

# THE CHANGING WORLD OF WORK

Job retention is a growing concern among employers as staff increasingly look for more from their work than a way to pay the bills. Offering the right benefits is key, as is upskilling staff for a future world of work that will put new pressures and requirements on staff

## THE ISSUE OF STAFF RETENTION

Robert Half 2020

% of US senior managers



## OFFERING THE RIGHT BENEFITS IS KEY TO RETAINING STAFF

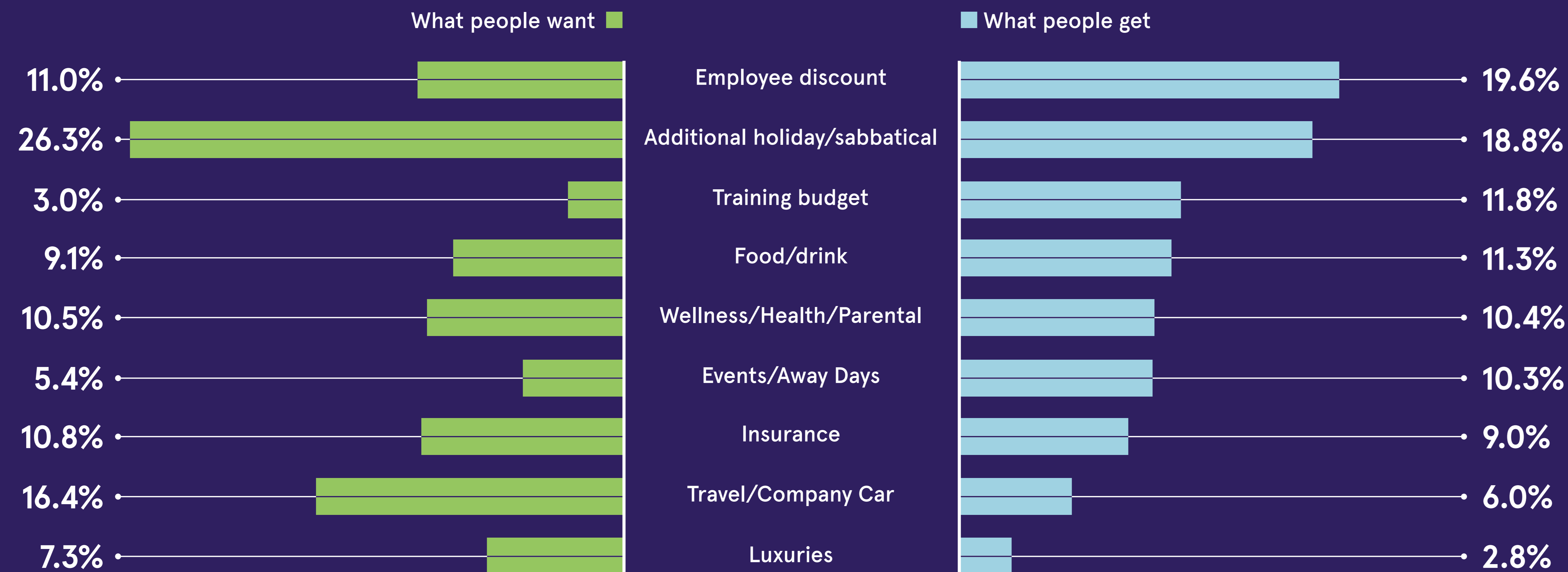
% saying the following are the most important objective for their benefits program



