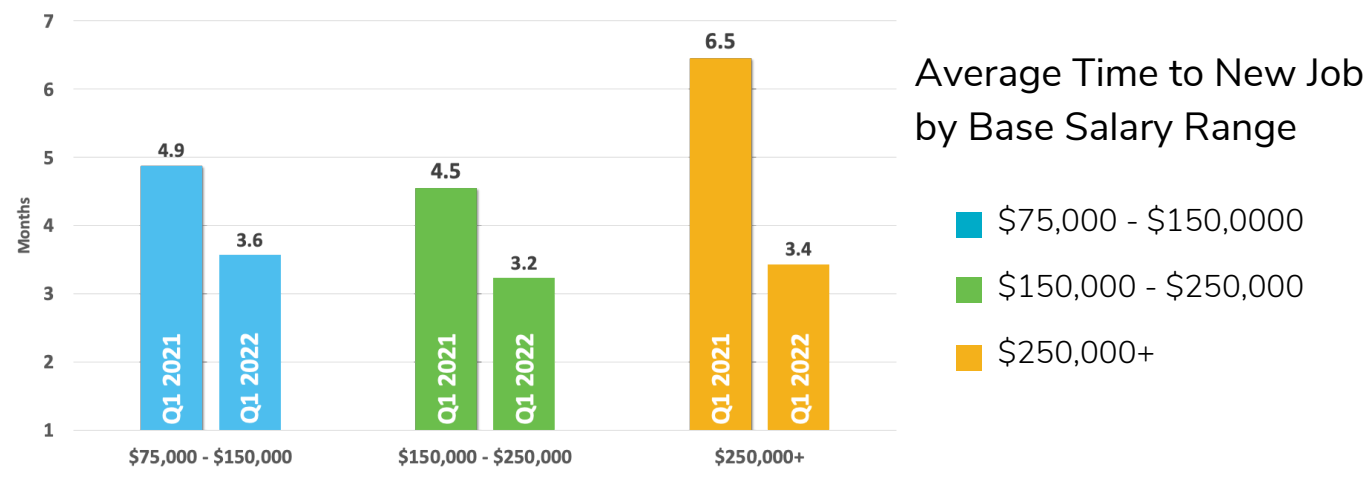
This quarter saw a dramatic increase in retirement activity among our executive transition clients, rising from 1% to 16%. This is very consistent with market trends and likely the result of The Great Reevaluation induced by the pandemic. At the same time, those seeking new roles within an organization decreased 10 points from 87% to 77%.

- Accepted new job
- Started new business
- Retired



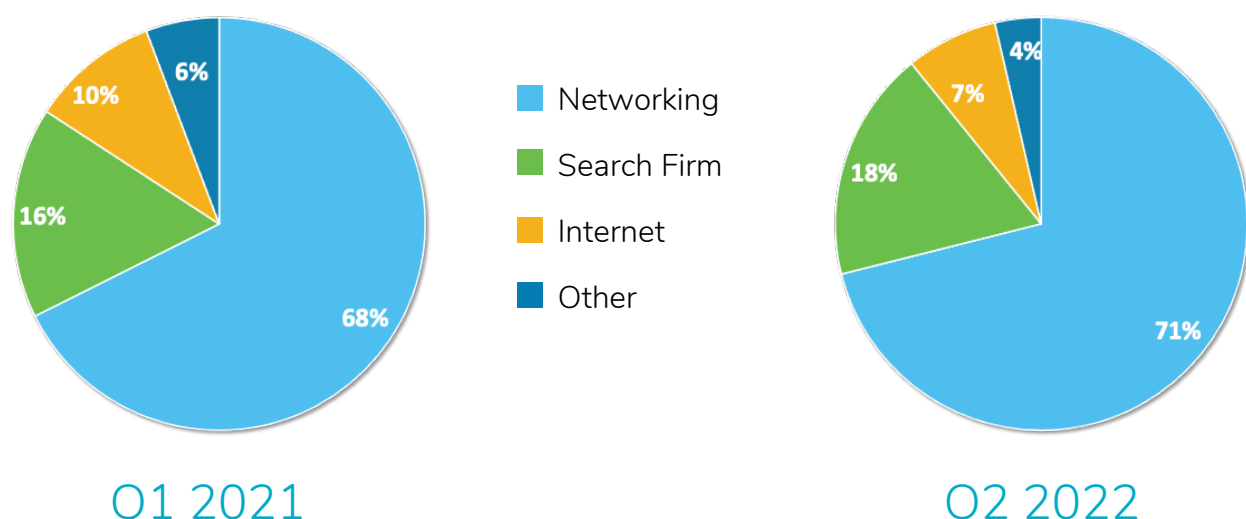
Dramatic acceleration in landing rates

Reflecting wider job market trends, we saw dramatic acceleration in transition times across the board, from 18 to 63% faster than the same period last year. The only exception was executives in the 61+ age group, who took slightly longer to land. Otherwise, regardless of education level or base salary, executives are in the driver's seat, landing faster and with more choices available in a rapidly changing job market. Employers challenged with massive attrition and retention issues are moving quickly to close the deal with new talent.



Networking attribution continues to rise with the return of in-person meetings and events

After several quarters on the wane, networking is on the rise again as executives return to in-person meetings and events. The use of the internet for finding a new job dipped slightly quarter over quarter, from 10% to 7%, while other job-search avenues remain relatively static.



Compensation: equal to or better than before

82%

Say compensation is equal to or better than before

Inflation and competition for talent continues to push compensation higher, with 82% of our executive transition clients reporting equal or great compensation in their new roles. As job growth continues at a historic pace, talent shortages persist, and employers are willing to pay more.

Faster landing times than the national average

In Q1 2022, our executive clients spent an average of 3.4 months on their job searches, landing 1.5 months faster than the same period in 2021 (4.9 months). Bravanti job search/landing times were also significantly faster than executive transitions reported by the Bureau of Labor Statistics (7.2 months).¹

3.4

Average executive landing time in months

Report Summary

The U.S. job market continues to shift dramatically. The unemployment rate is back to pre-pandemic levels and the "Great Reevaluation" continues to drive career movement at all levels. Job candidates are squarely in the driver's seat.

As executives ponder the multitude of choices available today, the importance of a good career coach cannot be overestimated, and, in fact, career coaching as an industry is experiencing significant growth.² Bravanti's executive clients in transition are paired with seasoned, experienced, and highly credentialed coaches who help create an exceptional go-to-market strategy to help the executive land in the next right role.

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

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