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.

*Note: 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:

- Region:
  - East Asian 36.5%
  - South Asian 16.1%
  - Southeast Asian 41.6%
  - Multiple Regions 5.0%
  - Pacific Islander 0.8%

- Job Level:
  - Executive / Officer 21.6%
  - Mid-manager / Director 4.6%
  - First-level Manager 6.2%
  - Professional / Technical 4.6%
  - Administrative / Clerical 44.8%
  - Production-Hourly / Other 20.7%

- Age:
  - Younger Millennial (1990-2000) 12.3%
  - Older Millennial (1982-1989) 12.9%
  - Gen X (1965-1981) 49.8%
  - Baby Boomer (1946-1964) 24.9%
  - Silent Generation (1928-1945) 0.1%

- English Fluency:
  - Not at all or somewhat fluent 8.1%
  - Moderately fluent 36.2%
  - Very fluent 21.6%
  - Native speaker 54.7%