

WIN WIN

THE IMPORTANCE OF ATTRACTING AND RETAINING YOUNGER WORKERS

With billions of dollars in turnover costs at stake and only 18% of millennials expecting to stay with their current employer for the long term, it's crucial for employers to attract and retain their future workforce.

WHAT YOUNG EMPLOYEES WANT

WHAT EMPLOYERS CAN DO

MENTORING



The most common reasons for young workers leaving their jobs are a lack of opportunity and mentorship.



81% of new graduates want to be connected with an experienced mentor on the job.



GLOBAL MOBILITY

Millennials have a strong appetite for working overseas



and want to do an overseas assignment during their career.



CORPORATE SOCIAL RESPONSIBILITY

Millennials are attracted to employer brands that they admire as consumers.

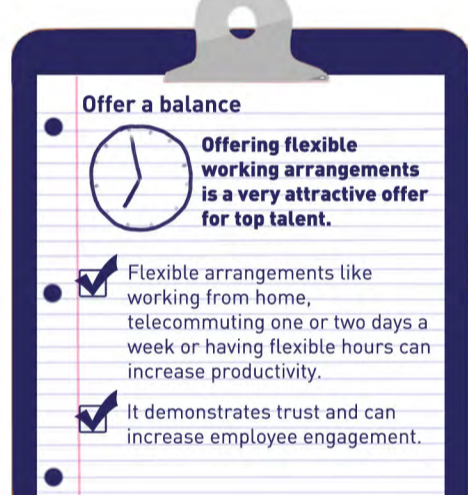
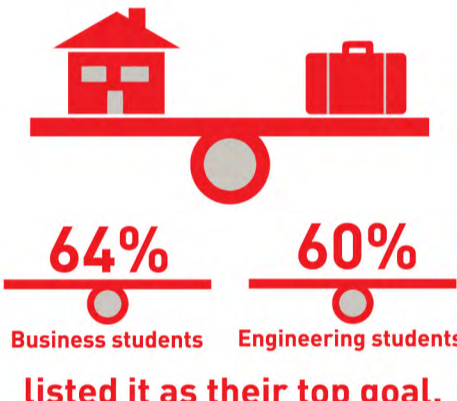


Just over 50% are attracted to employers because of their CSR position.



WORK LIFE BALANCE

The top career goal for both engineering/IT and business students was to have a work-life balance.



CAREER PROGRESSION

Moving up the ladder faster is the top priority for millennials who expect to rise rapidly through the organization.



DEVELOPMENT



This generation is committed to their personal learning and development and this remains the most essential benefit they want from employers.



DIVERSITY

Millennials are looking for strong diversity policies but feel that their employers have failed to deliver on their expectations.



Over 50% say that while companies talk about diversity, they did not feel that opportunities were equal for all.

