

Snapshot

Top 5 challenges listed by APA employees

(by relative frequency):

1. Cultural background
2. Professional growth
3. Lack of role models
4. Upper management
5. Communication skills

Top 5 criteria for APA millennials when selecting an employer:

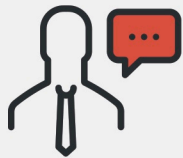
1. Career development (42%)
2. Company culture (23%)
3. Work-life balance (12%)
4. Personal growth (10%)
5. Compensation benefits (9%)

Top 5 valuable traits/skills for APA millennials

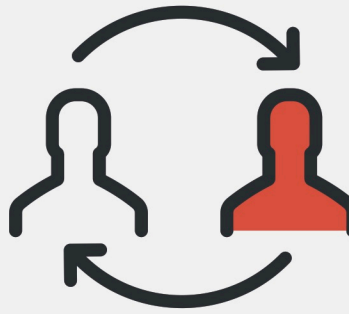
(as cited by their managers):

1. Attitude (21%)
2. Technology (19%)
3. Flexibility (18%)
4. Ownership (12%)
5. Teamwork (9%)

32% of this year's participating companies have **no APA presence** in the C-Suite.



APA participants self-reported **being significantly less assertive**.



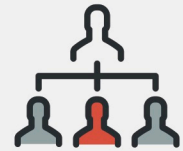
Compared to non-APA participants*

APA participants were significantly more likely to report a shortage of:

- **Role models**
- **Executives**
- **Board directors**

from their cultural background.

*i.e., ethnicities other than APA



Female APA participants are significantly less likely to

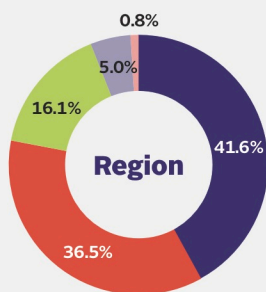
Occupy senior leadership roles:

Female 16%
Male 22%

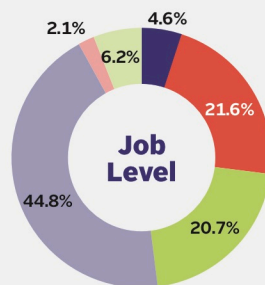
Be on track for senior leadership roles

Female 52%
Male 58%

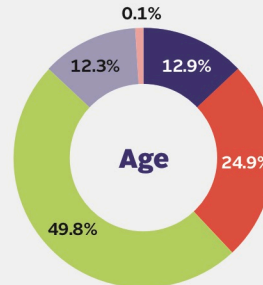
Demographics:



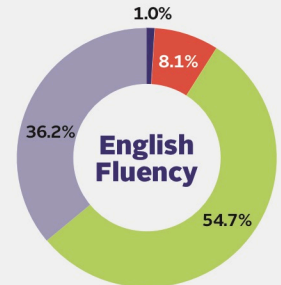
- East Asian
- South Asian
- Southeast Asian
- Multiple Regions
- Pacific Islander



- Executive / Officer
- Mid-manager / Director
- First-level Manager
- Professional / Technical
- Administrative / Clerical
- Production-Hourly / Other



- Younger Millennial (1990-2000)
- Older Millennial (1982-1989)
- Gen X (1965-1981)
- Baby Boomer (1946-1964)
- Silent Generation (1928-1945)



- Not at all or somewhat fluent
- Moderately fluent
- Very fluent
- Native speaker