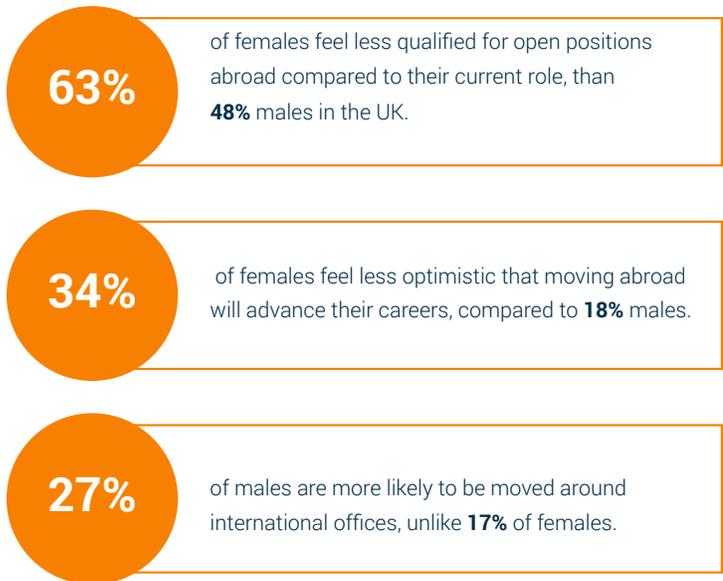


Mobility in Focus - Identifying the talent mobility disconnect UK Quick Stats

Our survey included a UK population of 500 adults employed full-time in a professional setting and 100 senior HR and talent mobility executives. It showed a disconnect between employee's desire for relocation and being aware of opportunities to do so, as well as the importance of relocation to the business and the support HR teams have to do it well. This fact sheet outlines key survey findings about the UK.

The gender divide gets bigger

Our report shows that companies in the UK are not focusing on advancing the careers of female employees, failing to give them opportunities abroad.



The rise of Millennials and Gen Z demands

Giving millennials and gen Z opportunities abroad helps retain younger talent in your workforce, according to the report findings. Financial incentives do not necessarily drive these generations – it's all about experience and cultural understanding.

- **29%** millennials and **22%** gen Z respondents in the UK have already been relocated to other offices more than once – this is a lot more than **17%** baby boomers, who have at least two more decades in the world of work.
- **33%** gen Z have actually already left multiple jobs due to lack of relocation opportunities, and millennials are more likely to leave a company if not given opportunities abroad.
- Only **41%** millennials in the UK expect cash to relocate unlike **62%** gen X and **69%** baby boomers

Tech sector leading the way in the UK

There is more pressure on the tech and finance sectors in the UK to offer relocation opportunities abroad, otherwise they are at risk of losing top talent.

What sectors offer the most opportunities in the UK?

- 1 Technology
 - People are more likely to LEAVE the tech and finance sectors if not offered job opportunities abroad
- 2 Finance
 - People are more likely to STAY in the energy sector if allowed to apply for open positions before they are made public
- 3 Energy
- 4 Services
- 5 Healthcare
 - In the UK, **46%** of people in the tech sector would stay at a company if offered a permanent relocation opportunity, compared to **38%** in finance, **33%** in energy and **32%** in healthcare.