## THERE IS A MISMATCH BETWEEN THE BENEFITS EMPLOYEES WANT AND WHAT THEY RECEIVE

SmallBusinessPrices.co.uk 2021

% of UK workers

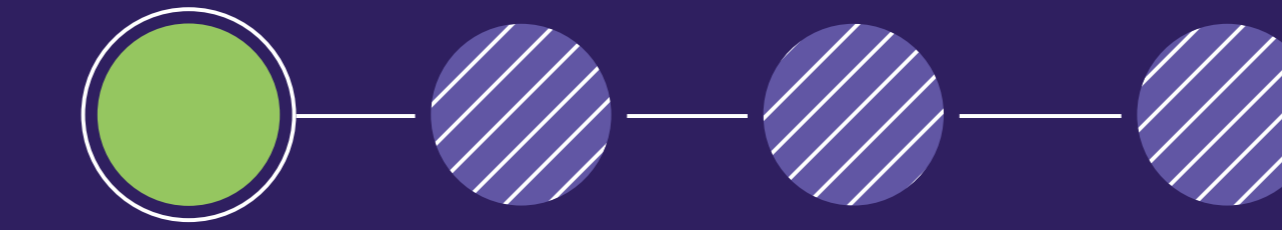


## SHIFTING CAREERS

Adzuna 2020

% of British workers

**1 in 4**



workers are considering a career change in 2021

Of which

**6.8%**



definitely looking to change career

**7.2%**



considering changing career

**11.0%**

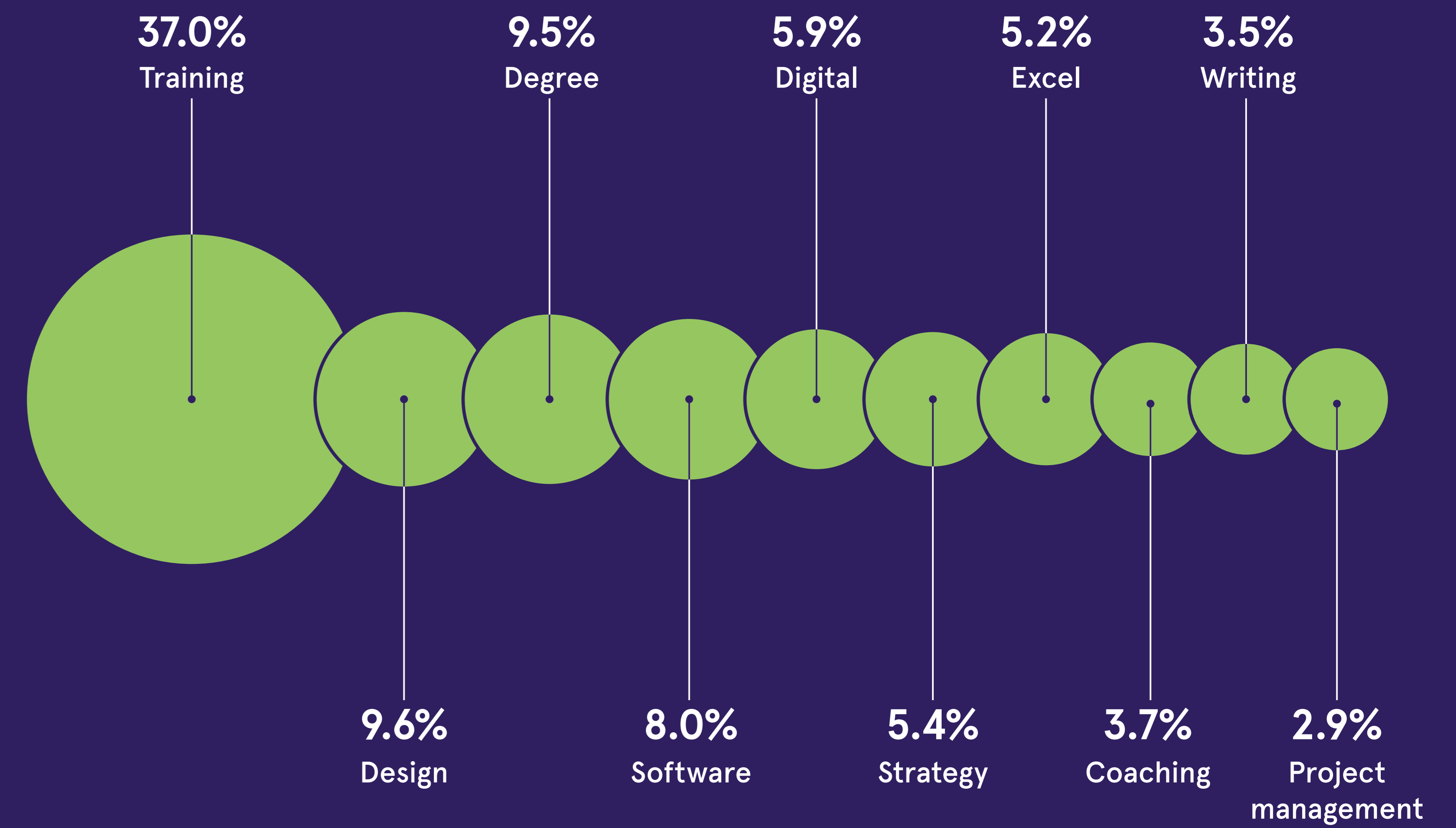


wouldn't rule it out

