

The logo for Totaljobs, featuring the word "Totaljobs" in white, bold, sans-serif font centered within a green rectangular box. Below this box is a smaller, solid green square.

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Decoding Global Career Shifts



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Agenda

- How has Covid-19 impacted different jobs and sectors in the UK?
- What are employee expectations and preferences for post-pandemic work?
- How are environmental and DE+I values reshaping candidate decision-making?
- How can businesses recruit and retrain to fill capability gaps, and tap into new talent pools?
- What steps can companies take to help employees develop and upskill for the future?

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A bit about us



Kate Kavanagh

Managing Director
The Network



Nick South

Managing Director and Partner
Boston Consulting Group



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Boston Consulting Group

- Boston Consulting Group partners with leaders in business and society to tackle their most important challenges and capture their greatest opportunities.
- BCG was the pioneer in business strategy when it was founded in 1963.

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The Network and our partners



THE NETWORK 
Global talent simplified

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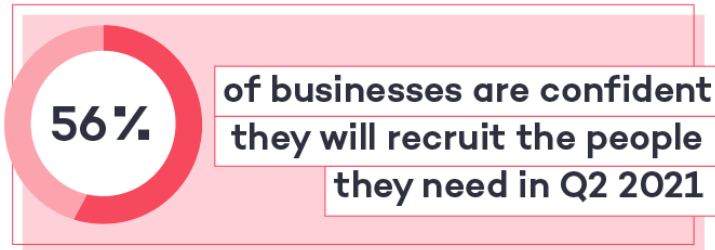
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State of play

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State of play

Data from Totaljobs' Hiring Trends Index:

- Marketing, PR & sales, Education, Retail, Transport & distribution and construction are the sectors reporting the most confidence in recruiting in Q2 2021.
- The Government's roadmap has enabled a quarter (24%) of businesses to finalise business planning.

The Global Talent Survey

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208,807

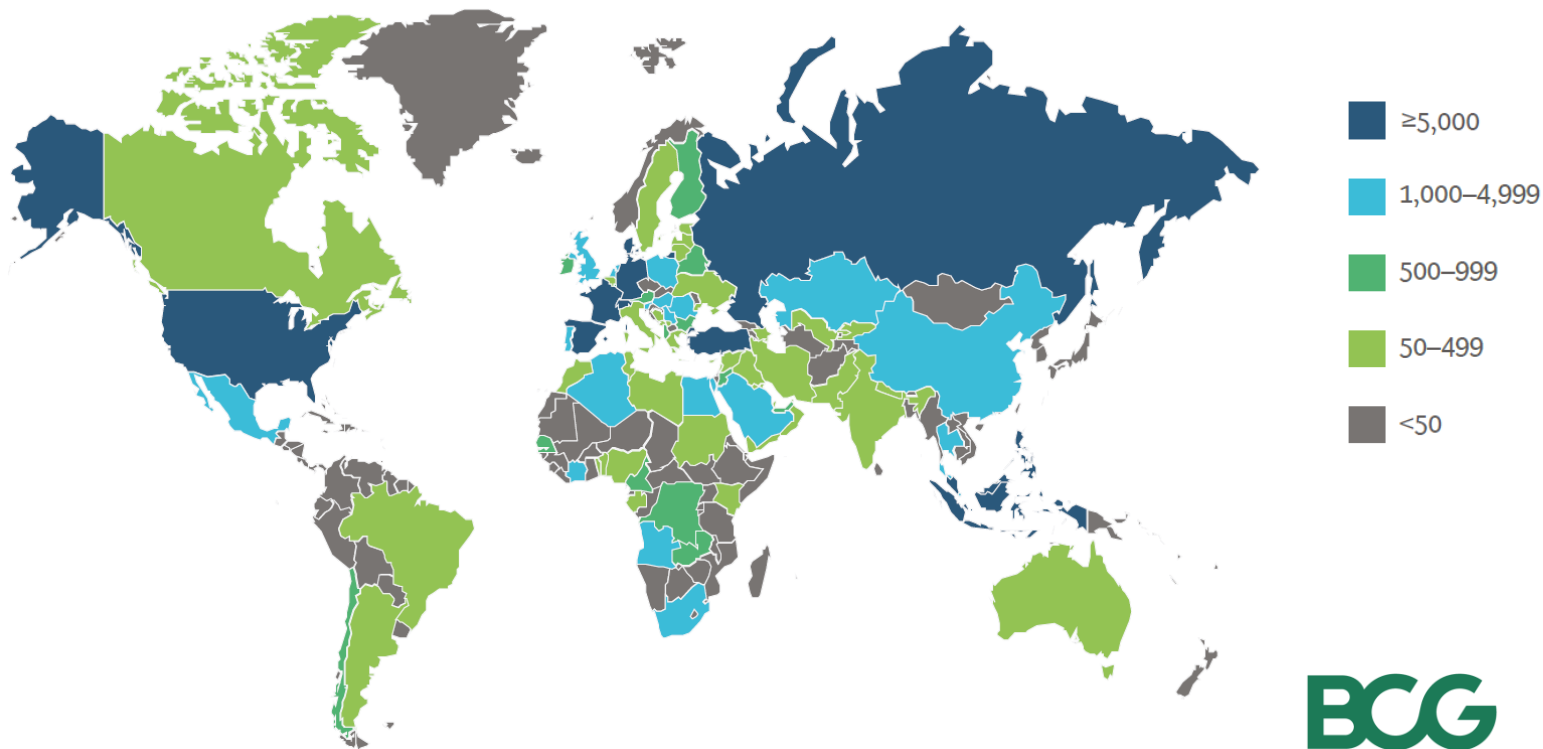
respondents
across the Americas, Middle East,
Africa, Europe, Asia-Pacific

