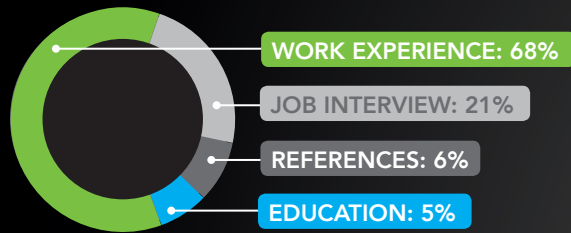


Drivers of Career Choice and Career Progression

THE EVOLVING WORKFORCE

BEST INDICATORS OF TALENT



91%

BELIEVE QUALIFICATION AND SKILL UPGRADES ARE OVERWHELMINGLY IMPORTANT WHEN IT COMES TO CAREER PROGRESSION



68% BELIEVE IT WILL BE OK

20% HAVE THEIR DOUBTS

MORE PEOPLE BELIEVE THEY WILL BE ABLE TO RESUME THEIR CAREERS AFTER TAKING A BREAK FOR EVENTS SUCH AS MATERNAL/PATERNAL LEAVE, ILLNESS, OR AN EXTENDED HOLIDAY



EXPERIENCE vs EDUCATION

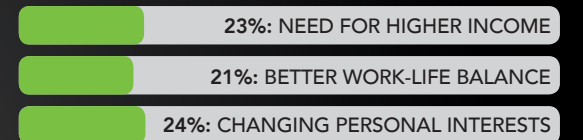
PRACTICAL JOB EXPERIENCE IS MORE IMPORTANT WHEN DECIDING CAREER SUCCESS

13%

THE CAREER FOR LIFE IS VANISHING. MORE THAN HALF OF ALL EMPLOYEES EXPECT TO SWITCH CAREERS IN THE NEXT

5 YEARS

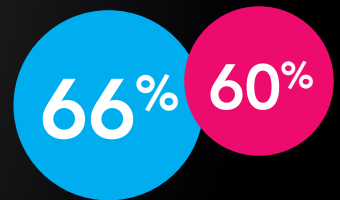
MAIN REASONS:



WHO WANTS TO BE AN EXECUTIVE?

66% DO. 26% DON'T.

SIGNIFICANTLY MORE MEN AIM HIGHER THAN WOMEN



REASONS FOR NOT WANTING THE TOP JOB

