

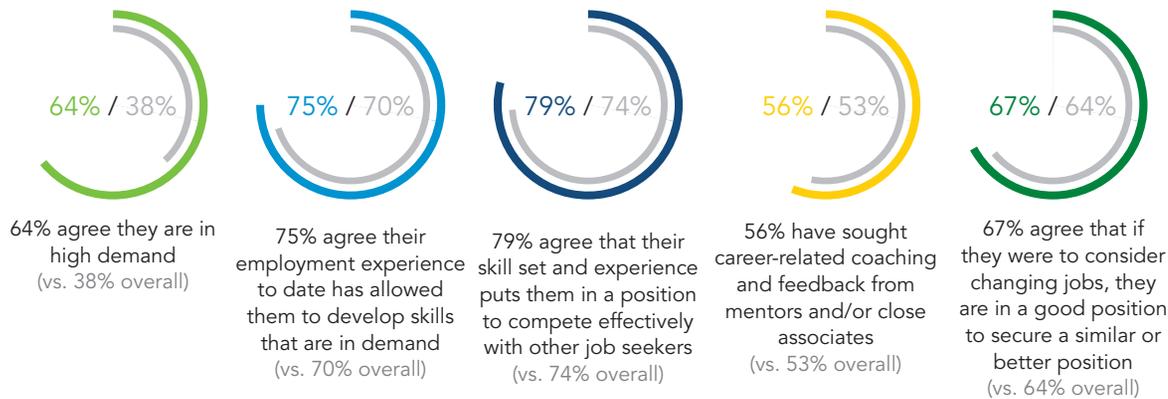
Does your organization offer what today's resilient workforce is looking for?

In today's uncertain job environment, global workers are seeking ways to be as resilient as possible. They are becoming adept at developing skills that enable them to thrive in any company—utilizing available employer training, or actively seeking ways to further their skill sets, perhaps as free agents or freelancers.

As an organization, it's important to understand the implications of this shift to **do-it-yourself (DIY) career resilience**. The very workers that you want to hire—valuable employees proven to have higher loyalty, show greater effort and added value—may be increasingly harder to engage and retain.

Professional/technical (PT) workers outscore the average on talent agility and confidence—making them highly resilient

They are well aware of their market power, so if they are dissatisfied with an organization, they know they can find something better.



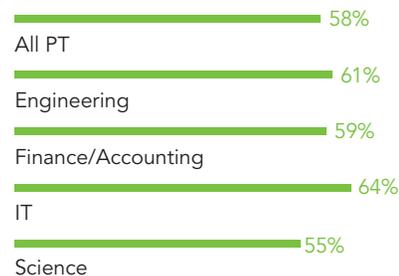
Employability versus employment

Overall, 56 percent of workers say they are more concerned about their knowledge/skills becoming obsolete or outdated than they are about a possible layoff—with concerns being greatest at opposite ends of the generational spectrum:

- OBSOLETE SKILLS/KNOWLEDGE TOP CONCERN
- LAYOFFS TOP CONCERN

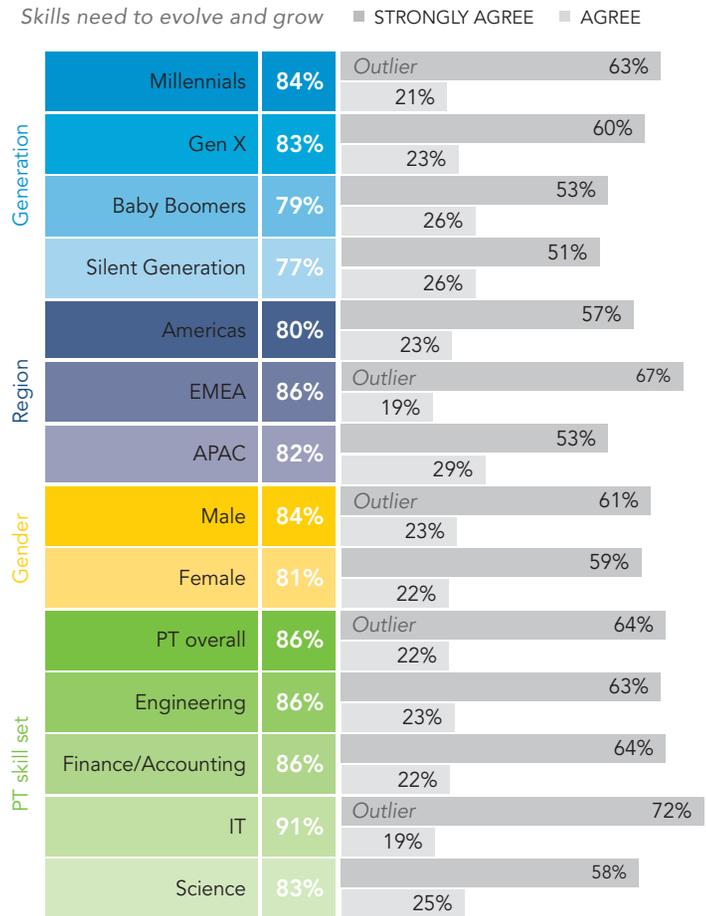


Professional/technical workers have meaningfully higher concerns regarding skills obsolescence, especially those in IT:



The majority of workers want to grow their skill sets

Learning opportunities make employers more attractive and are highly rated drivers for accepting one position over another. Overall, 82 percent of workers feel their skills/knowledge will need to evolve and grow. Here are the statistics for the subsets and outliers:



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.

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