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Insights from 190 countries

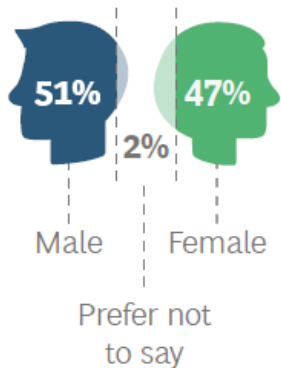


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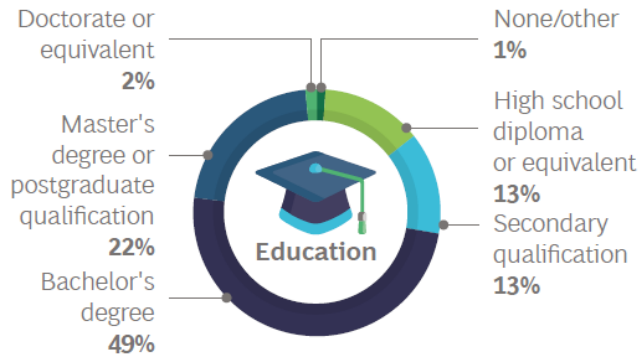
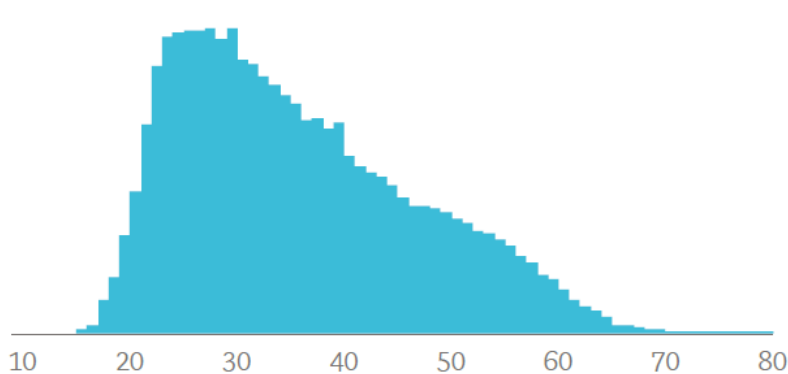
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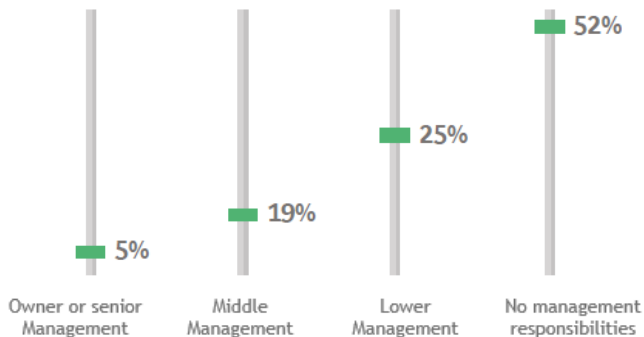
The global workforce



