UNDERSTANDING MILLENNIALS IN THE WORKFORCE

MILLENNIALS ARE THE LARGEST GENERATION IN THE WORKFORCE

1 OUT OF 3 | ONE OUT OF EVERY THREE WORKERS IS A MILLENNIAL [1]

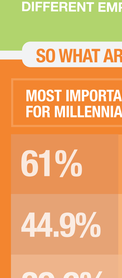
HOWEVER

A MAJORITY OF HIRING MANAGERS STRUGGLE TO **RECRUIT MILLENNIALS**

53%

SAY THEY HAVE DIFFICULTY FINDING MILLENNIAL TALENT [2]

RETAINING MILLENNIAL TALENT CAN BE JUST AS HARD

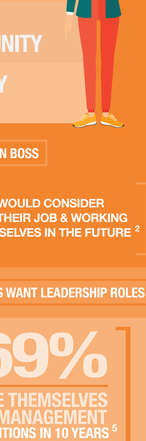


2/3 ARE CONSIDERING OTHER OPPORTUNITIES

OVER 75% REPORT BEING "ENGAGED" OR "VERY ENGAGED" AT THEIR JOB, BUT NEARLY 2/3 ARE STILL CONSIDERING OTHER EMPLOYMENT OPPORTUNITIES [3]

58%

EXPECT TO STAY IN THEIR CURRENT JOB **FEWER THAN 3 YEARS** [4]



27%

HAVE ALREADY WORKED FOR 5 OR 6 **DIFFERENT EMPLOYERS** [2]

SO WHAT ARE MILLENNIALS LOOKING FOR?

MOST IMPORTANT EMPLOYMENT FACTORS FOR MILLENNIALS [3]

61%	SALARY
44.9%	CHALLENGING WORK
39.6%	CAREER OPPORTUNITY
39.1%	COMPANY CULTURE

MILLENNIALS WANT TO BE THEIR OWN BOSS

79% SAY THEY WOULD CONSIDER QUITTING THEIR JOB & WORKING FOR THEMSELVES IN THE FUTURE [2]

MILLENNIALS WANT LEADERSHIP ROLES

69%

SEE THEMSELVES IN MANAGEMENT POSITIONS IN 10 YEARS [5]

MILLENNIALS WANT TO LEARN FROM THE BEST

35% 35% WHO DON'T RECEIVE REGULAR MENTORING PLAN TO LOOK FOR ANOTHER JOB WITHIN 12 MONTHS [6]

MILLENNIALS WANT TO MAKE AN IMPACT

72%

SAY THE ABILITY TO MAKE AN IMPACT IS AN IMPORTANT FACTOR [6]

MILLENNIALS WANT FLEXIBILITY

45%

WILL CHOOSE WORKPLACE **FLEXIBILITY OVER PAY** [6]

69%

BELIEVE OFFICE ATTENDANCE IS **UNNECESSARY ON A REGULAR BASIS** [6]

SOURCES

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3 http://mktg.peoplefluent.com/rs/082-REK-457/images/Report_The_Digital_Generation_in_the_Workplace.pdf

4 http://www-01.ibm.com/common/ssi/cgi-bin/ssialias?subtype=XB&infotype=PM&appname=GBSE_GB_TI_USEN&htmlfid=GBE03637USEN&attachment=GBE03637USEN.PDF

5 http://www.slideshare.net/uDesk/2015-millennial-majority-workforce

6 http://www.slideshare.net/urbanbound/millennials-understanding-the-generation/44-A_comfortable_work_environmentcan_lead

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