## TRAINING IS EASILY THE TOP 'HARD' SKILL EMPLOYERS ARE AFTER

Adzuna 2020

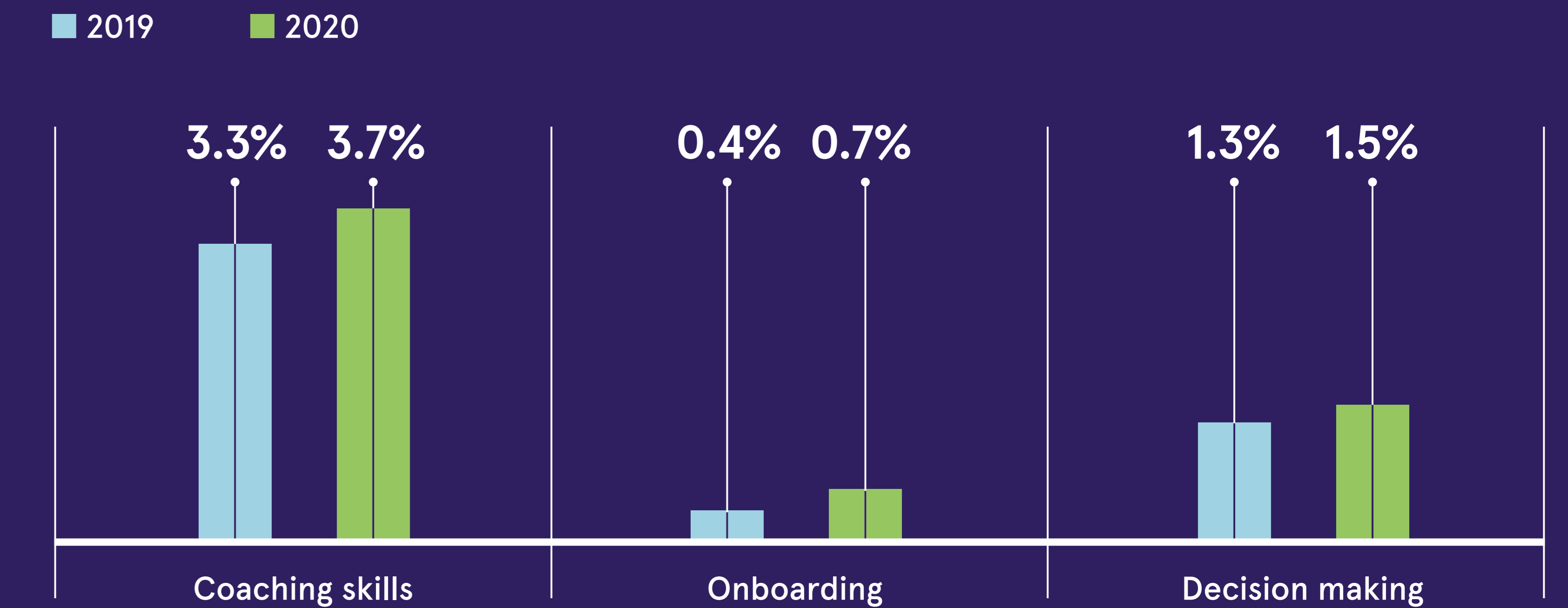
The proportion of UK job ads that mentioned this skill in 2020



## EMPLOYERS INCREASINGLY WANT COACHING AND ONBOARDING SKILLS

Adzuna 2020

The following skills have seen the biggest % increase in mentions in job ads



## THE SKILLS ORGANISATIONS ARE IN NEED OF ARE DIFFERENT TO THE SKILLS EMPLOYEES SAY THEY WANT TO DEVELOP TO PROGRESS

Hays 2020

% of businesses and staff wanting the following skills