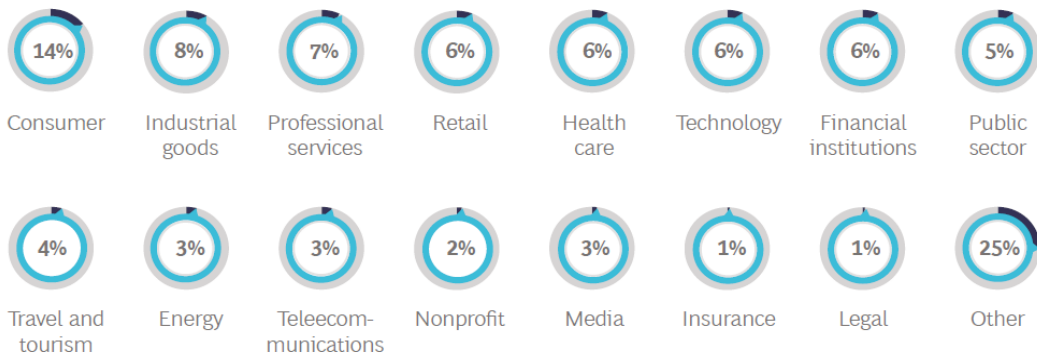
Age distribution



Position



Industry



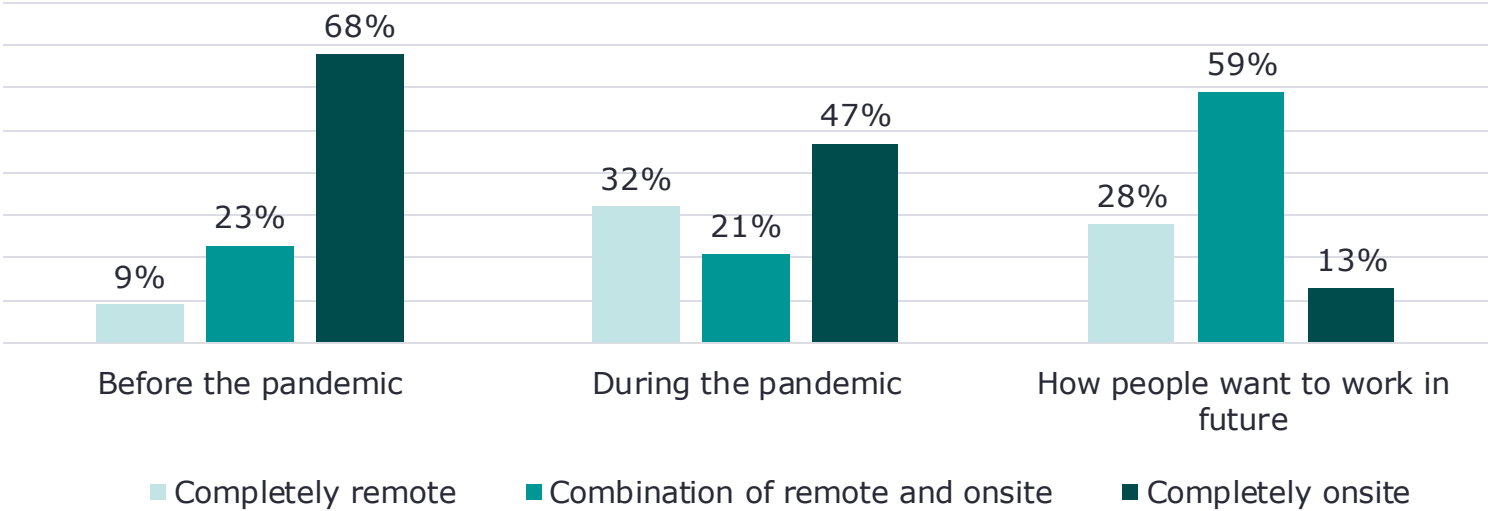
Impact of Covid-19 on working practices

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How the pandemic changed ways of working



