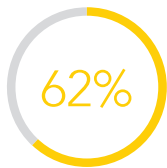


Do you have what U.S. scientific talent is looking for?

In this age of uncertainty, workers in the U.S. are just as concerned about remaining employable by having up-to-date skills as they are with losing their current job. Those you employ—especially professional/technical talent—may be harder to retain if they don't have opportunities to pursue their interests and develop their skill sets at work.

Hiring scientific professionals

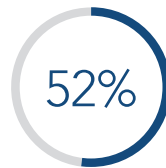
An employer that offers opportunities to work on innovative projects and exposure to cutting-edge technologies is attractive to a growing number of scientific professionals. More and more, scientific professionals are focused on keeping skills current and having opportunities to sharpen and demonstrate those skills. Scientific professionals want:



Knowledgeable colleagues who they can learn from, (vs. 57% for the average worker)



Opportunities to work on innovative projects, (vs. 40% for the average worker)



Exposure to the latest technologies and top-notch equipment, (vs. 43% for the average worker)

Employability as a driving factor

Highly coveted professional/technical workers bring a valuable skill set and knowledge base to the companies that hire them—but they also risk losing their value with obsolescence. Therefore, scientific professionals seek continual opportunities to pursue their interests and develop their skill sets.

50% / 50%

On par with the average worker, top concerns for scientific talent are divided between skill obsolescence (50%) and their concern about a possible layoff (50%)

84% / 79%

Many scientific workers feel their skills/knowledge will need to evolve and grow in order to keep up with changes in their line of work or industry (84%), slightly ahead of the average worker (79%)

Employer investment in training

It's the millennials who have the greatest praise for employer investment in training/upskilling, and for hands-on/on-the-job training, than older cohorts.

51%

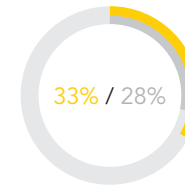
51% of millennial scientific professionals believe their current/most recent employer is investing in training/upskilling, vs. baby boomer scientific professionals (41%)

72%

72% of millennial scientific professionals believe that their current/most recent employer encourages hands-on/on-the-job training, vs. Gen X scientific professionals (65%), and baby boomer scientific professionals (64%)

DIY career development

Professional/technical talent is at the leading edge of the do-it-yourself (DIY) career development paradigm. No longer relying on employers to design, lead, or invest resources into their training and skill building, they are using career development options DIY-style at higher rates than the average worker, investing their own time and resources into training necessary to move along a career arc that they themselves are designing and leading.



33% of scientific talent has sought out training and paid for it themselves, vs. the average worker (28%)



The gap between the desire talent has for skill development and employer offerings creates a retention risk.

Top talent wants to keep their skills fresh—their workflow depends on it. This is true of your full-time employees, but it's also true for free agent workers and independent contractors. So as you continue to build a stronger brand reputation to attract the talent you need, consider that a cutting-edge free agent workforce can likely infuse the expertise and innovation you need now.

To find out more about what today's resilient workforce is seeking, or what a free agent workforce can offer your organization, visit kellyservices.us/science today.

In addition to analyzing worker preferences and psychographic insights based on survey data from the 2015 and 2014 Kelly Global Workforce Index™ (KGWI), this study pulls insights from Kelly® Free Agent Research (2015) survey data and other research sources.

Visit kellyservices.com for additional reports, articles, and insights.



kellyservices.us/science