

MILLENNIALS

are the most educated generation in history, but face underemployment and have a harder time achieving financial independence.



Almost 79 percent of millennials have earned at least a bachelor's degree, as compared to 62 percent of baby boomers.



Despite this finding, they are facing higher rates of underemployment. **30 percent of millennial doctors are underemployed while 34 percent of them with Ph.D. are also underemployed.**



24 percent of millennials from a survey claimed to have had to move back home at some point after starting employment because of financial hardship.



MILLENNIALS

are not worried about loyalty when it comes to employment.

75 percent of them believe they will have between two and five employers during their lifetime.

Compared to 41 percent of baby boomers, **only 13 percent of millennials** agree that employees should stay with their employers for at least five (5) years before looking for a new job.

26 percent of millennials think that they should only be expected to stay in a job, at least, a year before looking for a new position.

43 percent felt extremely or very confident that they could find another job if they lost or left their current one.

70 percent of them are planning to change jobs once the economy improves.



MANILA RECRUITMENT
TALENT GUARANTEED



MILLENNIALS

are technology and social media savvy.

They switch their attention between media platforms such as laptops, smartphones, and tablets **27 times per hour on average** while previous generations only averaged 17 times.

More than 41 percent prefer to communicate through electronic channels than face-to-face or on the phone.



MILLENNIALS

prioritize a healthy work-life balance over financial compensation.



- **One in three millennials** said he or she would prioritize social media freedom, device flexibility, and work mobility over salary in accepting a job offer.
- **40 percent** value a job that gives them a chance to make friends as very important.
- **Three out of four millennials** say they are very happy.
- Millennials report having **twice as much happiness as stress**.
- When asked, "How do you define success?" **46 percent** responded having a job they enjoy, and only 36 percent answered being rich.
- **74 percent** want flexible work schedules (time freedom).



MILLENNIALS

care more about the work they do, the company they work for, and the social contribution they make over how much money they earn. They want to learn and grow with the company they work for. They are extremely ambitious and eager for their careers to take off.

52

percent

of millennials said opportunities for career progression made an employer attractive.

30

percent

valued meaningful work.

65

percent

said the opportunity for personal development is the most influential factor in current job.

25

percent

valued a sense of accomplishment on a kind of work they do.

22

percent

saw training and development as the most valued fit from an employer.

78

percent

believe that companies have a responsibility to make the world a better place.



MILLENNIALS

are mobile.



71 percent of them would like to work abroad. This speaks volumes on whether employers offer a chance to train overseas or get assigned abroad.

MANILA RECRUITMENT
TALENT GUARANTEED



MILLENNIALS

are entrepreneurial.



claim to want to be their own boss.



started a business in college.



felt entrepreneurship education was vital in the new economy and job market.



started a side business.

MILLENNIALS

✦ want to be collaborators and team players. ✦



Millennials want managers who are friendly but are less likely to say that they value those who go to bat for them.

88
percent

prefer a collaborative work culture than one driven by competition.

88
percent

want "work-life" integration.