Impact on Covid-19 on UK employees



Overall positive or little impact

- Use of digital tools



Overall negative impact

- Productivity
- Work-life balance
- Quality and style of leadership
- Wellbeing

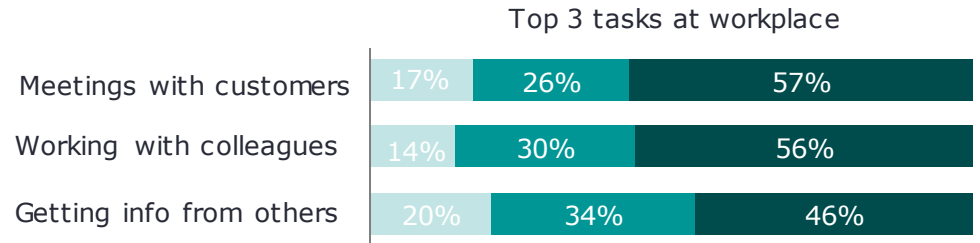
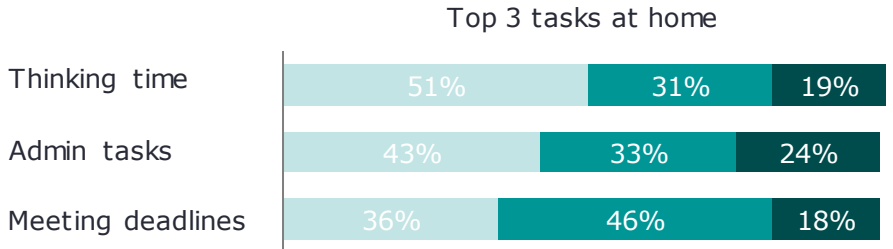
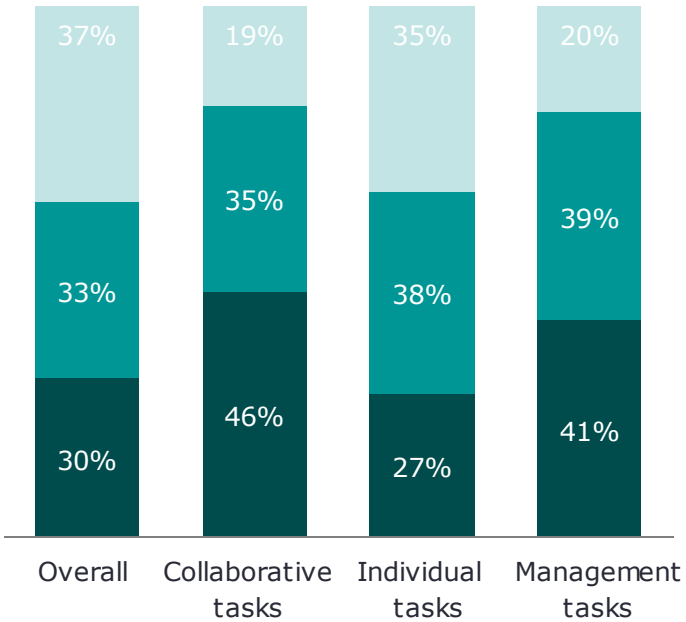


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Productivity and remote working

% employees who have worked remotely who felt productivity change, across tasks



■ More productive from home
 ■ Equally productive at your workplace and home
 ■ More productive at your workplace



Source: 'BCG UK Employee Sentiment' Survey, conducted August 24th-31st (2020), n= 1004, UK only

