COMPANIES ARE NOT LEVERAGING THE FULL POTENTIAL OF THEIR APA EMPLOYEES:

**PROFESSIONAL GROWTH:**

30% of APA survey participants say their company **DOES NOT** provide extensive leadership development programs and skill building opportunities tailored specifically for APA employees.

25% of APA survey participants say their company **DOES NOT** offer formal rotational programs which include Profit & Loss, line or operational assignments.

**DIVERSITY:**

37% of companies **DO NOT** report representation of Asian and/or APA individuals at the C-Suite level.

ENCOURAGE APA EMPLOYEES’ PROFESSIONAL GROWTH:

**MENTORSHIP:**

45% of APA survey participants **ARE NOT** participating in mentorship.

**COACHING:**

35% of APA survey participants with a PhD/MD/JD report **NO** coaching availability.

**SPONSORSHIP:**

41% of APA survey participants say sponsorship **IS NOT** available.

**LEADERSHIP & ADVOCACY:**

84% of APA survey participants say their company **DOES** involve the APA Employee Resource Groups for business innovation and growth strategy.

DEMographics:

- **Region:**
  - East Asian: 39%
  - Southeast Asian: 38%
  - Pacific Islander: 1%
  - South Asian: 5%

- **Age:**
  - Under 30: 32%
  - 30 to 39: 32%
  - 40 to 49: 17%
  - 50 to 59: 17%
  - 60+: 2%

- **Job Level:**
  - Professional/Technical: 47%
  - Mid-Manager/Director: 19%
  - First-Level Manager: 19%
  - Other: 15%