



THINKPOLIS  
2014  
MOVING WORK  
DECEMBER

Canadians are making many more career moves in 2014. We're changing jobs, changing career paths, and moving provinces for work more often. And this turns out to be the necessary path to success.



2/3 of Canadian

### BABY BOOMERS

entered their fifties in jobs they had been in for at least 12 years with the same employer.



### GEN XERS

worked an average of 3.2 jobs in the first 12 years of their career, staying 3.4 years in each job.



### GENERATION Y

held an average of 3.9 jobs over their first 12 years on the job market, with 2.7 years in each job.

GENERATION Y

GEN XERS

Generation X spends over **20 per cent longer** in each job they hold than Gen Y does.

88.5%

88.5 per cent of people have to change employers in order to move up to a higher level position.

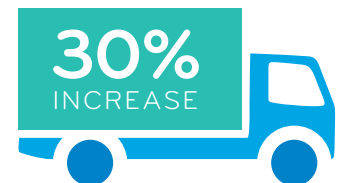
## HOW LONG IT TAKES TO GET TO THE TOP?



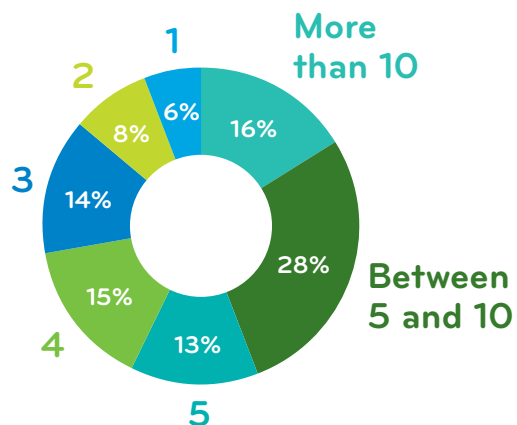
Across industries, it takes people an average of **12 years** (4-5 jobs at 3-4 different employers with 4 job titles) to move from an entry-level position to the rank of supervisor or above.

## MOVING FOR WORK

There has been a **30 per cent** increase in people changing provinces for work over the past 20 years. People who have changed provinces are 46% more likely than the average to be promoted within a company.



## HOW MANY JOBS HAVE CANADIANS HAD IN THEIR CAREERS?



While Opportunities for Advancement ranks near the top of what candidates look for in a new job – only **11 per cent** of people are actually promoted within a company.

11%



## CHANGING COURSE

Canadians are switching career paths completely at least two or three times.

### How many different career paths have you followed?

The people who achieve the greatest success are those who are the most willing to embrace change: changing jobs, employers, career paths, and provinces.

Read the full report at <http://workopolis.com/research>.