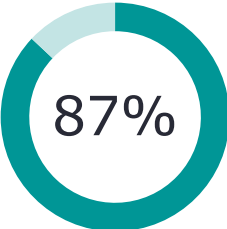
Employee expectations and preferences

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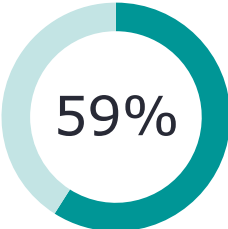
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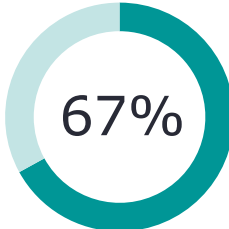
Candidates are looking for long-term flexibility



of Brits want flexibility in where they work



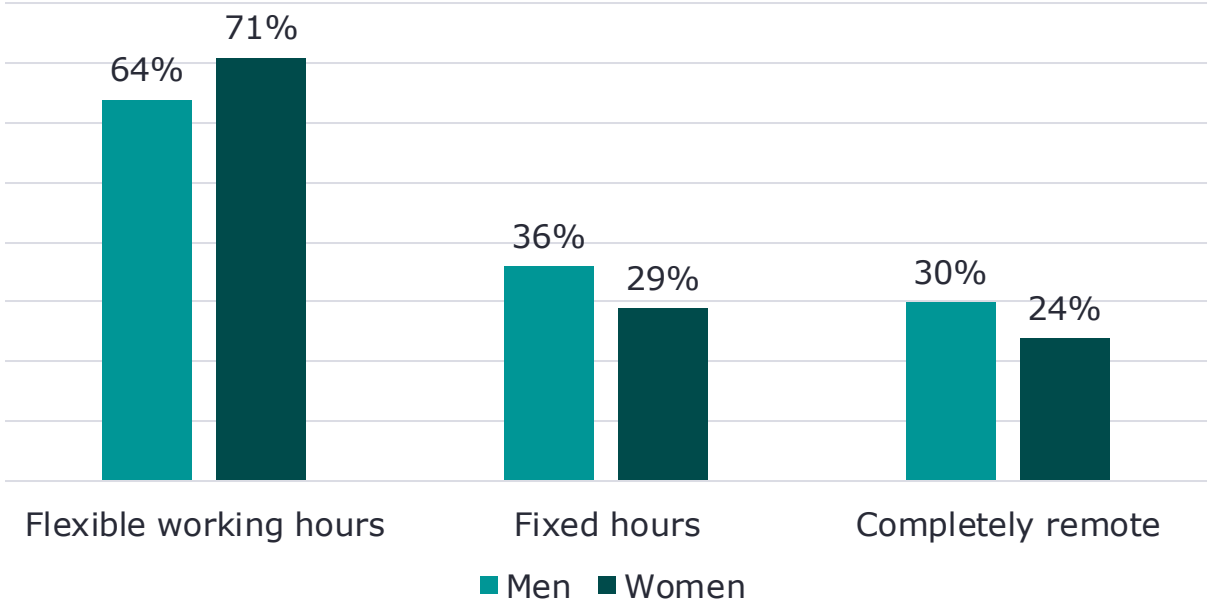
of Brits want to split their time between onsite and home working



of Brits want flexible working hours



Women particularly keen on flexibility in hours





What matters in a job

Global workers

1. Good relationship with colleagues
2. Good relationship with superior
3. Good work-life balance
4. Financial compensation
5. Financial stability of employer
6. Appreciation of work
7. Job security
8. Learning & skills training
9. Career development opportunities
10. Interesting job content

UK workers

1. Good relationship with colleagues
2. Good work-life balance
3. Good relationship with superior
4. Appreciation of work
5. Interesting job content
6. Job security
7. Financial stability of employer
8. Company values
9. Learning & skills training
10. Personal impact



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Values-based decision making

Social issues influence how candidates perceive employers

- **41%** of UK workers wouldn't apply for a job with a company whose policies didn't align with their D&I values.
- **38%** of UK workers wouldn't apply for a job with a company that didn't match their environmental values.

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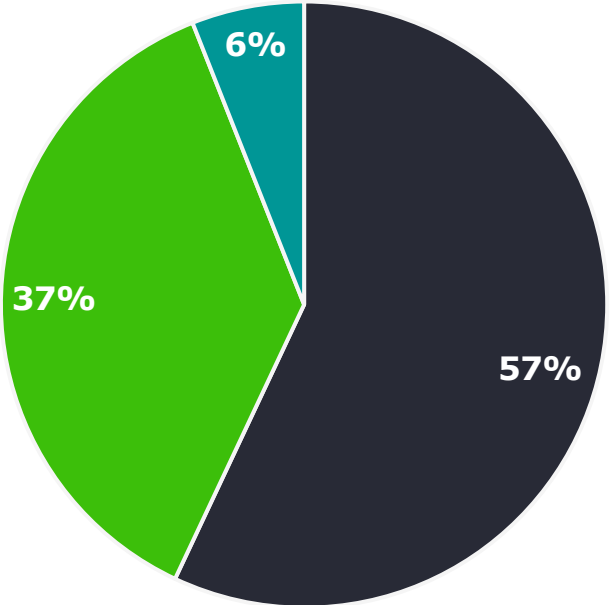
Career shifts and retraining

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94% of UK workers are willing to retrain



- Willing to retrain
- Willing to retrain if necessary
- Not willing to retrain

- A third (35%) of UK workers believe the risk of automation has increased since last year.
- However, the majority are open to retraining regardless of a perceived threat of automation, or as a result of Covid-19.
- Younger workers and mid-career workers are the most willing to retrain.



Making a career switch

Roles employees are most willing to retrain from:

Services 77%

Manual/
manufacturing 76%

Customer Service 76%

Industries employees are most willing to retrain into:

Consulting 64%

IT/tech 50%

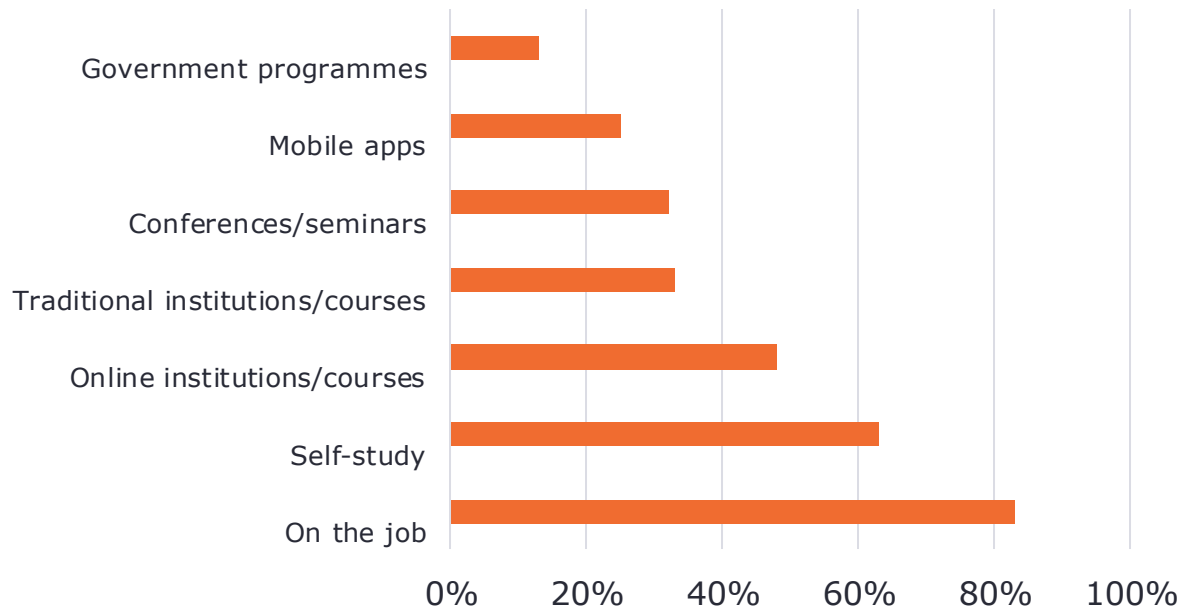
Digitalisation/
automation 44%

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Learning preferences



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Preparing for the future

Be flexible with your recruitment

- Make strategic workforce planning more dynamic
- Consider candidates from other industries

Build a learning culture for the long term

- Embed L&D into your EVP
- Empower people to learn
- Upskill at scale



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Key takeaways

94% of UK workers are open to retraining

Retraining opens possibilities for career shifts

87% of UK workers want flexibility in where they work

Businesses can ride the trend and recruit from a broader talent pool



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Over to our panel



Jon Wilson

CEO
Totaljobs Group



Frank Atkinson

Managing Director
Staffline

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